

**THE PROJECT TO COMBAT CHILD LABOUR IN HAZARDOUS
WORK IN THE SALT PRODUCTION, RUBBER PLANTATION, AND
FISHING SECTORS IN CAMBODIA
CMB/01/P51/USA**

**MID-TERM EVALUATION
JUNE 2003**

SALT SECTOR (KAMPOT) BACKGROUND REPORT

by

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EXECUTIVE SUMMARY

The International Labour Organization – International Programme on the Elimination of Child Labor (ILO-IPEC) is currently implementing the Project to Combat Child Labor in Hazardous Work in the Salt Production, Rubber Plantation, and Fishing Sectors in Cambodia. Its development objective is to contribute to the progressive elimination of child labor in the 3 sectors by removing children from hazardous employment and working conditions and preventing more children from entering workplaces through direct assistance and capacity building programs. The project intends to reach approximately 3,500 working children through direct action programs.

The project has completed 6 preparatory activities towards the two immediate objectives and has now begun 10 action programs and four external collaboration contracts in the 3 sectors and at the national level.

As stipulated in the master project document, the mid-term evaluation will serve as a management and learning tool, as an information base, as a review mechanism on external factors affecting project implementation and on necessary inputs that may be required for project success. It also aims to address over-all ILO evaluation concerns on project relevance, effectiveness, efficiency, sustainability, and behavior changes among the stakeholders and beneficiaries.

Methods used in the evaluation included a review of all relevant documents, interviews with implementers, beneficiaries and other stakeholders, and observations during visits to the project sites. The main limitation that affected the evaluation work was the relatively short period of time provided to complete data gathering for all action programs. Also, since the evaluation work was conducted prior to submission of periodic progress reports by the implementing agencies/partners, updated progress reports were not available.

There are 3 action programs (APs) under the project in the salt sector (Kampot province). Implementing these are an NGO called Cambodian Center for the Protection of Children's Rights (CCPCR) and 2 government agencies, namely - the Provincial Department of Labor (PDSALVY) and the Provincial Department of Education, Youth and Sports (PDEYS). The APs' immediate objectives are:

- a) to capacitate/strengthen the capacities of the officers and staff of implementing agencies and partners (PDSALVY, PDEYS, and CCPCR) and the involved sectors in the target communities to effectively and progressively eliminate child labor in hazardous work in salt production;
- b) to actively strengthen the role and responsibilities of the PCCL in formulating provincial policies, plans and key strategies to address child labor in salt production;
- c) to empower the salt production communities, families of working children and village development councils through their active participation and contribution to improve their standards of living; and
- d) to remove at least 300 full-time salt working children from salt work, and to prevent at least 600 at risk children from entering into hazardous work.

These objectives are translated into several key strategies: awareness raising/advocacy and sensitizing on child labor, non-formal education and vocational training, livelihood assistance, mobilization of public schools, and policy and action plan development.

Findings reveal that much of the targets for the capacity building, mobilization and empowerment activities have been reached. Activities under these strategies have been effectively done resulting in a good level of awareness, knowledge and acceptance on child labor among the communities.

However, considerable work remains with regards to the removal and prevention aspects of the programs and for its sustainability. Less than a fourth of the target children for removal have been completely withdrawn from work, at only 25 children participating in vocational training. In addition, children in non-formal classes (NFE) have only been temporarily removed from full-time or hazardous work, and about 25% of children for prevention have received schooling assistance.

The strategies of the 3 programs have to be improved upon and supplemented with specific measures to address emerging issues and problems in the child labor situation in the target communities. These improvements could include the collection of more information on children in fishing boats and on migrant children/children of migrant families; a more thorough analysis of business plans of SHG members and market/economic analysis for start-up businesses; a review of the procedures in provision of seed money to include the poorest families with children engaged in fishing; and studying possibilities of on-site skills vocational training. To keep abreast of and respond to the field-level problems and issues, the programs could benefit from regular reflections as well as documentation of program experiences and lessons learned. This documentation of experiences and lessons would complement status and periodic progress reporting.

At present, the target communities and beneficiaries and local authorities still lack the means to demonstrate that it can - through its own capacity and resources - implement and sustain the programs. The project continues to be the only driving and effective intervention in efforts to eliminate child labor in the salt communities.

