

**Trafficking and other Worst Forms
of Child Labour in Central and
Eastern Europe (Phase II)**

**Project Mid-Term
Review Report**

July 2008

This document has not been professionally edited

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List of abbreviations

AP	Action Programme
CCC	Community Consultative Councils
CLMS	Child Labour Monitoring System
CLM	Child Labour Monitoring
CLU	Child Labour Unit
CRC	Convention on the Rights of the Child
CSDR	The Democratic Trade Unions Confederation in Romania
CTA	Chief Technical Advisor
EU	European Union
FTPR	Final Technical Progress Report
GDSACP	General Directorate for Social Assistance and Child Protection
ICT	Inter-sector County Teams
ILO	International Labour Organization
IOE/ACT/EMP	International Organization of Employers/Bureau for Employers' Activities
IPEC	International Programme on the Elimination of Child Labour, ILO
JJS	Juvenile Justice System
LAC	Local Action Committee
MER	Ministry of Education and Research
MES	Ministry of Education and Science
MoU	Memorandum of Understanding
MLFEO	Ministry of Labour, Family and Equal Opportunities
NACRP	National Authority for Child Protection and Adoption
NAPCR	National Authority for Protection of Children's Rights
NGOs	Non Governmental Organizations
NPA	National Plan of Action
NPM	National Programme Manager
NSC	National Steering Committee
NSDI	National Strategy for Development and Integration
PES	Public Employment Service
PROTECT CEE	Project of technical assistance against labour and sexual exploitation of children, including trafficking, in countries of Central and Eastern Europe
SACP	State Agency for Child Protection
SrPC	Sub-Regional Project Coordinator
SPIF	Strategic programme impact framework
TACIS	Technical Aid to the Commonwealth of Independent States
TOT	Training of Trainers
TPR	Technical Progress Report
TU	Trade Union
UNDP	United Nations Development Program
UNICEF	United Nations International Children's Emergency Fund
UNMIK	United Nations Interim Administration Mission in Kosovo
USAID	United States Agency for International Development
USDOL	United States Department of Labour
VET	Vocational Education and Training
WFCL	Worst Forms of Child Labour

I. Executive Summary

The review of the Project “**Trafficking and other Worst Forms of Child Labour in Central and Eastern Europe (Phase II)**” has been carried in June - July 2008. It was contracted by the DED ILO – IPEC to an independent consultant¹ with the aim of documenting the future programming and design decisions.

The project review shows that the strategies employed to meet the project objectives are appropriated and could conduct to the expected results. However, the delays in the implementation and some of the measures envisaged for this actual phase may reduce significantly the impact of the project; therefore an adaptive approach of the project management should be considered. The project documents, the project review meetings and the interviews with the project management staff indicated concerns related to the successful ending of the project if the discrepancy between the actual deadlines of the project over passing with six months the planned budgeted period of execution is not addressed.

The project proved its relevance and chances for long term sustainability but there are still many things to be done. The procedures are responsible for many of the problems related to the planning and the fact that some of the action plans are just scheduled to start.

The main problems for the second part of the project remain: the maintaining of the chief technical adviser and the national project managers until the project completion, the designing and implementation of the exit strategy, the development of a knowledge management system and the avoidance of any further delays.

This review replaces the planned mid term review and was conducted according to the terms of reference designed by DED.

Main Key Issues Identified

The key issues discussed during the project review were grouped in four categories, ranked by the participants as follows: 1/ management, 2/ sustainability, 3/ relevance, 4/ procedures.

1. Management:
 - o The project management and monitoring once the CTA and NPM positions will come to the end
 - o Advantages of the project sub-regional structure
2. Sustainability:
 - o Local ownership and long term sustainability of the project results
 - o The project phase out
 - o The project activities' adjustment and resource reallocation
 - o The influence of side effects on the project
3. Relevance:
 - o Relevance of the project strategy at the national level
 - o Relevance of the project strategy at the local level
 - o Limited financial resources to implement certain activities
 - o The influence of the external events on the project
4. Procedures:
 - o Lessons learned from previous phase concerning the reporting
 - o The long APs drafting process
 - o The project implementation status / problems (due to the shortening of the AP duration).

Major Recommendations

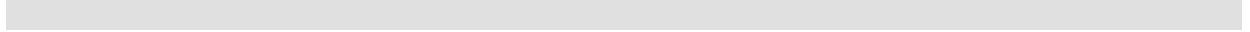
The overall approach of the project should be maintained in the future. However, there are delays in the project's implementation and the decision concerning the phasing out of the management team may endanger the achievement of the objectives. The ILO – IPEC should identify possible solutions to make sure that the CTA and the NPMs will continue their activity at least up to the approval of the final reports and disbursement of the final payments.

¹ Pluriconsult Ltd., Romania - Ms. Rodica Novac

There is no coherent phasing-out strategy for the moment. The strategy should be the main priority in this stage of the project and should be the responsibility of the CTA and the NPMs. The process should involve the National ILO-IPEC Team in working together with CLU, especially because there will be no other phase of the project.

The project should develop a knowledge management system, based on the methodological, thematic, geographic and other relevant aspects that have strategic importance for efficient and effective work and make it available to the persons or organizations interested in developing projects in the field of WFCL.

ILO – IPEC should consider the possibility to develop a more user-friendly procedures system. The final evaluation of the project should include an assessment of the existing system, which would indicate the benefits of additional procedural flexibility from the donor's side in order to make the process a/ more costs-effective, b/ less burdening for the project's staff and c/ to allow the building up of a simplified way for the revising or reallocation of resources.



II. Background

A. The description of the project

The aim of IPEC is the progressive elimination of child labour, especially its worst forms. The political will and commitment of individual governments to address child labour — in cooperation with employers' and workers' organizations, non-governmental organizations and other relevant parties in society — is the basis for IPEC action. IPEC support at the country level is based on a phased, multi-sector strategy. This strategy includes raising awareness on the negative consequences of child labour, promoting social mobilization against it, strengthening national capacities to deal with this issue and implementing pilot direct action programmes (AP) to prevent children from child labour and remove child labourers from hazardous work and provide them with appropriate alternatives.

The project addressed by this review is actually the second phase of the intervention in the countries² covered by the project. This second phase has three immediate objectives which continue the dual emphasis on simultaneous upstream and downstream work, and the multi-disciplinary approach to direct services.

- **IO1:** At the end of the project, country wide up scaling of IPEC models of prevention / identification / referral and rehabilitation / tracking, through capacity building of institutions and greater involvement of employers will have increased the outreach of institutions for the elimination of child labour.
- **IO2:** At the end of the project, 4500 children will have been either prevented or withdrawn from the Worst Forms of Child Labour in sectors/areas previously not addressed by IPEC interventions.
- **IO3:** At the end of the project, mainstreaming of WFCL into national policies and legislation, and awareness raising / mobilisation activities will have supported an increase of resources allocated to the elimination of the worst forms of child labour.

B. Review Questions

The project review questions have been identified based on the TOR, project document and the input from ILO IPEC staff and key stakeholders, as well as by taking into consideration the limited time and resources allocated:

- Is the strategy of the project relevant?
- What is the project implementation status?
- What are the lessons learned from the process of APs design, drafting, reviewing and approval?
- To what extent the external events are influencing the project?
- What are the advantages and the disadvantages of the project's sub-regional structure?
- Are the project's strategies for management and monitoring, once the CTA and NPM positions are phased out, sufficient?
- Is the project promotion of local ownership and long term sustainability of the project results effective?
- Is there a project phase out strategy in place? Is it necessary to reallocate resources or adjust activities?

C. Project review methodology

The project review was focused on project management, policy development, and implementation arrangements/ logistical issues. The review concentrated upon the project as a whole and was conducted by the external consultant according to the Terms of Reference for Project Review (see Annex 1).

The project review methodology included:

² Albania, Bulgaria, Kosovo, Moldova, Romania and Ukraine

- project document, work plans, project monitoring plans, progress reports and other documents review.
- electronic or telephone interviews with selected internal and external participants (Annex 2 provides the issues identification form used for the interviews).
- identification of key issues for discussions taking place during the project review (Annex 3 provides the issues identification forms filled in by national program management teams)
- preparing and distributing to participants the paper describing the issues and their background (see Annex 4)
- preparing the facilitation design plan (see Annex 5)
- facilitating the project review meetings with IPEC staff and stakeholders' representatives (the Annex 7 provides the extensive notes taken by the rapporteur during the meetings)
- designing draft and final Project Review Report.

The participants in the project review were: the project management (the Chief Technical Advisor, the Sub-regional Project Coordinators and the National Program Managers from Albania, Bulgaria, Kosovo, Republic of Moldova, Romania and Ukraine), the implementing partners from Romania (Salvati Copii Association, CRIPS and Alternative Sociale Association), representatives of workers organizations (CSDR), government officials (Labour Inspection, Ministry of Labour, Family and Equal Opportunities, State Agency for Child Protection), the ILO Romania National Coordinator (see the complete list of participants in Annex 6).

The methodology (key issues identification form, the issues paper, the facilitation design), the notes taken by the rapporteur and the draft of the project review report have been revised and discussed with the DED Evaluation Manager and the project management team.

The project review recommendations are based on the participants' responses. The report is structured according to the project review terms of reference and includes a section on lessons learned from this project that could be replicated or should be avoided in the future.

The project review had several methodological limitations which should be mentioned here:

1. The duration of the review meetings prevented the participants from going in details and concentrated the discussions only on the identified criteria (management, procedures, relevance and sustainability).
2. The representatives of the donors could not attend any of the review meetings. A phone interview with the USDOL representative offered the donor's perspective on the project.
3. Some review issues (related to procedures and management) have been raised in previous evaluations and reports, without being fully addressed. This brought some reluctance from the ILO IPEC staff in discussing them but the presence of the DED Section's representative reduced the risk and improved the communication.
4. The Bulgarian NPM could not attend the review meetings. However, the key issues identification form offered significant information which was included in the project review report.

III. Results of discussion concerning key issues associated with key questions

The document overview and the electronic interviews³ revealed several key issues to be discussed during the project review; the issues were grouped in four categories, ranked by the participants as follows (from the most important to the less important): management, sustainability, relevance and procedures.

<p>1. MANAGEMENT</p> <ul style="list-style-type: none"> • The roles the CTA and the NPMs are playing in the implementation and closure of the project and the risks for the management and monitoring of the project once the CTA and NPMs will complete their work etc. • The need/advantages of the project sub-regional structure. 	<p>2. SUSTAINABILITY</p> <ul style="list-style-type: none"> • Local ownership and long term sustainability of the project results. • The project phase out. • The project activities' adjustment and resource reallocation. • The influence of side effects on the project.
<p>3. RELEVANCE</p> <ul style="list-style-type: none"> • Relevance of the project strategy at national level. • Relevance of the project strategy at local level. • Limited financial resources to implement certain activities. • The influence of the external events on the project. 	<p>4. PROCEDURES</p> <ul style="list-style-type: none"> • Lessons learned from previous phase concerning the reporting • The long APs drafting process • The project implementation status / problems (due to the shortening of the AP duration).

1. Management

The project has been designed to include the good practices, the lessons learned and the existing knowledge for a fast, smooth transition from phase one to phase two. The supposition that the effective project implementation can rely on the existing expertise of the implementing agencies was not confirmed by the implementation of the second phase. The change of some implementing agencies or the staff turnover in the ones involved in the first phase indicated that the technical support is as necessary as it was in the first phase.

There are several concerns related to the project ending (the delays in the project implementation, the constant efforts to speed up the planning and the reporting, the non-existing exit strategy, the lack of resources and planning concerning the knowledge management, the complicated, overburdening system of procedures etc.) but the main distress is provoked by the expected phasing out of the CTA and NPMs, with all the consequences related to the foreseen absence of the management and monitoring coordination.

In the following table there are listed the most important roles of the CTA and NPMs which should be covered once they will leave the project. More details about the possible costs and solutions are included in the next chapters.

Roles		Roles/Risks Description
Project management	Coordination	<ul style="list-style-type: none"> • The existing structure of NPMs and CTA ensures both vertical and horizontal coordination. • In the context of elections and the Government reshuffle after elections, the presence of the CTA is necessary to ensure that Government and local authorities continue the work for elimination of the WFCL. CTA input is necessary during the approval process of legislation which is the base for ensuring sustainability of IPEC work in the region. • The national ILO-IPEC teams have an important role in liaison between
	Advocacy	

³ Using the Key Issues Identification Form presented in annex 4.

	Transfer of good practices	<p>the local levels (IAs) and National Authorities. They have to “sailing between the reefs” of the Public Authorities’ priorities, the Project objectives and the formal Donors requirements.</p> <ul style="list-style-type: none"> • The NPMs ensure utilizing upstream-downstream approach at the country level. They also ensure that the local good practices are translated and reflected at the national level, and the other way round.
Sustainability	<p>Implementing the exit strategy</p> <p>Replication of good practices</p> <p>Fund raising</p> <p>Knowledge management</p> <p>Capacity building</p>	<ul style="list-style-type: none"> • Coordinating the process of drafting /implementing the exit strategy was not addressed until now and the PRODOC does not provide enough details on who is responsible for what and what resources are available to fulfill the strategy goals. • The CTA ensures sub-regional exchange of good practices and their further replication in other countries. • Both NPMs and CTA identify fundraising opportunities to support further up scaling of the IPEC piloted interventions. • Knowledge management is not just a formal requirement; it is a very useful instrument for the stakeholders including donors in order to process the information (outputs, results) received from various projects. • Working mainly with the governmental bodies to make them able to ensure the long term sustainability of the ILO-IPEC work.

2. Sustainability

Long term sustainability of the project is an important issue for ILO IPEC staff, national governmental bodies and implementing agencies. There are indications for asserting that this goal will be fulfilled such as: 1/ the project activities are consistent with the national strategies, policies and institutions; 2/ the legal organizational structures are in action (National Steering Committee; Child Labour Unit; Local Inter-sectors Teams); 3/ the national memorandums of understanding are signed and enforced; 4/ there are partnership agreements between different stakeholders at national and local level and between public sector and civil society; 5/ the methodologies and professional standards of the youth centres and the standard procedures for running activities in street children centres are in place; 6/ the mechanisms of monitoring the child labour are operational; 7/ the project products (information, also appreciated some other elements contributing to project sustainability):

- capacity building through sustainable human resources development: training professional people at the local and central level; networking; building the professional approach in child labour;
- integrating the Child Labour thematic in the NAPCR programs; creating synergy between the Sectors at the level of NAPCR;
- establishment of the National and local networks of the stakeholders in the field of child labour (by full support of the child labour units).

There are also risks which might endanger the sustainability of the project, identified by the participants with regard to the national context or to the capacity of the project to build multiplying effect. These risks are:

- The elections. In Albania elections will be held in 2009 and the new government is not expected to be in the office before September 2009. This will create:
 - A gap between the two governments in terms of the activities, contribution and results obtained by ILO/IPEC and its collaborators, staff turnover and Ministry restructuring or reshuffling, changing in the composition and leadership of the National Steering Committee.
 - The main national strategies will be revised in accordance with the electoral program of the winning coalition. This will have a direct impact on National Action plans and budget.

- The national legislation⁴ that ensures long term sustainability and provides for further scaling up of IPEC interventions (CLMS) is drafted. However it is not approved by the Parliament yet. In the current version of the above mentioned legislation setting up of effective child labour monitoring mechanism is in place. However it is not properly funded.
- The limited number of regions where the child labour's monitoring system was functional. The multi-disciplinary teams implementing CLMS have the structure and the potential to be self-sustaining with the ongoing support of local governments. So far they exist only in pilot regions.
- The priorities of the governments concerning child labour might change. The influence of the EU accession on the issue of de-institutionalization (prevention of children to be abandoned by their parents to the public care decreases of the number of children placed in public care and development of services other than institutional care to support those processes in Bulgaria is still the main issue of concern for the Government. Moreover – it is the main policy area strictly monitored by the EU. Therefore the Government is inclined to allocate budget and EU funds mainly to tackle this issue, while overlooking CL⁵.

The following main challenges in securing the sustainability of the project have been defined by the participants:

- Vulnerability of the newly established National Steering Committee (NSC) under NAPCR coordination (it took more than one year for legally transferring the NSC from Labour Inspection to the NAPCR, period in which the NSC was almost inoperative). It was underlined that undertaking IPEC role and responsibilities in Romania is a key moment in defining building capacity of the CLU and NSC.
- The political changes. As a result of election the replacement of the high officials at central and local levels (new minister of labour, new secretary of Stat of NAPCR, new mayors at county and community levels) will have a negative impact on implementation and sustainability of PROTECT CEE. Therefore, the presence of CTA is crucial in order to overcome this period, as well for facilitating the access to international funds of the draft projects proposals not yet finalized/submitted (e.g.: two proposals were initiated including Romania, Moldova and Bulgaria).
- The interest of the NGOs and Media is weak, although they should have an important role in keep the pressure on the WFCL issues to the Governmental Authorities.
- The lack of tailored financial instruments which may support sustainability of the Projects and long term programme of the NGOs providing specialized social services. Structural funds have no Measures or Axes tailored accordingly and the project is not contributing to the capacity building of the implementing agencies in order to access structural funds for similar social services.

The participants also emphasized that the measures listed below are very important for the long term sustainability of the project and efforts need to be made to identify the necessary resources for implementing them:

- | | |
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| <ul style="list-style-type: none"> ● Finalizing the exit strategy for the Project, including the strategic plan for taking over the Project's viability by the CLU from ILO IPEC under supervision of the NSC; ● Designing a strategy for sustainable development of the HR at the local level, coordinated by the CLU, that will provide consultancy and experts, generally speaking – professional resources at the local level; | <ul style="list-style-type: none"> ● Finalizing the legal version of the hazardous labour inventory; ● Setting up and disseminating the Guidelines of Good Practices for the Employers, tailored on the specific of the economic sectors; involving the Labour Inspectorates in promoting the above mentioned Guidelines; ● Increasing the accountability and commitment of the SPAS's staff; |
|--|--|

⁴ Draft Law on State Programme/National Action Plan to Implement the UN Convention on the Rights of the Child (CRC) till 2016.

⁵ On the other hand, there are some positive effects of the project which might have a good influence on the governmental policy in Bulgaria: **1)** The participation in the UN system (the examination from May 2008 by the UN Committee on the Rights of the Child of the Second Governmental Report on the implementation of the UN Convention on the Rights of the Child. The NPM influenced the drafting of the Government Report and the issue of CL in Bulgaria raised its profile during the discussions in Geneva. **2)** The EU accession – The Ministry of Labour and Social Policy is gaining experience participating in the Open method of Coordination Cycle of the EU in the field of Social Policy. Child poverty and CL are becoming priority subjects for the EU.

- Increasing the capacity of the LACs through: a/ HR development by training, study visit, exchange of good practices; b/ Legal and administrative framework that will support sustainability of the project and apply new modalities like Children's Day Care Centres; LACs (job descriptions, reporting system to CLU every 3 months or more often; qualitative and quantitative indicators for evaluation of performance; schedule of regularly meetings between CLU and LACs coordinators at the national or at least regional level) c/ defining of the role and responsibilities of the LACs by the NAPCR in order to have the feedback of the GDSACP.
- Setting up an exit strategy for transferring the know how, the project's outputs and results to the national and local structures;
- Involving the NSC members in disseminating the CL specific issues among the authorities they are representing using training and/or informative sessions;
- Developing a compulsory educational curricula, in order to train all teachers in the subject of Child Protection;
- Explore and apply new modalities of withdrawal the children from WFCL, like children's day care centres;
- Memorandums of understanding should be more flexible in order to allow tailoring adequate project's organizational structures, by beneficiary governments, as: CLU, NSC, SPIF, MTD, LAC;
- Validation of existing good practices and documentations;
- Ministries of Labour of each country should advocate in the Parliaments for setting up the Parliamentary Commissions on CL issues;
- Reinforce national institutions in the field and make sure CLUs are integrated and action programmes are designed (mainstreaming)
- Maintain the regional dimension of the project by putting more emphasis on: a/ training and capacity building; b/ exchange good practices across the countries;
- Design and implement a regional resource mobilization strategy that details individual national tasks.

3. Relevance

The conclusion of the review is that piloted interventions addressing CL at policy and field level was highly relevant as mechanisms for prevention and withdrawal of children from CL were almost non-existent. Phase II of Trafficking project enabled follow up interventions to ensure finalization, up-scaling and institutionalization of interventions initiated under Phase I (WFCL Project).

The national framework of monitoring instruments has led to structural change of mentalities and behaviors at the level of local communities as well as strategies and public policies at the local and national level.

Increasing the visibility of the child labour issues and of the related stakeholders involved in this work has enhanced the public awareness at the level of local communities (to be underlined the major impact of the events organized all over the country with the occasion of 12 of July⁶);

Study visits and twining at the national and regional level contributed to the multiplying effect of the project, by sharing information and encouraging connections between countries in the region.

The role of CLU as mediator / facilitator in sharing: expertise process, existing instruments, methodologies and best practices between the local action committees (LACs) and GDSACPs at the county level contributed to the relevance of the project. The CLU is the only player with the national vision of the all LACs experiences and furthermore is the only one able to deal with the partnerships and networks among them.

⁶ www.copii.ro

Other elements contributing to the increase of the relevance of the project were:

- at the level of beneficiaries - the project has started from the needs assessment and met both major objectives: a/ apprise and b/ withdrawal; has been fundamentally characterized by involving the children in decision-making process, designing the intervention plans and assisting their colleagues being at risk;
- at the level of communities - involving and motivating the local stakeholders, specially the teachers being in contact with children in implementing the intervention plans is leading to a long term local ownership of the issue;
- at the level of policies - tailoring the legal framework according to the international aquis and recommendations made by International Organizations in the field⁷.

4. Procedures

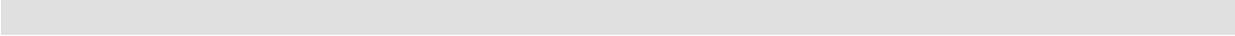
The participants defined the need to discuss the procedures, not necessary for the sake of this project, but for the future projects: ***“In order to stay relevant we need to change modalities of operation”***.

The procedures are the subject of all technical progress and evaluation reports. There is no question that each programme may have specific objectives which are requiring proper approach in collecting data through reporting. Most of the funds are coming from different public bodies which also require a high level of responsibility in granting, managing and reporting, in the interest of the tax payers. All of them are obvious in process of identifying the most effective way in managing and tailoring the procedures to their own purpose.

The following aspects came out during the discussions on the procedural difficulties:

- There are different reporting schedules for different donors (e.g. USDOL and German Government), although reports cover a six-month period. This makes reporting time-consuming. Furthermore, the reports prepared by the IAs to IPEC on the implementation of Action Programmes cover a four-month period starting from the date when the Agreement is signed by both parties. This makes difficult collection of the figures for direct beneficiaries.
- There are different mechanisms of reporting through different projects of ILO and specific difficulties in dealing with a variety of financial and technical forms; the financial forms, according to POM, are designed in Word format instead of Excel, which would be more effective in order to handle the figures and sums.
- The bureaucratic milestone for the teams, consisting in the compulsory research that shall be reloaded in the same context with the same result for each AP.
- A huge quantity of information (only cover page consists in 5 pages) has to be repeated in three different sections of the reports.
- The IAs perceive the reporting on direct beneficiaries as an additional task because the DBMR is not mentioned in the Agreement signed with the HQ.
- The English language barrier as well as the high level of details requested by the sub-regional team take more than three weeks for preparing /submitting the reports to HQ for approval (as indicated in the POM).
- The difficulties in monitoring the beneficiaries sorted according to the categories, particularly on WFCL because of multiple issues deriving from illegal activity of the organized crime networks.
- Reporting, the financial problems related to the exchange rate, the documentation and the contracting are time-consuming and expensive.
- The contract with the IAs is signed in one currency (USD) while the money is received in local currency which makes the prediction of expenses difficult. At the same time this procedure is not in accordance with the Romanian financial regulations.
- The AP document is too complex; between the moment of beginning to write the project and the actual implementation many months pass (e.g. 17 months for AAS).

⁷ Reference to the Memorandum of Understanding

- The IA staff writing the AP is not the same with the one appointed for implementation, therefore more time is needed for understanding/starting implementation of the AP.
 - The process of changing/adjusting the project work plan is too rigid and ought to be made easier.
 - Language skills are an issue that needs to be addressed. It is almost every time the IPEC staff that end up drafting the APs for the IAs and this is time consuming.
- 

IV. Conclusions /key lessons learned

The high number of direct beneficiaries, the relatively modest financial resources, the limited services available (educational services not accompanied sufficiently with other support measures) and the short project duration should be accompanied by other measures to insure a complete package of support for withdrawal of children from WFCL (e.g. a/ link project interventions with other available services in the field; b/ advocate for additional services/support from other organizations/donors).

According to the PRODOC, the CTA has the overall responsibility for the management and implementation of the project. He has to focus on meeting project objectives and has the responsibility for overall planning, designing, monitoring, evaluation and reporting of all project activities, compilation of project experiences and lessons learned. The CTA leads advocacy efforts toward regional institutions (EU, OSCE, Council of Europe). The NPM plays a role in liaison with the national authorities, national committees and relevant national development platforms within the government, ILO constituents, academic institutions and media community. They have the responsibility for the day-to-day running of the project offices and supervision of the action in their countries. The contracting of the CTA for only two years and the NPMs for only two and a half year period seems to menace:

1. The achievement of the objectives **IO1**⁸ and **IO3**⁹. The main roles of the CTA and the NPMs are focusing on fulfilling these goals and it can be easily foreseen that the two sub-regional coordinators will not be able to take over all the responsibilities of the project implementation in six countries and at sub-regional level.
2. Funds disbursements, since the requests for the final payment issued by the IAs are to be endorsed for approval by the ILO IPEC teams in the field. To break up the regional network before the ending date of the APs will generate a crisis situation in terms of procedural aspect of funds disbursement.
3. The completion of the APs, including preparation of technical progress reports and **FTPRs** according to IPEC standards. The delays in the Action Programmes, the alternating of the implementing agencies (from the Phase I to the Phase II), their staff turnover and the fact that the project is not targeting the civil society's capacity building increases the need for technical support of the IPEC team.

The phasing out of the management teams is also raising problems concerning:

4. The monitoring mechanism itself, which is not finalized and still needs to be supported by the Project up to its end.
5. The preparation and implementation of the exit strategy, in order to let the national bodies fully benefit by the advantages of the IPEC project in the region.
6. The project closer in due time, because the local and national elections may disturb the APs in action and put them in the position to ask for more time for finalizing the implementation.

Transferring the experience gained in the first phase of the Project to actual phase as well as sharing experiences and lessons learned that may be used in designing further financial instruments by ILO IPEC or by other donor organizations are very important from the local capacity building perspective, for the long term viability of the national policies and sector strategies for elimination of the WFCL. The participants in the review pointed out the lack of networking instruments¹⁰ among the national teams in order to allow the transfer of good practices and lessons learned. The knowledge management is a target of the project but there are no resources allocated and there is no strategy developed in that sense yet. The phase out of the CTA and NPMs and the scarcity of the resources will prevent other NGOs and public institutions to have access to valuable resources developed in the last years by the ILO IPEC projects in the region.

⁸ At the end of the project, country wide up scaling of IPEC models of prevention / identification / referral and rehabilitation / tracking will have increased the outreach of institutions for the elimination of child labour.