The following recommendations emerge from the findings:

- Increase the number of workplace monitors and strengthen the capacities of community-based monitors to gradually handle all monitoring work;
- Develop a consultative and cooperative approach to employers, and provide incentives such as citations for being model employers and lower taxes for gross sales or personal income from their business;
- Provide seed capital or employment assistance to graduates of vocational skills training;
- Improve existing strategies to address the distinct situation of migrant workers if they fall under the programs' target groups;
- Determine and address causes of funding delays to improve the release of funds to programs;
- Sustain and replicate the programs' proven strategies such as the consultation and dialogues with employers and building on the roles and participation of women in community development;
- Expand existing incentive strategy, improve the analysis of proposed businesses of beneficiaries, study the possibility of in-kind seed 'money' instead of cash outlays, and provide training and technical support to established businesses;
- Establish documentation procedures among program staff through maintenance of journals and field reports; and

- Allocate additional resources to the PCCL
- Reach out to other development initiatives in the area for sustainability to be achieved. Entrenched poverty situation, of which child labor is a manifestation, can be addressed with concerted efforts of all those aiming to make a difference in the lives of the poor.

EVALUATION BACKGROUND

Project Background

The salt production (SP), rubber plantations (RP), and fishing/shrimp processing (FSP) sectors in Cambodia represent the economic sectors where, very visibly, children and youth are engaged in exploitative and hazardous child labor. These three sectors are the targets for concerted action by the ILO-IPEC funded Project to Combat Child Labor in Hazardous Work in the country.

The project has four components: Policy, Program Planning, Research and Documentation; Capacity Building; Targeted Social Protection (direct action); and Community Empowerment and Community-based Child Labor Monitoring Schemes. Its development objective is to contribute to the progressive elimination of child labor in the salt, rubber and fishing sectors in Cambodia by removing children from hazardous employment and working conditions and preventing more children from entering workplaces through direct assistance and capacity building programs. The project intends to reach approximately 3,500 working children through direct action programs.

The immediate objectives are two-fold:

Immediate Objective 1: At the end of the program, the capacity of national and community level agencies and organizations in Cambodia will have been strengthened to plan, initiate, implement and evaluate action to prevent and progressively eliminate child labor, especially those in hazardous work situations.

Immediate Objective 2: At the end of the project, an estimated 900¹ working children in salt production in Kampot province, rubber plantations in Kampong Cham, and fishing/ shrimp processing industry in Sihanoukville Municipality will have been removed from hazardous employment and working conditions; and 2,600² working children will be prevented from moving into hazardous work considered as the worst forms of child labor in the same locations.

Thus far, the project has carried out:

- a national seminar on child labor in the salt production, fishing and rubber plantation where action plans have been recommended for addressing child labor in the three sectors (November 28-29, 2001)
- a profiling of working children in the three sectors. Consisting of rapid assessments and baseline surveys, the findings were presented to the provincial committees on child labor in the three respective provinces and generated feedback on how to effectively address the hazardous conditions among working children in these sectors (December 2001 to June 2002).
- a training activity on project design, management and evaluation among the 10 intended implementing agencies (June 2002).
- a training workshop on capacity building for non-formal educators from provincial education offices and NGOs in the three provinces (August 2002).
- capacity building/enhancing among implementing partners to effectively run income

¹ Salt sector at 300 working children; fishing sector at 400 working children; and rubber sector at 200 working children.

² Salt sector at 600 part-time working children; fishing sector at 1,250 part-time working children; and, rubber sector at 750 part-time working children.

generation activities (February 13-15, 2003).

- the revision and printing, as well as training on and dissemination of a child labor advocacy kit to help combat child labor in the three hazardous sectors (February 2003).

The project started on November 1, 2001 and is expected to run for 30 months. Ten (10) action programs are being implemented to date,³ the first two APs of which commenced implementation in September 2002.

The present assessment is the mid-term evaluation stipulated in the project document. Following the participatory process specified in the IPEC evaluation process, all key stakeholders were consulted in developing the present Terms of Reference (**Annex 1**). Also based on consultations with key stakeholders and taking into account that two out of the three sectors had not started its activities at the time of the scheduled evaluation in November 2002, the mid-term evaluation had been re-set to April-May 2003.

Scope and Purpose of the Evaluation

The evaluation covers the start-up phase of the project as well as project activities that have taken place to date in the three sectors and at the national level (MoSALVY).