⁹ At the end of the project, mainstreaming of WFCL into national policies and legislation, and awareness raising / mobilisation activities will have supported an increase of resources allocated to the elimination of the worst forms of child labour.

¹⁰ The documents are mentioning several networking instruments (regional meetings, twinning study visits, a website, a newsletter) but none of them was put in practice; the good practices identified and documented in the first phase of the project were not translated and distributed in the sub-region.

Without a well designed and implemented phasing out strategy the activity in the field might diminish due to the deficit of the tailored financial instruments which may support sustainability of the project on long term and the programs of the NGOs providing specialized social services in the field.

The request coming from all the levels of the project (implementing agencies, national programme coordinators, project coordinators) concerning a more simplified and manageable reporting system was not addressed until now. The participants in the review mentioned several problems they consider worth to be mentioned, more carefully considered and ultimately addressed: 1/ The procedures are responsible for the shortening of the APs, for the delays in the implementation and for the foreseeable requests for extension of the duration of the APs by IAs (e.g.: in the first phase extension of duration by a period between 1 and 5 months was requested by five out of six IAs). 2/ There is no dispute about the need of information concerning the development of the project; only the manner in which this reporting is done is problematic; 3/ Some problems could be easily solved like introducing Excel formats or replacing the complicated financial reporting with a financial audit; 4/ Solutions like introducing a special data base software for the monitoring of the direct beneficiaries would be probably expensive but would simplify a lot the tasks of the implementing agencies and would offer reliable data to the donors. 5/ An extensive time amount is allocated to reporting, controlling and feedback by the staff of the implementing agencies, national programme managers, sub-regional project coordinators, CTA and ILO headquarter.

A. Lessons learned from this project that could be replicated

Several issues have been identified as good practices that could be replicated in other projects:

- ILO – IPEC has a strong position in the field, given not only by the professional and committed local teams but also by the whole network which is taking action as one.
- The CTA office and NPMs are crucial:
 - for assuring the coherence of the interventions at country level,
 - for the successful project implementation and coordination with other projects in the region and the respective countries,
 - for the identification of new areas of work and for the insurance of the experience exchange,
 - for the identification and dissemination of lessons learned and best practices at sub-regional level.
- The CTA/NPMs ensure both vertical and horizontal coordination while, at the field level, the NPMs ensure utilizing upstream-downstream approach. The NPMs/CTA ensure that fundraising opportunities are in place while the project budget is limited.
- Negotiation with the implementing agencies (IA) for drafting the action plans (AP) and the involvement of relevant central and local authorities in order to be able to provide support to the IAs to complete the APs are increasing the ownership and improve the implementation and also are increasing the sustainability of the project
- The synergy between the involvement of the IAs and the National Authorities is crucial in achievement of those three targeted *PROTECT CEE Project (phase II)* Objectives.
- The sub-regional project is offering a global view of the activities in every country, the possibility to share information and to exchange experiences between the countries (although limited) particularly those speaking the same language (e.g. Romania and Moldova, Moldova and Ukraine, Albania and Kosovo).
- Sub-regional projects are more suitable in the present than country programmes – countries in the region have similar problems, similar resources to solve the problems.

- Piloting new intervention approaches and the funding of direct support interventions make NMP field structures necessary, as well as the CTA backup, the professional support, the knowledge sharing and the technical support of the field staff.
- Establishing a clear timetable for APs design phase is crucial for the implementation of the project implementation.

B. Lessons learned from this project that should be avoided in the future

Sub-regional team focused on controlling, much less on coordination and sharing experience/ good practices among the countries involved in the project. Coordination was mostly the responsibility of the CTA. The Whole sub-regional team should be involved in all aspects expected from such a team: coordination, exchange of experience/ good practices, involvement in policy level and projects (APs) implementing level and controlling/reporting.

The phasing out of the CTA and NPMs before the end of the project is not feasible. The CTA and National Project Management teams need to provide technical assistance until the exit strategy is enforced and the national bodies are operational and able to take over the effort.

The Programme and Administrative Assistants (PA) at the country level are working under the supervision of the NPMs and support their work. If the project management organizational chart does not include PAs (as in Bulgaria and Kosovo) the NPMs are in charge of many administrative and financial responsibilities.

Capacity building is important not only from sustainability and impact perspective (in relationship with the governmental bodies) but it should include the development and expansion of the local models. Raising local capacity should incorporate training of the ILO IPEC staff, experience exchanges at sub-regional level and capacity building for the implementing agencies to make them capable to a/ answer better to the donors' expectations; b/ be more efficient; c/ multiply their expertise in the neighbouring communities.

The fact that the ILO and ILO IPEC local offices are not legally incorporated entities in the countries reduces the effectiveness of the project managers, increases the costs and overburdens the staff with preventable tasks. The local ILO-IPEC teams are in the impossibility to act like legal entities in relations with the national or local authorities. In general they are managing the task of liaison with authorities by lobbying and managing personal contacts. The administrative and financial responsibilities are time-consuming and costly (the payments are made through another agency (UNDP), the contracts are signed by individuals etc.).

The project is not feeding the need for raising public awareness concerning trafficking and other WFCL without which there will be no public concern to pressure the governmental bodies into taking action.

The huge potential of the media is an opportunity that was not used by the project. Mass media may be used not just for promoting the project but also for a smoothly implementation of it, by disseminating tailored information and communication products to the specific target groups and it should be included in PRODOC.

A project should not rely on complementary funds/ projects, financed by different donors. This can conduct to difficult situations, when one is approved and one is cut (like in this case).

The long APs drafting process resulted in shortening the duration of the AP. The process is time consuming. Between the beginning of the project writing and the actual implementation many months pass (e.g.:17 months for AAS); new opportunities (information, legislation, resources) or new obstacles might occur. Also, the IA staff writing the AP is not the same with the one appointed for implementation, therefore more time is needed for understanding/starting implementation of the AP.

VI. Recommendations and suggestions for future work

This review was an instrument aimed to provide recommendations that may help ILO IPEC to avoid: a/ possible inconsistencies in achieving projects objectives or b/ jeopardizing the project's impact.

It can be concluded that the project is highly relevant and there are good prospects for the project long term sustainability. Nevertheless, the issue of child labour is still present in the sub-region and, therefore, more efforts and resources should be allocated to intervene in areas like agriculture, mining or to increase the geographic coverage of the project in the respective countries.

There is a consensus concerning the existence of a certain discrepancy between the project objectives and the resources allocated for its implementation (the goals are too ambitious, especially related to the number of direct beneficiaries). At the same time, the management teams involved in the project (the CTA and NPMs) are highly appreciated by the representatives of all stakeholders. The replacement of this much appreciated work becomes easily a concern in relation to the project ending.

The project implementation should be based on mechanisms, procedures and knowledge management system designed to mitigate the political risks associated with the frequent changes of the government officials. A strong cooperation and coordination between the stakeholders at the national and local level might become a real challenge once the project is over.

The phasing out strategy should reduce this risk by including a feasible approach model of reduction/elimination of WFCL.

The overall approach of the project should be maintained in the future. However, there are delays in the project's implementation and the decision concerning the phasing out of the management team can put in danger the achievement of the objectives. The ILO – IPEC should find solutions to make sure that the CTA and the NPMs will continue their activity at least up to the approval of the final reports and disbursement of the final payments.

The projects should include local civil society capacity building, more experience exchange at regional level, training of the IPEC staff and the necessary resources for knowledge management.

There is no coherent phasing-out strategy for the moment. The strategy should be the main priority in this stage of the project and should be the responsibility of the CTA and the NPMs. The process should involve the national ILO IPEC teams in working together with CLU, especially because there will be no other phase of the project.

The project should develop an organisational focal point for learning and an (preferable) electronic knowledge management system, to develop a “community of practice”, to preserve the institutional memory and to contribute to the enhancing of the organizational learning and the multiplying effect of the project. The CTA and the NPMs have to identify the methodological, thematic, geographic and other relevant knowledge that has strategic importance for efficient and effective work and make them available for the persons or organizations interested in developing projects in the field of WFCL. Formal advising of the materials done by IAs within the Project by the NAPCR would contribute to the formal multiplication of the project results.

ILO – IPEC should consider the possibility to develop a more user-friendly procedures system. The final evaluation of the project should include an assessment of the existing system, which would show the benefits of additional procedural flexibility from the Donor side in order to make the process more costs-effective, less burdening for the project staff and would allow the building up of a simplified way to revise or reallocate the resources.

Budget should ensure the financial resources to cover both the staff costs and the running costs for IPEC offices (including PA in all national offices or CTA travel costs, IPEC staff training costs etc.).

The designing of the forthcoming projects of ILO-IPEC should be done by a Regional - Action Committee, as a result of the networking between the actual national teams. Strategic partnership development between the countries already involved in the network would contribute significantly to the sustainability and to the multiplying effect of the project.

VI. Annexes

- Annex 1** Terms of reference for project review
 - Annex 2** The issues identification form
 - Annex 3** The issues identification forms filled in by national program management teams
 - Annex 4** Paper describing the issues and their background
 - Annex 5** Facilitation design plan
 - Annex 6** The complete list of the participants in the project review meetings
 - Annex 7** The results of the working groups exercise (second review meeting)
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**International Programme on the Elimination of Child Labour
ILO/IPEC**

**Terms of Reference For
Project Review of
Trafficking and other Worst Forms of Child Labour
in Central and Eastern Europe (Phase II)**

ILO Project Code	RER/06/P50/USA
ILO Project Number	E-9-K-6-0085
ILO Iris Code	100608
Countries	Albania, Bulgaria, Kosovo, Republic of Moldova, Romania, and Ukraine
Duration	36 months
Starting Date	September 30, 2006
Ending Date	September 30, 2009
Project Language	English
Executing Agency	ILO-IPEC
Financing Agency	US DOL
Donor contribution	US \$3,500,000

I. Background and Justification

1. The aim of IPEC is the progressive elimination of child labour, especially its worst forms. The political will and commitment of individual governments to address child labour — in cooperation with employers' and workers' organizations, non-governmental organizations and other relevant parties in society— is the basis for IPEC action. IPEC support at the country level is based on a phased, multi-sector strategy. This strategy includes raising awareness on the negative consequences of child labour, promoting social mobilization against it, strengthening national capacities to deal with this issue and implementing demonstrative direct action programmes (AP) to prevent children from child labour and remove child labourers from hazardous work and provide them with appropriate alternatives.
2. ILO Decent Work Country Programmes (DWCPs) are being introduced in the ILO to provide a mechanism through which to outline agreed upon priorities between the ILO and the national constituent partners with a broader UN and international development context. For further information please see <http://www.ilo.org/public/english/decent.htm>
3. The DWCP defines a corporate focus on priorities, operational strategies as well as a resource and implementation plan that complement and supports partner plans for national decent work priorities. As such DWCP are broader frameworks to which the individual ILO project is linked and to which it contributes. DWCP are beginning to be gradually introduced in various countries planning and implementing frameworks.
4. From the perspective of the ILO, the elimination of child labour is part of its work on standards and fundamental principles and rights at work. The fulfilment of these standards should guarantee decent work for all adults. In this sense the ILO provides technical assistance to its three constituents: government, workers and employers. This tripartite structure is the key characteristic of ILO cooperation and it is within this framework that the activities developed by regional and national projects should be analyzed.

PROTECT Phase I

5. Since 2003 in Albania, Bulgaria, Kosovo, the Republic of Moldova, Romania and Ukraine, IPEC has been working to provide technical and financial assistance in the implementation ILO Minimum Age Convention No.138 and ILO Worst Forms of Child Labour Convention No.182. Since work began in the region in 2000, ILO/IPEC has accomplished the following:
 - increased the knowledge base on the WFCL with more than 20 publications so far used for capacity building with governments and social partners;
 - provided direct services to 14,624 children at risk and victims of child labour through efforts such as the Ukraine National Programme
 - reinforced the legal and policy frameworks in line with Conventions No. 138 and No. 182;
 - tested intervention models that have included components of employment promotion, peer education, life skills, Child Labour Monitoring System (CLMS), and psycho-social rehabilitation of victims of trafficking.
6. In 2003, ILO-IPEC began conducting research to help it develop a strategy for a new project in the region. SIMPOC carried out studies in Romania and Bulgaria. Four Rapid Assessments on Trafficking in Children were done in Albania, Romania, Moldova and Ukraine. These research studies

were subject to discussion in national consultations. The resulting project document was operationalized at country level with national seminars using the Strategic Programme Impact Framework (SPIF) methodology.

7. The first phase of an ILO/IPEC project, *Combating Trafficking in Children for Labour and Sexual Exploitation in the Balkans and Ukraine* began later that year. The project was implemented together with other projects, under a common programming framework, Project of Technical assistance for the Elimination of Child labour, including trafficking, in countries of Central and Eastern Europe (PROTECT CEE) – with the same management structure, and complementary upstream work / direct services.

Mid-term Evaluation of Phase I

8. In the spring of 2006, an independent mid-term evaluation was conducted on the first phase of the project. The evaluation concluded that interventions were comprehensive, appropriate and relevant to their national contexts. The ILO/IPEC teams had been successful in linking project objectives and national priorities. The project supported national directions while including multiple stakeholders and were flexible enough to support diverse strategies within a range of Action Programmes.
9. The project had a significant impact on policy and legal frameworks at the national level, while at the local level they established multi-disciplinary teams and peer educators which, in turn, helped to support the implementation of the CLMS. The project established the basis for national and local ownership of both policy initiatives and direct services that assist the target populations, while enhancing existing institutional capacities and maximizing the use of donor funds.
10. Although there was notable advancement in terms of implementing policy and legislation geared toward protection of children and monitoring of child labour and WFCL in all six countries, parallel advancements were not consistently made with respect to prevention, withdrawal, and rehabilitation. Efforts that were in place regarding these three aspects of combating child trafficking and other WFCL were weak in implementation in education systems and the labour market.
11. The final evaluation of Phase I was replaced by the final Technical Progress Report and a Study on Good Practices and Lessons Learned. The Good Practices validation exercise in all countries, which were compiled into a sub-regional publication entitled: “Steps to the Elimination of Child labour in CEE”

PROTECT Phase II

12. The recommendations of the evaluation, the results of the internal monitoring, and feedback from Stakeholder Workshops all helped to inform development of project documents for a second phase of the project. Phase II has three immediate objectives which continue the dual emphasis on simultaneous upstream and downstream work, and the multi-disciplinary approach to direct services.
 - IO1: At the end of the project, country wide upscaling of IPEC models of prevention / identification / referral and rehabilitation / tracking, through capacity building of institutions and greater involvement of employers will have increased the outreach of institutions for the elimination of child labour.
 - IO2: At the end of the project, 4500 children will have been either prevented or withdrawn from the Worst Forms of Child Labour in sectors/areas previously not addressed by IPEC interventions.

- IO3: At the end of the project, mainstreaming of WFCL into national policies and legislation, and awareness raising / mobilisation activities will have supported an increase of resources allocated to the elimination of the worst forms of child labour.
13. To sum-up, IO1 focuses on the replication of tested models in geographic areas previously not targeted by IPEC, IO2 will further refine these models in sectors previously insufficiently targeted by IPEC, and IO3 will guarantee the sustainability of the project beyond its end date, by ensuring that sufficient funds are allocated for the elimination of child labour. A crucial element of the project is the knowledge management output under IO2 that will ensure that lessons learnt by providing direct services will flow into the up-scaling activities on a continuous basis.
 14. In order to accomplish the Immediate Objectives, the project employs strategies at three levels: sub-regional, national, and local. At the sub-regional level, no new structures were required for Phase II. The project continues to facilitate regular meetings and an exchange of information among teams and key stakeholders from the six participating countries, thus promoting cross-fertilization of initiatives.
 15. At the national level, the second phase of the project focuses on policy mainstreaming and up-scaling activities through the institutionalization of models of intervention developed in conjunction with regular standards, curricula, policies and/or programmes within government institutions. Foci for activities at the national level include knowledge building, capacity building, policy mainstreaming, awareness raising, and resource mobilisation (through government and social partners).
 16. At the local level, the project works through implementing partners to prevent children from being trafficked and other forms of hazardous child labour AND to withdraw children from trafficking and other WFCL. Foci for activity at the local level include capacity building, youth participation and empowerment, formal and non-formal education, and training and employment.
 17. The backbone of the project interventions continues to be a Child Labour Monitoring System to identify, withdraw, refer and track children involved in WFCL, and to generate data to support informed policy changes. The CLMS focuses on the unconditional worst forms of child labour and the hazardous child labour, as presented in the national list of hazardous work.

Evaluation of Germany-funded Component of Project

18. In addition to funding from USDOL, the project has received funding from the Federal Republic of Germany. In November 2007, the Final Evaluation was conducted of the Germany-funded component of the project. The external, independent evaluation was carried out by an international consultant. The evaluation methodology consisted of field visits to Albania, Kosovo, Bulgaria, Romania, Moldova and Ukraine, national stakeholders' workshop, and a sub-regional workshop in Sinaia, Romania.
19. The evaluation found that the project demonstrated outstanding progress in the countries where the activities were carried out: decisions makers and the general public were more aware of child labour issues, there were more services available for those children withdrawn from child labour (such as educational and health services), legislations facilitating further interventions on CL and trafficking are more or less in place. One of the concrete recommendations was for IPEC to continue its efforts in all the countries in the sub regions with more emphasis on child labour in agriculture, street children' children left behind by parents who migrate to more developed European countries and the Roma children in nearly all of the countries.

20. Immediately after the evaluation workshop, PROTECT-CEE staff held a meeting over two days during which reports from the countries covered by the project were presented, some common and some country specific issues were identified and decisions taken to address them. There was an interactive session on drafting action programmes to ensure quality and a uniform approach. Some lessons learned on resource mobilization and donor relations were also shared among the staff.
21. One issue that presented itself consistently as a matter requiring remedy was the level of reporting. Finalising and submitting these reports had become an arduous task for national project managers and their assistants, leaving limited time for field activities such as visits to project sites. Implementing agencies requested a more simplified and manageable system of reporting that would lessen their burden.

Current Status: Selected Highlights from the TPRs

Albania

22. The Parliament of Albania approved on 21 January 2008, the Law no. 9859 amending the Penal Code (Law no. 7895 from 27.01.1995). Clear sanctions to the persons who perpetrate different types of abuse against children including trafficking, child labour, pornography, maltreatment were introduced. IPEC provided continued support at all stages from the preparation to the approval process.
23. Ministry of Interior started the process for drafting the National Anti-Trafficking Strategy for the period 2008-2012 in December 2007. IPEC was actively involved in the process by mainstreaming trafficking in children into the strategy, participating in the working group meetings, consultative meetings with representatives of different ministries and public institutions, NGOs and international organizations, providing inputs and sharing the CLMS model and good practices that can be replicated at national level.
24. The Draft National Strategy for Social Inclusion 2007-2013 has been finalised as a result of a meeting with donors held on 19 November 2007. IPEC Albania, as a member of the working group drafting the strategy, has mainstreamed child labour, including the CLMS, into the section Vulnerable Groups Children at Risk and provided inputs for the chapter on Social Development, in particular to Pre-university Education, Youth and Employment strategic priorities.
25. A meeting of the Albanian Coalition against Trafficking in Children (BKTF) coalition was held on 25 January 2008. The coalition made an analysis of the activities in 2007 and presented the workplan for 2008. IPEC NPM attended the meeting as a member of the Advisory Board and presented the main activities to be carried out in 2008 under the two Action Programmes. A future opportunity will be to organize together a second National Campaign against Begging on 12th June 2008 as part of the World Day Against Child Labour activities.
26. A meeting of the National Steering Committee (NSC) was held on 14th February 2008 at the Ministry of Labour, Social Affairs and Equal Opportunities. ILO-IPEC Albania presented the IPEC priorities and informed about the number of children and families benefiting from the Action Programmes to be implemented. The Head of Child Labour Unit at the Ministry of Labour, Social Affairs and Equal Opportunities emphasized the need to focus more on the situation of children in agriculture, a suggestion which was supported by all the members of NSC.

Bulgaria

27. A meeting of the National Steering Committee (NSC) was held on 1st October 2007 to discuss: 1/ the IPEC/ PROTECT CEE tools produced under the first phase of the project, 2/ their integration into the agenda of different institutions – job descriptions, trainings and standards of services, and 3/ finalization of the Collaboration Agreement to combat CL among: Agency for Social Assistance (ASA), State Agency for Child Protection (SACP), General Labour Inspection (GLI), Ministry of Education (ME) and Ministry of Interior (MI).
28. The National Strategy for the Child 2008-2018 was passed by the Parliament on 31 January 08 (State Gazette 14/08). IPEC/NPM contributed to its drafting in particular to the chapters on Education and Child Protection to include: 1/ services that need to be provided to children to prevent their drop out from school and entering the WFCL and to reintegrate the dropouts in the education system; 2/ CLM, as a system that should be developed to address WFCL as well as child abuse and violence.
29. IPEC NPM facilitated the process of revising the Collaboration Agreement to combat Child Labour between the Agency for Social Assistance (ASA), the State Agency for Child Protection (SACP), the General Labour Inspection (GLI), the Ministry of Education (ME) and the Ministry of Interior (MI). As part of the process of revising the Collaboration Agreement, IPEC/NPM had a meeting with a Chief Expert of the Directorate “Educational Integration” in the Ministry of Education on 26 October 2007 to discuss the role of the schools and of the Ministry within the CLMS.
30. Ministry of Labour and Social Policy (MLSP) organized a meeting on 14 November 2007 to discuss the Standard Methodology for the service: Shelter for Street Children, drafted by the MLSP. IPEC/NPM provided inputs to the draft and the tools produced by IPEC during Phase I served as the basis for the first draft.
31. The process of evaluation of the National Action Plan against WFCL 2003-2005 and drafting of a new National Action Plan against WFCL 2008-2012 was initiated in January 2008 by the Ministry of Labour and Social Policy. IPEC NPM was notified and consulted by the Child Labour Unit about the process and will be involved in all the discussions and drafting stages.
32. A meeting of the National Steering Committee (NSC) was held on 4 April 2008 to discuss: 1/ the IPEC possible implementing partners for the second phase of the project – International Social Services Bulgaria and the Institute for Social Activities and Social Practices, 2/ the objectives and areas of IPEC interventions for the second phase of the project, and 3/ activities with employers organisations in marking the WDaCL 2008.

Kosovo

33. During the period January-February 2008, the Legal Office of the Ministry of Labour and Social Welfare drafted the Administrative Regulation on Prevention and Immediate Prohibition of HCL in Kosovo based on the Briefing Document on HCL in Kosovo and CLM Profile produced with IPEC support.
34. As decided during the UN Kosovo Team Strategic Planning Workshop held in June 2007, IPEC NPM is a member of the Working Group to draft the Outcome Statements and Outputs on Employment and to the Working Group on Education. UNKT Strategic Planning Document is to be completed by June 2008 and it is meant to provide the framework for a coordinated programming among UN agencies.

35. A Joint UNKT Programme was prepared by the Working Group on Employment for the UNDP Spain MDG Achievement Fund, Thematic Window on Youth, Employment and Migration. The Concept Note was approved by the MDG Achievement Fund (MDG-F) Steering Committee in February 2008 and a full fledged document was submitted on 16 April 2008.
36. On 6 March 2008 IPEC NPM participated in the initial meeting of a UNKT Working Group on the possibilities of preparing a joint education programme. Following the meeting individual UN agencies will provide concrete proposals that can bring to support education in Kosovo.
37. Initial discussions were made by IPEC NPM with the UNKT Coordination Analyst to initiate a Joint UNKT Programme on Combating HCL in Kosovo.
38. The main achievements and the activities planned for 2008-2009 were presented by IPEC NPM in the UNKT Retreat that took place in Skopje (Macedonia) on 13-14 December 2007. Some of the expected outcomes of the UNKT for 2008 include: a/ joint UNKT Resource Mobilization Strategy, b/ Joint Programming, and c/ Joint communications/advocacy strategy.

Moldova

39. In September, 2007, IPEC provided inputs to drafting of the National Plan of Action for Prevention and Combating of Trafficking in Human Beings 2008-2009 (approved in March 2008). IPEC participated in consultative meetings, workgroups and a workshop on design of indicators for the plan. The inputs provided by IPEC relate to capacity building, policy mainstreaming, awareness raising on WFCL, including trafficking, and direct services for children victims and children at risk of entering trafficking and WFCL.
40. A provision on child pornography was introduced in art. 208 on Child pornography of the Penal Code. This amendment was included in the Law No. 235 from 8 November 2007 on modification of some legislative acts that came into force on 07 December 2007. IPEC has raised the issue and advocated in all the meetings held with the key stakeholders in the framework of the Action Programmes for the introduction of this provision in the Penal Code.
41. The Child Labour Unit (CLU) and IPEC staff provided inputs for the Annual Labour Report prepared by the US Embassy in Moldova in November 2007. The CLU within the Labour Inspection provided inputs on the number of cases of child labour identified and the actions taken by the labour inspectors. IPEC inputs included information on relevant legal, institutional and policy changes in Moldova, findings of the relevant research and the progress made by IPEC partners in combating the worst forms of child labour in five target areas.
42. The first National Development Plan (NDP) 2008-2011 was approved on 21 December 2007 (Official Journal No. 198-202, art no. 1444). The issue of child labour was successfully mainstreamed into it, based on inputs of the institutions-members of the National Steering Committee on the Elimination of Child Labour and IPEC Moldova.
43. As a follow up to the MP "Building a Coalition among Government, Social Partners, Media and NGOs to Call for New Policy against Child Labour", the National Employers Federation in Agriculture and Food Processing Industry approved the Code of Conduct against WFCL for Employers in Agriculture and Food Processing Industry in December 2007. This Code of Conduct was developed in consultation with IPEC Moldova and others.

44. In April 2008, IPEC partners organized a one day round table and a half a day consultative meeting with participants, representing institutions involved in child labour monitoring, Municipal and District Commissions for Combating Trafficking in Human Beings, members of the National Steering Committee, the National Employment Agency, the workers and employers' organizations, the Child Labour Unit, International Labour Organization, International Organization for Migration, Terre des Hommes and UNDP.
45. During the above meetings IPEC partners presented the achievements, lessons learnt and problems identified by them during the 1st phase piloting; 2/ discussed the strategy for the 2nd phase; and 3/ designed recommendations for increasing the outreach in the target areas during and after withdrawal of IPEC funds.