As it is too early to assess impact, this mid-term evaluation aims:

- To serve as management and learning tool for the project management team as well as other key stakeholders. These include lessons learnt and good practices identified to date, highlighting successes to be maintained and/or replicated in the rest of this phase and in future possible phase.
- To provide all stakeholders with the information needed to assess the achievements made thus far and possibly revise work plans, strategies, objectives, partnership arrangements and resource allocation as well as to provide recommendations for the way forward.
- To review external factors (if any) that may not have been taken into account at the time of project formulation which requires project attention or adjustments.
- To assess what supplementary inputs, that project may need in reaching the project objectives for the rest of this phase and in reaching the development objective in eliminating worst forms of child labor in the three sectors.
- To address the overall ILO evaluation concerns such as relevance, effectiveness, efficiency, sustainability, and behavior changes among the stakeholders and beneficiaries.

Evaluation Methods

Quantitative and qualitative data provide the picture for the ongoing action programs in the salt sector. To obtain the relevant information and to have a good understanding of the project, the evaluation team employed three main methods that were specified in the Terms of Reference. These included a review of all relevant materials and documents, interviews with project participants, and observations during the site visits to the 3 target communes of Kon Sat, Chum Kril, and Treay Koh.

³ Salt sector (3 APs), fishing sector (3 APs), rubber sector (3 APs), and at national level (1 AP).

Review of project documents

The documents reviewed for this evaluation consisted of the program materials on each AP, including their work plans, progress reports where these were available, and minutes of trainings/ seminars/workshops in building the capacities of the implementing agencies' staff.

At the outset of the mid-term evaluation work, the ILO-IPEC-Cambodia Program Manager provided the evaluation team with project documents, namely:

- The Master Project Document (Project Proposal)
- List of all on-going Action Programs and Service Agreements
- All Action Programs of Implementing Agencies and Partners including their respective workplans
- Action Program of the MoSALVY and its workplan
- Service Agreements
- First Technical Progress Reports of Several Implementing Agencies
- Technical Progress Reports (December 2001 to March 2003)
- Minutes, proceedings, and other documentations of:
 - the National Seminar on Child Labor in the Salt Production, Fishing, and Rubber Plantation Sectors of Cambodia
 - Training Workshop on Occupational Health and Safety (OHS) for Child Labor Monitors in Hazardous Occupation
 - Training Workshop on Child Labor Monitoring (Draft)
 - Training Workshop on Community Savings and Small Business Strategy to Help Combat Child Labor in Hazardous Sectors (Draft)
 - the Training Workshop on Project Design, Management and Evaluation of Action Program on Child Labor in Hazardous Sectors of Cambodia
 - The Training Workshop on Project Training Course of Using of Non-Formal Primary Curriculum for Working and Out-of-School Children
 - Occupational Health and Safety (OHS) Publication (Draft)

The ILO-IPEC-Cambodia Program Manager likewise gave the team a half-day project briefing on March 24, 2003. Copies of his presentation documents were given to the evaluation team.

Interviews and Observations

Interviewees during the data collection were key staff of the implementing agencies of the 3 APs, members of the Provincial Committee on Child Labor (PCCL) in Kampot province, employers, and targeted beneficiaries and their parents.

The evaluation team visited and held the interviews and exchanges in the 3 target communes of Chum Kril, Kon Sat, and Traey Koh in Kampot province. The interviews drew upon pre-formulated guide questions (**Annex 2**), with probe questions being employed to clarify responses. Generally, the interviews were held with one or two individuals or with a group, while the rest of the respondents waited for their turn⁴. Discussions with the Project Coordinators and the Sector Coordinator were also frequent, especially in relation to the work plans and program targets and outputs. The interview results are presented in **Annex 3**.

⁴ Sector Coordinator with Project Coordinators requested target respondents to be present at the CLCs during the visit of the evaluation team. Prior to the field visit, a copy of the guide questions was furnished to ILO-IPEC.

The evaluation team also observed 3 community learning centers⁵, several salt fields, an employer's field house, 3 migrant families' residence, houses of SHG members and working children, 3 on-going small businesses, and a primary-level public school.

Limitations of the Evaluation

Time was the major constraint in this evaluation activity given the expected breadth of information to be collected and analyzed. The period given to prepare for the evaluation (e.g., review of above-listed materials, preparation of guide questions), for instance, was very short at one-half day, leading the team to focus the guide questions on the salient points specified in the TOR.

Visits to the program sites and exchanges with implementers and beneficiaries were only for four (4) days, which also covered the time for traveling to the sites and for translating/interpreting the interviewees' responses. This shortness of time led the evaluation team to have most of the interviewees gather in one place (e.g., a school) to facilitate the interactions with the main stakeholders.⁶ This posed a disadvantage, however, in that some of the interviewees tended to repeat what they heard from those who were interviewed before them. There were also instances where the responses resulted from reminders and suggestions from the program implementing staff who accompanied the evaluation team, and from other people who were present during the interviews. The limited time for the data collection also meant that the evaluation team had to focus themselves on the guide questions, preventing therefore the asking of additional questions that could provide in-depth information on the many issues to be covered.

Lack of time (i.e., a total of 10 days) also characterized the tasks on summarizing the quantitative and qualitative information in each of the three sites, as well as in preparing and finalizing 4 background reports and 1 overall evaluation report. The inadequacies of the report, as such, stems from the limitations of the information generated and the inability of the team to be thorough given the volume of the work to be completed within the limited amount of time.

Beyond the time limitation, latest available progress reports of the action programs were prepared in January 2003 and hence did not reflect progress made in the subsequent 2 to 2½ months. Considerable time was therefore spent with project coordinators for a discussion of the actual status of program work-plan and outputs.

⁵ Most of working children were interviewed in the CLCs. The evaluation team arrived at the CLCs while NFE classes were in progress.

⁶ The arrangement was proposed by the Sector Coordinator in order for the Research Team to meet more stakeholders.

THE ACTION PROGRAMS IN KAMPOT PROVINCE⁷

There are three (3) currently ongoing action programs (APs) in the salt areas of Kampot province. These are being carried out in the communes of Chum Kril, Kon Sat and Traey Koh to address the situation of hazardous conditions among child workers in this sector. The table below presents the summary information for the 3 APs in Kampot Province.

Table 1. Summary information for APs in Kampot Province

| | | | |
|----------------------|---|---|--|
| Working Title | Community Mobilization and Empowerment for the Elimination of Child Labor in Hazardous Conditions of Salt Production Work | Strengthening and Mobilizing the Role of Teachers as a Part of Support for the Elimination of Child Labor in Salt Production Work | Strengthening and Capacitating Labor Inspectors and Committee on Child Labor in Combating Hazardous Child Labor in Kampot Province |
| Implementing Partner | The Cambodian Center for the Protection of Children's Rights (CCPCR) | The Provincial Department of Education, Youth and Sport (PDEYS) | The Provincial Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation (PDSALVY) |
| Budget | IPEC: \$58,452, Local: \$2,520 (in kind) | IPEC \$20,895, Local: \$1,650 (in kind) | IPEC \$18,380, Local: \$2,370 (in kind and cash) |
| Timeframe | 18 mo.: 15 Dec 2002 – 14 Jun 2004 | 15 mo.: 15 Dec 2002 - 14 Mar 2004 | 12 mo.: 15 Dec 2002 - 14 Dec 2003 |

Objectives of the 3 Action Programs

The three APs have a development objective and immediate objectives. The development objective is to contribute to the effective and progressive elimination of child labor in hazardous work conditions in salt production work in Kampot Province. The immediate objectives, on the other hand, are:

- To strengthen and/or enhance the capacities of the officers and staff of implementing agencies and partners (PDSALVY, PDEYS, CCPCR and other agencies/partners) and the involved sectors in the target communities to effectively and progressively eliminate child labor in hazardous work in salt production;
- To actively strengthen the role and responsibilities of the PCCL in formulating provincial policies, plans and key strategies to address child labor in salt production;
- To empower the salt production communities, families of working children and VDCs through their active participation and contribution to improve their standards of living, which in turn will help to decrease crisis among vulnerable individuals and decrease of child labor in hazardous work; and
- To remove at least 300 full-time salt working children from salt work through non-formal education and reintegration to public schools, provision of vocational training, and provision of livelihood alternative/ income generation for parents of working children, and to prevent at least 600 at risk children entering into hazardous work.

⁷ This section freely draws upon the Terms of Reference, the Master Project Document (Project Proposal), and the Action Programs for the salt sector.

Strategies and Measures Adopted by the APs

The strategies and measures employed by the implementing agencies/ partners to attain the set objectives are as follows:

1. Awareness Raising/ Advocacy, Sensitizing on Child Labor and Child Rights
2. Community and Workplace Monitoring
3. Seed money and Savings Mobilization
4. Vocational Training
5. Mobilization of School Teachers, Administrators and School Professionals and Improvement of enforcement of "education for all" policy
6. Non-Formal Education Program
7. Policy Development
8. Development of an Action Plan Against Child Labor in Hazardous Sectors

Target Outputs of the 3 APs

There are three major target outputs of the three APs, each with specific expected outcomes. These target outputs and expected outcomes are outlined below:

Community Mobilization and Empowerment for the Elimination Child Labor in Hazardous Conditions of Salt Production Work