Romania

46. The Memorandum of Understanding (MOU) for the elimination of child labour between the International Labour Organization and the Government of Romania for the next five years was signed by the relevant ministries and approved by the Prime-Minister.
47. The Governmental Decision no. 76/2008 modifying and revising the Government Decision no. 617/2004 on establishing and organizing the NSC was published in the Official Gazette on 30 January 2008. As a result of this decision, the National Authority for the Protection of Children's Rights (NAPCR) took over the coordination of the NSC from the Labour Inspectorate.
48. The first meeting of the NSC held on 9 April, 2008 focused on the following major topics:
- Presentation of the CL report for 2007 by the CLU. Data was collected by using the CLMS model produced by IPEC. 1,016 cases of child labour were identified, out of which: 712 begging children, 134 working without legal contract (for children over 15 years of age), 45 servants, 44 victims of international trafficking, 41 victims of internal trafficking, 18 prostitution, 16 cases of illicit activities, 6 cases of forced labour. Children identified were withdrawn from work and provided with support services according individual situation assessed by professionals.
 - The CLU members increased from 5 to 7 based on the NAPCR Secretary of State decision no 48/08.04.08 and the number of NAPCR representatives in the NSC also increased from 2 to 4 (Order of the Secretary of State 49/08.04.08)
 - HCL List – it was decided to pilot testing it in the framework of IPEC APs and after collecting feedback from the new members of the NSC it will be submitted for approval to the Minister of Labour.
 - CLMS – it was decided to pilot testing in the framework of IPEC APs with IPEC support in selected areas and at national level by mobilizing local resources,
 - Marking the WDaCL – various proposals were collected by the CLU from MLEOF, NAPCR, NGOs; IPEC support was requested in terms of information materials, leaflets, posters, etc.
 - Three IPEC IAs presented the APs to the participants and the support needed from NSC was discussed
49. Two meetings of the Inter-ministerial Group for preventing and combating trafficking in persons were organized by the National Agency against Trafficking in Persons (NATP) organized during November -December 2007 to discuss a/ annual report on TiHB and b/ launching the National Interest Programme (NIP) for combating TiHB approved by the Government (budget allocation of USD 160,000). IPEC participated in both meetings, shared the experience acquired and provided specific inputs for the report. It is worth mentioning that this was the first NIP launched by the NATP and that the experience of the NAPCR in the field served for inspiration.

Ukraine

50. The Memorandum of Understanding (MOU) for the elimination of child labour between the International Labour Organization and the Government of Ukraine, initially signed on June 10, 2002 and effective for a five year period, has the provision of the automatic extension for the next five years . The letter is the subject of the formal signature of the Protocol annexed to the Minute by both parties.
51. In order to have the members of the National Steering Committee nominated after the new Cabinet of Ministers was formed after the elections held on 30 September 2007, the member institutions have been already contacted with a deadline of April 21, to either have the current members confirmed or to nominate new members.
52. The Government Plan of Action drafted in November 2007 was approved through the Cabinet of Ministers Decree #14 from January 16, 2008. Prevention of trafficking in children and other WFCL have been mainstreamed into the document (Chapter 1.8 “Social Policy”) and formulated as an *“...obligation of the government to permanently undertake measures to eliminate trafficking in children, their sexual exploitation and child pornography.”*
53. A series of trainings on migration and trafficking for 86 specialists from the regional Public Employment Centers was organized by ILO-MIGRANT as part of the ILO-IPEC - MIGRANT cooperation. The seminars were held as follows: October 9-10, 2007 in Lyutizh; October 16-18, 2007 in Chernivtsi; and a final seminar in December 2007. ILO-IPEC Ukraine ensured that child labour issue was mainstreamed into the agenda of the seminars. The documentary on child labour was broadcasted as part of the presentations on child labour and was disseminated among the participants (about 120 copies).
54. A National Training of Trainers (ToT) for 27 practical psychologists and social workers was organized by ILO-IPEC Ukraine in cooperation with the OSCE Project Coordinator’s office in Ukraine on November 15-16, 2007 based on the ILO-IPEC Manual on “Psycho-social rehabilitation of children withdrawn from trafficking and other worst forms of child labour”.
55. A National Training of Trainers (ToT) for 27 job counsellors of Public Employment Service was organized by ILO-IPEC Ukraine in cooperation with the Training Institute of the Public Employment Service of Ukraine on March 17-18, 2008, based on the ILO IPEC manual on provision of job counselling and support of employment to the child labourers, withdrawn from the WFCL.
56. An Experts Working Group on Prevention of Domestic Violence and Combating Trafficking in Human Beings was organized by the Ministry of Family, Youth and Sport and OSCE on December 13, 2007. The meeting served as a platform to review and discuss the Draft Report on the Needs Assessment of the Ukrainian National Referral Mechanism to victims of trafficking. During the discussions, the ILO-IPEC stressed the need to more specifically address issues of children victims of trafficking and informed about ILO-IPEC methodology for Psycho-Social Rehabilitation of Children Withdrawn from Trafficking and Other WFCL.
57. In order to meet the request of the Ministry of Education and Science to further use the ILO SCREAM methodology, 300 copies of the SCREAM package in Ukrainian were printed with RB funds in December 2007. To further promote the ILO child labour conventions and to make known ILO-IPEC response to child labour in Ukraine, a set of two materials, i.e. a leaflet “ILO-IPEC in Ukraine” –

1,000 copies and a calendar “Help Children – Stop Child Labour!” in 1,000 copies were also produced using RB funds.

Future Status

58. Since the main activities of the project, the action programmes are currently being rolled out, it is too early to judge the effectiveness or otherwise, of the project. However, all the activities of the second phase of this project are based on the lessons learned and the knowledge gained during the first phase; therefore, it is hoped that activities of this phase will be efficiently carried out.
59. However, the fact that the last year of the project will not benefit from the presence and experience of a CTA and the fact that the contracts of all the national staff will expire six months before the project itself ends is likely to have a bearing on the efficiency of the project. The sustainability and the formulation of an exit strategy will be a task for the two sub-regional project coordinators who will remain on board until the end of the project, to oversee these efforts in all of the six countries covered by the project.

II. Scope and Purpose

60. According to the project documents, the nature of the monitoring and evaluation processes will be decided in consultation with partners including US-DOL and FRG. The Design, Evaluation and Documentation (DED) Section of ILO/IPEC will coordinate the consultations, planning, and coordination of the evaluations. Appropriate partners, stakeholders, and donors will receive a copy of all evaluation reports.
61. At the outset of the evaluation process, input was solicited from key stakeholders. It was agreed that, because of delays in the Action Programmes, that a project review will be conducted in lieu of a mid-term evaluation. The purpose of the project review will focus on project management, policy development, and implementation arrangements/logistical issues. The scope will be the project as a whole. The results will be used by USDOL, IPEC HQ, and field staff to guide future programming and design decisions.
62. The report should address the overall ILO evaluation concerns such as relevance, effectiveness, and efficiency as defined in the ILO Guidelines for the Preparation of Independent Evaluations of ILO Programmes and Projects. For gender concerns see: ILO Guidelines for the Integration of Gender Issues into the Design, Monitoring and Evaluation of ILO Programmes and Projects, January 1995.

III. Suggested Aspects

63. The following are some suggested project review questions that have been identified based on the project document and input from key stakeholders.
- Is the strategy of the project relevant?
 - Is the project work plan being implemented as planned? If not why not?

- Are there ways in which IPEC's/ PROTECT's process of AP design (including implementing agency selection), drafting, review, and approval could have been improved? Are there lessons that this experience can provide for future projects?
- Why the delays in Action Programme implementation? What, if any, subsequent action should be taken?
- What problems were encountered before or during implementation of the project?
- Do the strategy, work plan and timeline need to be reassessed?
- Are the project indicators useful and relevant for measuring project progress?
- What progress has been made toward achievement of the Immediate Objectives (IO) as demonstrated by the indicators?
- To the extent possible, please assess project progress toward achievement of the development objective.
- To what extent can the project take advantage of external events for the benefit of the project's objectives?
- What is the experience of project management with reporting requirements?
- If necessary, how should the project reallocate resources or adjust activities in order to achieve its IOs?
- What were the advantages and disadvantages of the project's sub-regional structure?
- How effective were the project's efforts to facilitate sub-regional communication and information-sharing?
- In what ways could this component be strengthened?
- Are the project's strategies for management and monitoring once the CTA and NPM positions are phased out sufficient? If adjustments are warranted, please provide recommendations.
- How effective has the project been in promoting local ownership of the program and promoting long-term sustainability? Has the idea of a phase-out strategy for the project been clearly articulated and progress made towards this goal?

IV. Project Review Methodology

64. An external consultant will serve as facilitator to guide the project review participants through a discussion of their experiences. It is suggested that the facilitator use the methodology described below. However, the methodology can be adjusted by the facilitator in accordance with the scope and purpose of this exercise as described above. This should be done in consultation with the Design, Evaluation, and Documentation (DED) section of ILO-IPEC.
65. The project review should be carried out in adherence with the ILO Evaluation Framework and Strategy, the ILO-IPEC Guidelines and Notes, the UN System Evaluation Norms & Standards, and the OECD/DAC Evaluation Quality Standard

Document Review

66. The consultant will review the project document, work plans, project monitoring plans, progress reports, and other documents (see table below) that were produced through the

project. In addition, the facilitator will conduct electronic or telephone interviews with select internal and external participants. Through the document review and the interviews, the facilitator will identify key issues for discussion during the project review. A paper describing the issues and their background will be prepared for distribution to participants.

Sources of Information	
Available from IPEC HQ	Project documents ILO Guidelines on Evaluation
Available at HQ and to be supplied by IPEC/DED as project management	Project Document Progress reports/Status reports Project Revision forms Project document of associated ILO/IPEC “information systems” Other relevant documents

Participant Selection

67. This project review will be conducted with internal and external participation. Potential participants include the project management including the CTA and NPMs, implementing partners, IPEC desk officers and technical specialists, donor representatives, representatives from worker and employer organizations, government officials, representatives from donor agencies, and direct beneficiaries. The facilitator will work together with project management and DED to ensure that the participants who can provide information to answer the evaluation questions are invited to the project review.

Facilitation Design

68. One week prior to the event, the consultant will submit a facilitation design for the Project Review. The facilitation design set out the processes that the facilitator proposes to employ. The design might include activities such as dialogue, brainstorming, problem-solving, small-group work, informative presentations, short training sessions, charts, diagrams, small-group reports, etc. The DED Evaluation Manager will conduct a conference call with project management, the Desk Officer, and the facilitator to discuss the proposed facilitation design. The facilitator will revise the design accordingly.

Project Review

69. The facilitator will implement the revised facilitation plan. A recorder not associated with the project will be hired to take notes. Notes should be extensive and reflect the content of the discussion. Shortly after each activity, the team (facilitator and recorder) should summarize the information, the team's impressions, and implications of the information for the study. This will help ensure that the record is a valid representation of the discussion.

V. Expected Outputs of the Project Review

70. The expected outputs include an issues paper, a facilitation design, and a project review report. The report in draft form and in English should be presented to IPEC DED one week after the project review. After a methodology review by DED, the report will be circulated to

all relevant stakeholders for their comments. The evaluation consultant should consider the comments for the preparation of the final draft of the report.

71. The length of the report should not exceed 20 pages (excluding annexes). It is suggested that the data be analyzed to show patterns, categories, trends, typologies, etc. The structure the report could use the following outline:
- Executive Summary with key findings, conclusions and recommendations
 - Background
 - Description of the project
 - Project review methodology
 - Results from discussion key issues associated with key questions
 - Conclusions/Key lessons learned
 - Recommendations and Suggestions for future work
 - Appropriate annexes including TOR
72. The report should include specific and detailed recommendations solidly based on the consultant's of project review responses, if appropriate, addressed specifically to the organization/institution responsible for implementing it. The report should also include a specific section on lessons learned from this project that could be replicated or should be avoided in the future, in the same or in other IPEC projects.
73. Ownership of data from the evaluation rests jointly with ILO-IPEC and the consultants. The copyright of the evaluation report will rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the written agreement of ILO-IPEC. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

VI. Resources and Management

74. The project review will be carried out by a facilitator with extensive experience in the evaluation of development or social interventions, preferably including practical experience in assessing comprehensive policy/program frameworks or national plans. The facilitator should have an advanced degree in social sciences, economics or similar and specific training on evaluation theory and methods. Working experience on issues related to child labour, education and children's welfare will be essential. Full command of English as a working language will be required. The profile and responsibilities for the facilitator are found in the table below.

PROTECT Facilitator	
Responsibility	Profile
<ul style="list-style-type: none"> • Review the project documents • Conduct interviews • Facilitate project review • Write report 	<ul style="list-style-type: none"> • Extensive experience in evaluation of development projects, in particular with local development projects and as team lead of multi-cultural teams. • Relevant regional experience in the region • Familiarity with and knowledge of specific thematic areas

PROTECT Facilitator	
Responsibility	Profile
	<ul style="list-style-type: none"> • Experience working with local organisations/local partners agencies • Experience in UN system or similar international development experience including conducting evaluations • Experience evaluating gender issues. • Understanding of the ILO's tri-partite structure

75. The necessary resources consist of the following:

- Fees for 1 external consultant for 15 working days
- Costs associated with the Project Review meeting

76. The DED responsible official in IPEC HQ will manage the evaluation process. In country management and logistics support will be provided by the CTA of the projects and the IPEC team as a whole. The following table outlines methodology, steps, responsibilities, and time table.

SCHEDULE OF MID-TERM PROJECT REVIEW

Phases	Tasks	Responsible	Duration	Outputs
Phase One	Briefing with DED, document review, participant selection, facilitation design,	Consultant, IPEC/DED	9-13 June, 2008 (5)	Issue paper & facilitation design
Phase Two	Project Review	Consultant	17-18 June, 2008 (2)	
Phase Three	Reporting	Consultant	23-27 June, 2008 (5) 2-4 July, 2008 (3)	Draft report Final report



**International Programme on the Elimination of Child Labour
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**Project Review
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in Central and Eastern Europe (Phase II)**

Dear Project Review Participant,

In order to document the future programming and design decisions of the PROTECT CEE a project review is currently undertaken. The core activity of this process consists of a review meeting which will take place in Bucharest, on June 20th, 2008. CTA, NPMs, national managers, implementing agencies, national stakeholders, donor representatives, workers and employers organizations leaders – as experts on this project, are invited to bring their experience and expertise and to discuss about the project.

As this process is based on a participatory approach (according to the attached ToR), you are kindly invited to contribute to this process by sending us your inputs on the key issues you consider important to be discussed during the above mentioned project review meeting, the latest next Monday, **June 16th** (close of the business day). In elaborating the inputs you may find relevant to consult the national partners.

While reflecting on the project key issues (***minimum 3 and maximum 5***), you may consider the following aspects:

- the relevance of the project strategy;
- the project implementation status;
- the lessons learned from the process of APs design, drafting, reviewing and approval;
- the influence of the external events on the project;
- the advantages and the disadvantages of the project's sub-regional structure;
- the project's management and monitoring once the CTA and NPM positions are phased out;
- local ownership and long term sustainability of the project results;
- the project phase out; the project activities' adjustment and resources reallocation etc.

You may also find other key issues even more relevant that the ones previously mentioned.

Annex 3: The issues identification forms filled in by national program management teams

ALBANIA



**International Programme on the Elimination of Child Labour
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Key Issues for discussion - Albania

Key issue	Reason	Rating	Remedies
1. Local ownership and long term sustainability of the project results;	The September 2009 is foreseen to be the closing date for the project, while the AP are foreseen to be finalized within June 2009. In Albania 2009, is an electoral year. Election will be held within July 2009 and the new government is expected to be in the office not before September 2009. This will create: <ul style="list-style-type: none"> - a gap with the new government about the activities, contribution and results obtained by ILO/IPEC and its collaborators. - Most probably staff turnover and Ministry restructuring or reshuffling. The composition and lead of the National Steering Committee will change. By experience new comers have very little knowledge on CL issues. - Main national strategies will be revised as result of the electoral program of the wining coalition. This will have and direct impact on National Action plans and budget. 	5	The presence of ILO/IPEC in the country beyond September 2009 will guarantee: <ul style="list-style-type: none"> - Evidence of activities and results obtained by ILO/IPEC and its collaborators within the last years. - Integrating CL issues and in particular sucesfull models of IPEC in the National Strategies and Budgets. - Provide guidance, support and training to new NSC members.
2. The project phase out; the project activities' adjustment and resources reallocation	In case of Albania, ILO/IPEC has been approached and requested to extend and expand the intervention related to CL and trafficking. Despite the courage and efforts made by the government of Albania to adjust the legal framework, mainstream CLI on National Strategies and reinforce national institutions and rule of law, there are still a lot to be done in two new directions, agriculture and mining sector. ILO/IPEC interventions have been successfully piloted in three main regions out of 12, and the good model has been requested to be expanded	5	<ol style="list-style-type: none"> 1. Rather than phase out and closing the project, the remaining period and accumulated results and experience should be used for resource mobilization and reallocation of efforts to the new priorities. 2. A Fund Raising strategy can be developed on two directions resource mobilization at regional and local. The strategy

Key issue	Reason	Rating	Remedies
	<p>in other regions and rural areas. There is no experience and expertise in the country as these two new directions have not been addressed at all, either by ILO.IPEC or any other donor in the country.</p> <p>A proper follow up and expansion at this moment will help to maintain the excellent results achieved so fare, and make sure that this model is applied in practical terms in anther areas of concern.</p>		should indicate clear roles for all involved actors.
3. The project's management and monitoring once the CTA and NPM positions are phased out;	<p>CTA and NPM play a very essential role in implementation, management and monitoring of the AP at the country level. Without such structure in place up to the end of the project the following can happen:</p> <ul style="list-style-type: none"> - The disbursement of the second phase will be delayed a lot (or not disbursed partially) due to difficulties in reporting (narrative and financial) taking into consideration the overwhelming procedures. - The implementing partners due to their mandate have limited possibilities to be part of the discussions for national strategy development, which is a role usually played successfully by NPM. - During implementation a lot of issues or problems are resolved by NPM through interventions to high level officials of local and central government. Such access is not always possible to implementing partners. - In particular for Albania, CTA and NPM roles and presence are very important as the country is piloting One UN Programme Albania. 	5	The presence of ILO/IPEC in the country beyond the closing date of AP and until the end project closure (September 2009).
4. Public awareness campaign.	<p>Media and PAC are tools that can never be exhausted completely. Despite provisions we have made as an integral part of the AP or MP there are no media action plans designed at country level and coordinated at central level. . PAC will help not only the programme in achieving better results within the AP but will give a great help on resource mobilization.</p>	5	<p>Developed specific and well defined yearly budgeted action plans for PAC.</p> <p>Use effectively the results of the work with media for resource mobilization.</p>



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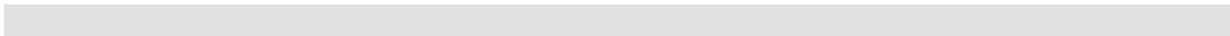
Key Issues for discussion - Bulgaria

Key issue	Reason	Rating	Remedies
1. Local ownership and long term sustainability of the project results.	The technical cooperation with IPEC is limited in terms of time and resources and tackling CL is responsibility of the national Government and social partners.	5	<p>ILO/IPEC has remedies to this issue and the project successfully applied them. In Bulgaria PROTECT Phase II continues through the NPM with upstream work:</p> <p>1/ advocacy to replicate CLMS and other models of intervention, incl. mainstream in national strategies – National Strategy for the Child (2008-2018),</p> <p>2/ support for the start of the renewed Agreement for collaboration against CL among General Labour Inspection, Agency for Social Assistance and State Agency for Child Protection,</p> <p>3/ support to the Ministry of Labour and Social Policy for the monitoring and evaluation of the National Action Plan against the WFCL (2003-2006) as well as for the drafting of a new NAP,</p> <p>4/ involvement of the Employers organization in the national efforts to eliminate WFCL and to tackle the CL via National Round table and some follow up activities and</p> <p>5/ creation of new partnerships to support the project objectives e.g. with UNDP/Global Compact Network, media during the National Round Table held on 12 June 08 to discuss the corporate responsibility to tackle CL in Bulgaria.</p> <p>The downstream work is a little blocked by the delay in start of the two APs but still the NPM is trying to mobilize the local partners in the future pilot municipalities via Round Table in Targovishte held on 10 June to discuss the issue of WFCL, the PROTECT phase II and to present the tools produced under PROTECT phase I.</p>
2. The project implementation	The delays encountered in the completion and reporting of the	5	This problem affects mostly the achievement of the IO 2 – the downstream work of the project. Some

Key issue	Reason	Rating	Remedies
<p>status / problems encountered before the implementation of the project: <i>The two AP that have to be implemented in Bulgaria are at the level of first revision in the CTA office.</i></p>	<p>WFCL Project (PROTECT phase I).</p>		<p>adjustments need to done in the project activities that concern the process of identification of working children – since the IPEC implementing partners will be well experienced NGOs licensed to provide services to children, the identification of children in WFCL could to start immediately with the beginning of the AP together with the trainings in order to have time to provide all the planned services. For instance one of the future implementing partners – International Social Service Bulgaria is successfully promoting the outreach social work in the Complex for Social Services in Targovishte. Via outreach work the social workers from the Complex reach out children at risk to drop out of school or already involved in WFCL in the region of the city where majority of the families are engaged in agriculture. So, the training on CLMS will be added value to the developing local capacity to monitor child labourers but will not be something entirely new to the local partners.</p> <p>Some adjustments have already been done in order to ensure the achievement of the IO2: such as advocacy by the NPM to integrate the outreach work and CLM in the methodology of the providers of the service – Day Centre for Street Children. Such service is paid by the state and already exists in locations such as: Varna, Stara Zagora, Russe and Pazardjik. These providers will be invited for training during PROTECT Phase II.</p> <p>Some adjustments have already been done in order to ensure the achievement of the IO3: such as support to the MLSP to monitor the implementation of the NAP against the WFCL.</p>
<p>3. Influence of side effects on the project – positive side effects.</p>	<p>PROTECT Phase II in Bulgaria faces two important external events that could have a positive influence: 1/ In the UN dimension - The recent (May 2008) examination by the UN Committee on the Rights of the Child of the Second Governmental Report on the implementation of the UN Convention on the Rights of the Child. The NPM influenced the drafting of the Gvt Report and the issue of CL in Bulgaria has taken some good time during the discussions in Geneva. This has resulted in the following paragraph of the Committee’s</p>	<p>3</p>	<p>To step over the Recommendations and Concluding Observations of the UN CRC and apply it as additional tool for advocacy purposes <i>possibly</i> in partnership with UNICEF.</p> <p>To advocate before the MLSP to include measures against child poverty, access to education and CLM into the State Report for the new Cycle (2008 – 2010).</p>

Key issue	Reason	Rating	Remedies
	<p>Concluding Observations: “60. The Committee recommends that the State party: (a) Introduce monitoring mechanisms to ensure the enforcement of labour laws and protect children from economic exploitation; (b) Collect data disaggregated by sex, age, urban/rural areas and ethnic or social origin on child labour; (c) Continue its collaboration with ILO in order to assess the situation of child labour, in particular within the informal sector, work on the streets and domestic work, in order to develop strategies to strengthen awareness, prevention and assistance programmes; and (d) Take measures to ensure effective implementation of the ILO Conventions No. 138 and No. 182, which the State party has ratified.”</p> <p>2/ The EU dimension – The Ministry of Labour and Social Policy is gaining experience to participate in the Open method of Coordination Cycle of the EU in the field of Social Policy. Child poverty and CL are becoming priority subjects for the EU.</p>		
<p>4. Influence of side effects on the project - negative side effects.</p>	<p>Other issues concerning child protection still receive more attention by the Gvt. This for instance is the <i>issue of de-institutionalisation</i> – prevention of children to be abandoned by their parents to public care, decrease of the number of children placed in public care and development of services other than institutional care to support those processes.</p> <p>This is still the main issue of concern for the Gvt, moreover – it is the main policy area strictly monitored by the EU. Therefore the Gvt is inclined to allocate budget and EU funds mainly to</p>	<p>5</p>	<p>Advocacy efforts – NPM and the coordinators of the AP will address the NSC as well as the relevant structures in the MLSP and the Ministry of Education.</p>

Key issue	Reason	Rating	Remedies
	tackle this issue.		
5. The project's management and monitoring once the CTA and NPM positions are phased out.	If IPEC/NPM Bulgaria will be phased out the project management and monitoring should have been taken over by the colleagues in the Sub regional office.	4	I do not see a remedy at the national level since there will not be an ILO National office and the expert hired as a Child Labour Unit in the MLSP has left the ministry on 12 June 2008.





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Key Issues for discussion – Kosovo

Key issue	Reason	Rating	Remedies
Relevance of the project strategy at national level : the second phase of the project will focus on policy mainstreaming and up scaling activities through the institutionalization of models of intervention	Piloting models of intervention to address CL at policy and field level was highly relevant as mechanisms for prevention and withdrawal of children from CL were almost non-existent. Phase 2 of Trafficking project enabled follow up interventions to ensure finalization, up-scaling and institutionalization of interventions initiated under Phase 1 (WFCL Project).	5	
Relevance of the project strategy at local level : through the work of the implementing partners, will both prevent children from being trafficked and other forms of HCL and withdraw children from trafficking and other forms of HCL.	Prevention/withdrawal strategy and the set of services planned for withdrawal and reintegration of children at risk/involved in WFCL do not reflect the recommendations drawn from piloting direct interventions during Phase 1. High number of direct beneficiaries, relatively modest financial resources, limited services available (educational services not accompanied sufficiently with other support measures) and short project duration do not provide a complete set of services necessary to withdraw children from HCL.	5	The direct intervention model of prevention/withdrawal of children from WFCL through educational services will a/ actively involve schools and teachers in supporting prevention/withdrawal services to children at risk/involved in HCL, b/ closely monitor, document, consolidate and use the lessons learnt to define the role of education and teachers in combating CL in Kosovo. Efforts will be made to a/ link project interventions with other available services in the field and b/ to advocate for additional services/support (e.g. by individual employers or workers organisations) to insure a complete package of support for withdrawal of children from CL.
Limited financial resources	The financial resources will limit IPEC	4	Efforts will be made to a/

Key issue	Reason	Rating	Remedies
for implementation of activities	impact on a/ capacity building of teachers on career education and core employability skills, b/ support to implementation of the Kosovo Youth Employment Action Plan, c/ OSH assessment on CL in agriculture as initially planned in the Project Document (see p. 38, 42 and 43)		mainstream project issues within new projects being developed by the Government, social partners and other UN Agencies and b/ identify possibilities for additional resources to complement actual interventions





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Republic of Moldova**

<i>Key issue</i>	<i>Reason</i>	<i>Rating</i>	<i>Remedies</i>
Advantages of the project's sub-regional structure	The project sub-regional structure provides for exchange of experiences and knowledge among the participant countries and learning from the documented and validated good practices. However, the number of learning and information exchange events organized is insufficient and does not fully respond to the needs of country teams.	4	<ul style="list-style-type: none"> - to consider organization of training events on specific topics related to child labour and trafficking for the staff; - to consider provision of funding for organization of information exchange events among the staff of the IPEC implementing agencies and other relevant stakeholders from the CEE region.
Once the CTA and NPMs positions are phased out, the quality of project's management and monitoring might lower.	The successful project management, monitoring and reporting relies on the presence of CTA and NPMs till the end of the project. These positions are crucial to ensure 1/ the good implementation of activities planned; 2/ proper monitoring of and reporting on the progress achieved during the implementation and 3/ mobilization of resources for follow-up action against child labour.	5	<ul style="list-style-type: none"> - to submit a request to the donor for funding the CTA and NPMs positions till the end of the project; - to mobilize USDOL alternative resources for keeping the above positions;
Local ownership and long term sustainability of the project results is limited given the scarcity of resources for child labour specifically at the national level.	National action on combating child labour, after IPEC project is finalized will depend on the ownership and sustainability of projects results. During the project duration, child labour issues were successfully mainstreamed into relevant policy documents. Considerable progress was achieved in upgrading the national legislation in line with relevant international standards. The IPEC model interventions on CLMS and Youth Employment were successfully piloted and will be proposed for country-wide upscaling until the end of the current project. The sustainability of the project results depends on the allocation of sufficient state resources for 1/ institutionalization of the IPEC models, 2/ continuous upgrading and implementation of the existing policies and	5	<ul style="list-style-type: none"> - To further advocate for harmonization of legislative, policy and institutional frameworks in line with international standards, so that they are conducive to combating child labour; - To continue capacity building activities for members of multidisciplinary teams, including representatives of governmental and non-governmental structures, to ensure provision of services to vulnerable children; - To provide support for resource mobilization to partners, to ensure availability of funds for combating child labour after IPEC project is finalized.

Key issue	Reason	Rating	Remedies
	legislation and 3/ partnership between relevant state institutions and NGOs, which demonstrated their capacity to implement effective and efficient actions against WFCL.		



International Programme on the Elimination of Child Labour ILO/IPEC

Project Review of PROTECT CEE (Phase II)

Key issues by IPEC Romania based on information collected from three IAs, CSDR and CLU/NAPCR

<i>Key issue</i>	<i>Reason</i>	<i>Rating</i>	<i>Remedies</i>
Phase out of CTA before the end of the project	<ul style="list-style-type: none"> - In the context of elections and the Government reshuffle to follow the elections, the presence of the CTA is requested for ensuring that Government and local authorities continue the work for elimination of the WFCL. CTA's intervention at highest political level was appreciated and then reflected in the support at local level for the APs implementation targeting almost 25 % from the direct beneficiaries of PROTECT CEE. - CTA inputs are necessary during the approval process of legislation (e.g.: MOU, HCL List, CLMS) which is the base for ensuring sustainability of IPEC work in Romania. - CTA experience is needed for bringing together government, civil society and international organizations / donors for mobilizing additional resources to ensure long term sustainability of the project results (e.g.: two concepts notes on WFCL involving Romania, Bulgaria and Moldova drafted and submitted to donors are still pending and requires further support) - Ensuring smooth cooperation and networking between national teams and sub-regional team - Coordinating the process of drafting /implementing the exit strategy (it was not addressed until now and the PRODOC does not provide enough details on who is responsible for what and with what resources) - Facilitating the documentation of the knowledge of effective practice and sharing it at sub regional level and beyond (e.g.: sharing IPEC experience with other organizations/countries: OSCE, Kazakhstan, Macedonia, etc.) 	5	- CTA in place till the end of the project to design and coordinate the exit strategy
Phase out of National Team before the end of the project	<ul style="list-style-type: none"> - The period for IPEC team phase out coincides with the last 2-3 months of the APs; therefore the IAs foresee difficulties in completion of the APs, including preparation of TPRs and FORs according to IPEC standards without technical support of the IPEC team (perceived by IAs as part of the PIT) 	5	- maintaining the IPEC team in place until the end of the project and an additional period of at least 6 months in order to implement the exit strategy (this proposal)

Key issue	Reason	Rating	Remedies
	<p>As part of the potential exit strategy:</p> <ul style="list-style-type: none"> - NSC, CLU in particular, supposed to take over National Team responsibilities (according to MOU and GD 617/2004) need more support for undertaken the IPEC 's role - the collaboration between CLU and ICTs and CCCs (key structures in the CLMS) need more support in order to become fully operational - National Team experience is requested by the CLU for finalizing the models to be proposed for upscaling at national level and for promoting good practices, as well for drafting project proposals to enhance the capacity of CLU to address the WFCL 		<p>consist in ensuring only salaries for national teams by ILO-IPEC while all the other administrative and logistics costs should be undertaken by the institution who will take over the IPEC role in terms of technical assistance at central and local level; during this period the national team should be in charge with implementing the exit strategy and mobilizing non IPEC resources).</p>
<p>Lessons learned from previous phase of the PROTECT CEE concerning the reporting</p>	<ul style="list-style-type: none"> - English language barrier as well as the high level of details requested by the sub regional team take more than three weeks for preparing /submitting the reports to HQ for approval (as indicated in the POM) - The IAs perceive the reporting on direct beneficiaries as an additional task because the DBMR is not mentioned in the Agreement signed with the HQ - Lack of flexibility of the sub regional team in discussing the reporting issues - The contract is signed in one currency (USD) while the money is received in another (RON) which makes it difficult to predict expenses. Also, this procedure is not in accordance with the Romanian financial regulations 	4	<ul style="list-style-type: none"> - Simplifying reporting procedures (a list of proposals / suggestions was drafted by the national teams together with the IAs and submitted to the previous CTA as requested) - Including the DBMR within the Agreements/ Section 15 since it represents a considerable part of the reporting work done by the IAs - The contract should be signed in the currency that the money is received by IA (as in case of other donors).
<p>The long APs drafting process resulted in shortening of the duration of the AP</p>	<ul style="list-style-type: none"> - The AP document is too complex (AP background and justification section is very time consuming being requests too many details) - Between the time of beginning the writing the project and the actual implementation many months pass (e.g.:17 months for AAS); new opportunities (information, legislation, resources) occur, or new obstacles. Also, the IA staff writing the AP is not the same with the one appointed for implementation, therefore more time is needed for understanding/starting implementation of the AP. The process of changing/adjusting the projects' work plan is too rigid and could be made easier. - Requests for extension of the duration of the APs by IAs are foreseen (e.g.: in the first phase extension of duration by a period between 1 and 5 months was requested by five out of six IAs) 	4	<ul style="list-style-type: none"> - The IPEC team should work closer to the PITs to provide support and solutions in comparison with the PROTECT CEE phase one when the duration of the APs was over 18 months. - Considerable time could be saved should the national teams would be granted more decision power.



**International Programme on the Elimination of Child Labour
ILO/IPEC**

**Project Review
of
Trafficking and other Worst Forms of Child Labour
in Central and Eastern Europe (Phase II)**

UKRAINE

<i>Key issue</i>	<i>Reason</i>	<i>Rating</i>	<i>Remedies</i>
Local ownership and long term sustainability of the project results	<p>Since its inception, the project has continued to promote both national and local ownership.</p> <p>The national legislation¹¹ that ensures long term sustainability and provides for further scaling up of IPEC interventions (CLMS) is drafted however is not yet approved by the Parliament. In the current version of the above legislation setting up of effective child labour monitoring mechanism is in place however is not properly funded.</p> <p>The multi-disciplinary teams implementing CLMS have the structure and the potential to be self-sustaining with the ongoing support of local governments but for so far are limited by two pilot regions of Ukraine (Donetsk and Kherson). FYI, administratively Ukraine has 27 regions</p>	5	<p>Advocacy efforts to be undertaken by the project in collaboration with Labour Inspectorate (Ministry of Labour and Social policy) and the State Department on Adoption and Children Rights Protection (Ministry of Ukraine of Family, Youth and Sport) and with the UNICEF to approve the mentioned legislation. These efforts as well as the fundraising efforts to support national plans within the proposed legislation are already planned within the on-going IPEC AP “Support to Up Scaling of the CLMS”.</p> <p>Within the above mentioned project, support to setting up the national team of trainers specialized on the CLMS issues is already planned.</p> <p>In addition, specific TOTs for representatives from all 27 regions of Ukraine are :</p> <ol style="list-style-type: none"> 1) already carried out in November 2007 for 27 representatives of the Centers of Applied Psychology and Social Work (Ministry of Education and Science), based on the IPEC methodology psycho-social rehabilitation of children victims of the WFCL, including trafficking (in collaboration with the OSCE 2) already carried out in March 2008 based on the IPEC job counseling methodology for 27 representatives of Public Employment Service 3) are planned to be organized for 27 Labour Inspectors, 27 OSH Inspectors and 27 Police officers and social workers within the IPEC AP “Support to Up Scaling of the CLMS”.

¹¹ Draft Law on State Programme/National Action Plan to Implement UN Convention of the Rights of the Child (CRC) till 2016

Key issue	Reason	Rating	Remedies
The project's management and monitoring once the CTA and NPM positions are phased out;	The existent structure of NPMs and CTA ensure both vertical and horizontal coordination. The NPMs ensure utilizing upstream-downstream approach at the country level, viz. they ensure the local good practices are translated and reflected at the national level, and other way round. The CTA ensure sub-regional exchange of these good practices and their further replication in other countries. Both NPMs and CTA identify fund rising opportunities to support further up scaling of the IPEC models	4	To collaborate with the donors on the allocating additional funds to ensure the current structure is in place
The influence of the external events on the project;	Often changes of the Government (national and local). National currency appreciation and dollar depreciation.	3	NSC is seeing instrumental for communicating with central Government. To review the Action Programmes Workplans and Budget an draft Addendums to the APs.

Issues description

Category	Key Issues	Background
Management	<ul style="list-style-type: none"> • The project’s management and monitoring once the CTA and NPM positions are phased out. • Advantages of the project’s sub-regional structure. 	<ul style="list-style-type: none"> • The existent structure of NPMs and CTA ensure both vertical and horizontal coordination. - The NPMs ensure utilizing upstream-downstream approach at the country level, viz. they ensure the local good practices are translated and reflected at the national level, and other way round. • The CTA ensure sub-regional exchange of these good practices and their further replication in other countries. • Both NPMs and CTA identify fundraising opportunities to support further up scaling of the IPEC models. • In the context of elections and the Government reshuffle to follow the elections, the presence of the CTA is requested for ensuring that Government and local authorities continue the work for elimination of the WFCL. CTA inputs are necessary during the approval process of legislation which is the base for ensuring sustainability of IPEC work in the region. • Coordinating the process of drafting /implementing the exit strategy was not addressed until now and the PRODOC does not provide enough details on who is responsible for what and with what resources. • The period for IPEC team phase out coincides with the last 2-3 months of the APs; therefore the IAs foresee difficulties in completion of the APs, including preparation of TPRs and FORs according to IPEC standards without technical support of the IPEC team (perceived by IAs as part of the PIT).
Sustainability	<ul style="list-style-type: none"> • Local ownership and long term sustainability of the project results. • The project phase out. • The project activities’ adjustment and resource reallocation. • Influence of side effects on the project. 	<ul style="list-style-type: none"> • Election will be held within 2009 in Albania and the new government is expected to be in the office not before September 2009. This will create: • A gap with the new government about the activities, contribution and results obtained by ILO/IPEC and its collaborators, staff turnover and Ministry restructuring or reshuffling, changing in the composition and lead of the National Steering Committee. • Main national strategies will be revised as result of the electoral program of the winning coalition. This will have a direct impact on National Action plans and budget. • The national legislation¹² that ensures long term sustainability and provides for further scaling up of IPEC interventions (CLMS) is drafted however is not yet approved by the Parliament. In the current version of the above legislation setting up of effective child labour monitoring mechanism is in place however is not properly funded.

¹² Draft Law on State Programme/National Action Plan to Implement UN Convention of the Rights of the Child (CRC) till 2016

Category	Key Issues	Background
		<ul style="list-style-type: none"> • The multi-disciplinary teams implementing CLMS have the structure and the potential to be self-sustaining with the ongoing support of local governments but for so far are limited by two pilot regions of Ukraine (Donetsk and Kherson). • ILO/IPEC interventions in Albania have been successfully piloted in three main regions out of 12, and the good model has been requested to be expanded in other regions and rural areas. There is no experience and expertise in the country as these two new directions have not been addressed at all, either by ILO.IPEC or any other donor in the country. • Negative side effects on the project: the issue of de-institutionalisation – prevention of children to be abandoned by their parents to public care, decrease of the number of children placed in public care and development of services other than institutional care to support those processes. • Positive side effects on the project: 1/ In the UN dimension - The recent (May 2008) examination by the UN Committee on the Rights of the Child of the Second Governmental Report on the implementation of the UN Convention on the Rights of the Child. The NPM influenced the drafting of the Gvt Report and the issue of CL in Bulgaria has taken some good time during the discussions in Geneva. 2/ The EU dimension – The Ministry of Labour and Social Policy is gaining experience to participate in the Open method of Coordination Cycle of the EU in the field of Social Policy. Child poverty and CL are becoming priority subjects for the EU.
Relevance	<ul style="list-style-type: none"> • Relevance of the project strategy at national level. • Relevance of the project strategy at local level. • Limited financial resources for implementation of activities. • The influence of the external events on the project. 	<ul style="list-style-type: none"> • Piloting models of intervention to address CL at policy and field level was highly relevant as mechanisms for prevention and withdrawal of children from CL were almost non-existent. Phase 2 of Trafficking project enabled follow up interventions to ensure finalization, up-scaling and institutionalization of interventions initiated under Phase 1 (WFCL Project). • Prevention/withdrawal strategy and the set of services planned for withdrawal and reintegration of children at risk/ involved in WFCL do not reflect the recommendations drawn from piloting direct interventions during Phase 1. High number of direct beneficiaries, relatively modest financial resources, limited services available (educational services not accompanied sufficiently with other support measures) and short project duration do not provide a complete set of services necessary to withdraw children from HCL.
Procedures	<ul style="list-style-type: none"> • Lessons learned from previous phase concerning the reporting • The long APs drafting process • The project implementation status / problems (due to the shortening of the AP duration) 	<ul style="list-style-type: none"> • Reporting, the financial problems related to the exchange rate, the documentation and the contracting are time-consuming and costly (e.g.: It takes more than three weeks for preparing /submitting the reports to HQ for approval (as indicated in the POM); the IAs perceive the reporting on direct beneficiaries as an additional task because the DBMR is not mentioned in the Agreement signed with the HQ; the contract is signed in one currency (USD) while the money is received in another (RON) which makes it difficult to predict expenses. Also, this procedure is not in accordance with the Romanian financial regulations; the AP document is too complex; between the time of beginning the writing the project and the actual implementation

Category	Key Issues	Background
		<p>many months pass (e.g.:17 months for AAS); new opportunities (information, legislation, resources) occur, or new obstacle; the IA staff writing the AP is not the same with the one appointed for implementation, therefore more time is needed for understanding/starting implementation of the AP; the process of changing/adjusting the projects' work plan is too rigid and could be made easier; requests for extension of the duration of the APs by IAs are foreseen (e.g.: in the first phase extension of duration by a period between 1 and 5 months was requested by five out of six IAs)).</p>

Facilitation Plan for ILO IPEC PROTECT CEE Project Review

1. Purpose of the project review

The PROTECT CEE project review is aimed to document the future programming and design decisions. The purpose of the project review will focus on project management, policy development, and implementation arrangements/logistical issues.

2. Results oriented objectives

- Identify key issues
- Guide the participants through a discussion of their experience in relation with the key issues
- Provide the Project Review Report

3. Who will attend

PROTECT CEE CTA, NPMs, national managers, implementing agencies, national stakeholders, donor representatives, workers and employers organizations leaders

4. Situation

Interim stage of the Project implementation

5. Date and time

June 2008

6. Place

Bucharest, Romania

7. Prework

Key Issues Identification

8. Processes

- Revision of the Project documents, work plans, project monitoring plans, progress reports and other documents
- Interviews
- Collect and consolidate key issues
- Project review meetings with IPEC staff and stakeholders' representatives
- Design draft and final Project Review Report.

9. Opening and closing activities

Opening: Consultations with DED and Project management team

Closing: Submission of the Final version of the Project Review Report

10. Responsibilities

Project Review Facilitator will deliver the following outputs: an issues paper, a facilitation design and a Project Review Report and will facilitate the Project Review process.

DED will coordinate the planning and consultations of the Project Review, DED and the project management will provide the relevant documents, DED will conduct a conference call with project management, the desk officer and the facilitator to discuss the proposed facilitation design and will circulate to all relevant stakeholders the Draft Project Review Report.

The project management will ensure that the participants are invited to the Project Review and will organise the events planned for this process.

Concept Note

This is a detailed description of the above mentioned processes.

- *Revision of the Project documents, work plans, project monitoring plans, progress reports and other documents*

As indicated in the ToR the consultant will review the project document, work plans, project monitoring plans, progress reports, and other documents (see table below) that were produced through the project in order to prepare the outline for the identification of the key issues of the project review.

Sources of Information	
Available from IPEC HQ	Project documents ILO Guidelines on Evaluation
Available at HQ and to be supplied by IPEC/DED as project management	Project Document Progress reports/Status reports Project Revision forms Project document of associated ILO/IPEC “information systems” Other relevant documents

- *Interviews*

In addition to the documents review, the facilitator will also conduct 2-3 interviews with IPEC staff to finalize the outline for the identification of the key issues and the design of the project review meetings with IPEC staff and project stakeholders’ representatives.

- *Collect and consolidate key issues*

The key issues format prepared based on the documents review and the interviews (see the Annex 1) will be distributed to the national IPEC staff in order to collect what they consider, in consultation with the project stakeholders, the project key issues. The input received from the national IPEC staff will be consolidated in a Key Issues Paper, presenting the issues and their background.

- *Project review meetings with IPEC staff and stakeholders’ representatives*

The key issues identified will be discussed in two meetings in order to identify solutions, as well as to identify the lessons learned that might be replicated in other projects and those which should be avoided in the future.

The first one will be dedicated to the IPEC staff and management. It will be held based on the plan presented below and the will use a data collection form presented in the Annex 2.

Day one (IPEC staff review meeting)

Hour	Activity	Objectives	Duration	Method/ description
10.00	Opening remarks	The participants know the review's objectives, the program and the methodes used during the meeting.	15 min.	1. Opening speaches. 2. Introduction of the review's objectives, methodology and setting the agenda.
10.15	Introduction of the participants.	Participants receive information about the position of the attending persons.	15 min.	Participants will introduce themselves and say few words about their organization and position.
10.30	Sharing the review's identified key issues.	The participants are informed about the key issues proposed to be discussed in the meeting.	10 min.	Power point presentation.
10.40	Discussing the key management issues	To identify the lessons learned that could be replicated or should be avoided and the recommendations for the institutions responsible for project implementation, for management key issues.	50 min.	Filling in the data collection forms (10 minutes) Discussions: 40 min. Participants will fill in the forms, individually.
11.30	Coffee break		15 min.	
11.45	Discussing the process key issues.	To identify the lessons learned that could be replicated or should be avoided and the recommendations for the institutions responsible for project implementation, for process key issues.	30 min.	Filling in the data collection forms (10 minutes) Discussions: 20 min. Participants will fill in the forms, individually.
12.45	Summary of discussions	To validate the recorded information.	15 min.	Presentation. The recorder will circulate the summarized information, and team's impressions, by e-mail, for comments.
13.00	Lunch			

As agreed with the IPEC staff, the second project review meeting will be dedicated both to the IPEC staff and the project stakeholders. For practical reasons it was decided that only representatives of the project stakeholders from Romania will attend. The meeting will be held based on the plan presented below. Participants will be split in three groups; each group will be working on sustainability and relevance category of key issues based on group work exercise (see the outline in the Annex 3).

Day 2 (national stakeholders review meeting)

Hour	Activity	Objectives	Duration	Method/ description
9.30	Opening remarks	The participants know the review's objectives, the program and the methodes used during the workshop.	30 min.	1. Opening speaches. 2. Introduction of the review's objectives, methodology and setting the agenda.
10.00	Introduction of the participants.	Participants receive information about the institutions and the	20 min.	Participants will introduce themselves and say few

Hour	Activity	Objectives	Duration	Method/ description
		position of the attending persons.		words about their organization and position.
10.20	Sharing the review's identified key issues.	The participants are informed about the key issues proposed to be discussed in the review.	10 min.	Presentation.
10.30	Discussing the sustainability and the relevance of the project.	To identify the lessons learned that could be replicated or should be avoided and the recommendations for the institutions responsible for project implementation. The issues to be discussed are grouped in 2 categories: sustainability and relevance.	60 min.	Participants' inputs
11.30	Coffee break			
11.45	The sustainability and the relevance of the project.	To identify the inforced measures which contributed to the sustainability of the project on the long term. To propose new modalities that would contribute to the sustainability of the project. To indicate the elements which should be included in the project's exit strategy. To indicate the elements contributing to the relevance of the project on national/local level.	30 min.	Group work Participants will work in 3 groups on on both categories of issues; participants in each group are selected according to their role in the project.
12.15	Discussions in plenary	To share the conclusions of the groups.	30 min.	Groups reporting in plenary There will be allocated 5 minutes for the presentation, for each group and 15 minutes for discussions.
12.45	Discussing the chalenges of the project's sustainability.	To identify the chalenges of the project's sustainability.	15 min.	Brainstorming.
13.00	Summary of discussions	To validate the recorded information.		Consultation. The recorder will circulate among participants the summarized information in order to validate their contribution.
13.00	Lunch			

- *Design draft and final Project Review Report.*

Based on the data collected during the previous activities, the facilitator will draft the Project Review Report. As per the ToR the length of the report will not exceed 20 pages (excluding annexes). The structure the report will use the following outline:

- A. Executive Summary with key findings, conclusions and recommendations
 - B. Background:
 - Description of the project
 - Project review methodology
 - C. Results from discussion key issues associated with key questions
 - D. Conclusions/Key lessons learned
 - E. Recommendations and Suggestions for future work
 - F. Annexes including TOR.
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Project Review of
Trafficking and other Worst Forms of Child Labor in Central and Eastern Europe
(Phase II)
Meeting on the NAPCR- 20 of June 2008

Instruments: Exercise Form “*Sustainability and relevance of PROTECT CEE Project*”

Methodology: Working groups

Objectives: Identification of SWOT elements for the 2 above mentioned category issues

Results of the working groups exercise on Category Issues:

- **Question A on sustainability:** *Indicate maximum 5 enforced measures which contributed to the sustainability of the project on the long term*

Working Group Nr. 1:

1. Legal organizational structures ready to action: National Steering Committee; Child Labour Unit; Local Inter-sectors Teams (LITs);
2. National Memorandum of understanding;
3. Partnership agreements between different stakeholders at National and Local level; Between Public Sector and Civil Society;
4. Methodologies and professional standards of the Youth Centers and standard procedures for running activities in Coordination Centers of the activity related to street children;
5. Running mechanisms of monitoring the CL;

Working Group Nr. 2:

1. Capacity building through HR sustainable development: Training professional people at the local and central level; Networking; Building the professional approach in CL;
2. Integrating the Child Labour thematic in the NAPCR programs; Creating synergy between the Sectors at the level of NAPCR;
3. Establishment of the National and local networks of the stakeholders in the field of CL (by full support of the CLU);
4. Organizational infrastructure established through legal entities: National Steering Committee; Child Labour Unit; Local Inter-sectors Teams

Working Group Nr. 3:

The specific outputs of the Project that will build sustainability, for each Beneficiary Country, were approached during the plenary sessions. The group members have focused on the next issues regarding the opportunities in viability of the Project;

- **Question B on sustainability:** *Propose 3 to 5 new modalities which would contribute to the sustainability of the project*

Working Group Nr. 1:

1. Finalizing the legal version of the Riskiest Labour Inventory;
2. Finalizing the exit strategy for the Project, including the strategic plan for taking over the Project's viability by the CLU from ILO IPEC Romania under supervision of the NSC;
3. A strategy for sustainable development of the HR at the local level, coordinated by the CLU, that will provide consultancy and experts, generally speaking – professional recourses at the local level;
4. Increasing the capacity of the LITs through: a) HR development by way of training, study visit, exchange of good practices; b) Legal and administrative framework that will support sustainability of the LITs (job descriptions, reporting system to CLU on at least 3 months; qualitative and quantitative indicators for evaluation of performance; schedule of regularly meetings between CLU and LITs coordinators at the national or at least regional level) c) defining of the role and responsibilities of the LITs by the NAPCR in order to have the feedback of the GDSACP

Working Group Nr. 2:

1. Setting up of an exit strategy for transferring the know how, the Project's outputs and results to the inheritors Structures;
2. Involving the NSC members in disseminating the CL specific issues trough the Authorities they are representing for, by training and/or informative sessions;
3. Elaboration of a compulsory educational curricula, in order to train all teachers from the educational system which are working in teaching the children, on the subject of Child Protection;
4. Setting up and disseminating the Guidelines of Good Practices for the Employers, tailored on the specific of the economic sectors; Involving of the Labour Inspectorates in promoting the above mentioned Guidelines;
5. Increasing the accountability and commitment of the SPAS's staff;

Working Group Nr. 3:

1. Memorandums Of Understanding should be more flexible in order to allow tailoring of adequate Project's organizational structures, by Beneficiary Governments, as: CLU; NSC; SPIF;MTD;LAC
2. Validation of existing good practices and documentations;
3. Ministries of Labour from each country should advocates in the Parliaments for setting up the Parliamentary Commissions on CL issues;
4. Reinforce National Institutions in the field and make shore CLI are integrated in JD and action programs (mainstreaming)
5. Maintain the regional dimension of the Project by putting more emphasis on: a) training and capacity building; b) exchange good practices across the countries;
6. Design and implement a Regional Resource Mobilization Strategy detailed to individual national tasks;
7. Explore and apply new modalities like Children's Day Care Centers;

- **Question C on relevance:** *Indicate maximum 5 elements contributing to the relevance of the project on national/local level;*

Working Group Nr. 1:

1. The national framework of monitoring instrument in running has lead to structural exchange of mentalities and behaviors at the level of local communities. But also to designing of strategies and public policies at the local and national level;
2. Increasing of visibility of the child labour issues and of the related stakeholders involved in this work, has bring about the public awareness at the level of local communities (to

be underline the major impact of the events organized all over the country with the occasion of 12 of July¹³);

3. Study visits and twining at the national and regional level;
4. The role of CLU as mediator / facilitator of sharing: expertise process, existing instruments and methodologies and best practices between LITs and GDSACPs at the county level. The CLU is the only player with the national vision of the all LITs experiences and furthermore is the only one able for managing the partnerships and networking between them;

Working Group Nr. 2:

1. At the level of Beneficiaries: Has been start from the needs evaluation and achieve the both major objectives: a) apprise and b) withdrawal; Has fundamentally characterized by involving the children in decisional process, designing the intervention plans and assisting their colleagues being in the risk situations;
2. At the level of communities: Involving and motivating of the local stakeholders, specially the teachers being in contact with children, in implementing of the interventions plans is leading to a long term local ownership on the issue;
3. At the level of policies: Tailoring of the legal framework according with international aquis and recommendations made by International Organizations in the field¹⁴;

Working Group Nr. 3:

Attending the meeting by the National Teams, interested in debating the future of the network and the follow up of the Project is proving its highly relevance;

- **Question D on concerns:** *Indicate at least 3 elements which should be included in the project's exit strategy;*

Working Group Nr. 1:

1. The spontaneous stopping out of the National ILO-IPEC team input, with couple of months before ending the APs implementation period, will definitively lead to lack of support of the final reporting process followed consequently by failing in taking over the Project results trough the exit strategy;
2. Involving the National ILO-IPEC Team in working together with CLU in the process of designing the exit strategy, even more there is no other phase of the Project;

Working Group Nr. 2:

1. Extending the duration of the National Team activity, at least up to the approval of the Final Reports and disbursement of the final payments;
2. Designing of the forthcoming projects of ILO-IPEC by a Regional-Action Committee, as a result of the networking between the actual National Teams. Strategic partnership development between the countries already involved in the network.
3. Formal advising of the materials done by IAs within the Project, by the NAPCR

Working Group Nr. 3:

1. "To stay relevant we need to change modalities of operation"

¹³ www.copii.ro

¹⁴ Reference to the Memorandum of Understanding