- Child Labor Community Monitoring and Networking Teams, and their structure are established, enhanced and well functioned;
- 600 part-time working children will be prevented from dropping out of school and moving into hazardous working conditions through community networking and sensitizing activities;
- 30 self-help groups (families of working children) in Treauy Koh, Chum Kril and Kon Sat are empowered;
- At least 200 families of working children in three (3) salt production targeted geographical areas will regularly receive direct support through their self-help groups aim at the removal of their children from hazardous work conditions and prevent other 600 children from entering into hazardous salt production activities;
- As a minimum 60 full time salt working children age between 15 -17 years old will be removed from hazardous work conditions and have access to skills vocational training; and
- Access to education of 600 part-time working children and/or endangered children of salt production communities will be improved and stabilized

Strengthening and Mobilizing the Role of Teachers as a Part of Support for the Elimination of Child Labor in Salt Production Work

- 30 school teachers (in 16 schools) trained on how to provide information about child labor prevention to 1,020 school children as well as able to identify the risk groups;
- 1,020 school children well informed;
- Community Learning Centers (CLCs) will be established in salt production areas for multidimensional uses; and

- As a minimum 240 full time salt working children in hazardous conditions, especially working girls, have access to non-formal education activities and be integrated into formal schools

Strengthening and Capacitating Workplace monitor and Committee on Child Labor in Combating Hazardous Child Labor in Kampot Province

- Workplaces monitoring teams and its structure established, strengthened and functioned;
- Workplace monitoring team will be sensitized on child labor and its related issues, legislations and relevant international conventions;
- List of hazardous activities in salt production work and its special conditions for children aged less than 18 established;
- Roles and responsibilities of CCL and its performance have been strengthened and actively functioned; and
- Action Plan on child labor in hazardous work conditions has been formulated

Inputs/ Assistance of ILO-IPEC to the APs

In addition to providing about 90% of the working budget for the 3 APs, ILO-IPEC also extends technical assistance through training, seminars/workshops to build the capacities of implementers of the APs. ILO-IPEC's support likewise covers technical inputs to community-level activities such as awareness building on OHS through participation of technical experts from other projects of ILO-IPEC. Table 2 presents the list of these inputs from ILO-IPEC.

Table 2. Technical Inputs of ILO-IPEC

| # | Title of Workshop/Seminar/Training | Content / Subject | Date |
|---|--|--|-----------------|
| 1 | Capacity Building of Local Institutions to Combat Hazardous Forms of Child Labor in Hazardous Work (CLU-MoSALVY) | Project Design, Management and Evaluation for Action Programs | 18-21 June 2002 |
| 2 | Training Workshop on Project Training Course of Using of Non-Formal Primary Curriculum for Working and Out-of-school Children (NFED-MoEYS) | NFE/ Literacy Skills/ Lesson Planning/ Health Education/ Life Skills/ PRA / Pre-vocational / Child Labor | 5-14 Aug 2002 |
| 3 | Training Workshop on Child Labor Monitoring (MDSALVY - Sihanoukville) | Forms of CL / Purpose of CL Monitoring/ CL Monitoring Strategies | 21-23 Sept 2002 |
| 4 | Training Workshop on Occupational Health and Safety for Child Labor Monitors in Hazardous Occupation (MDSALVY-Sihanoukville) | OHS at Workplaces/ Methods to Inspect and Monitor OHS/ Methods to Identify Hazard Conditions | 23-25 Sept 2002 |
| 5 | Community Savings and Small Business Strategy (CCBO) | Seed money management/ Small Business Management | 10-12 Feb 2003 |
| 6 | Revision, Printing, Training and Dissemination of Child Labor Advocacy Kit (LICADHO) | Advocacy Kit/ IEC Materials in Child Labor | 1-15 Feb 2003 |

FINDINGS: STATUS OF THE PROJECT IN KAMPOT PROVINCE

The description of the current status of the 3 APs in Kampot province largely draws upon the interviews and discussions with the implementers (CCPCR, PDEYS, PDSALVY, and PCCL) and the beneficiaries (children, parents, Self-help Group members, employers). It will be recalled that the most recent progress reports on the 3 APs were prepared in January 2003, hence information contained therein did not reflect the APs' actual status at the time of the evaluation.

The quantitative data presented in this section have been reviewed and updated by the Sector Coordinator. The data tables are attached as **Annex 4**. The discussions below lay out the status of the target outputs for each of the APs.

Community mobilization and empowerment for the elimination child labor in hazardous conditions of salt production work

Child Labor Community Monitoring and Networking Teams, and their structure are established, enhanced and well functioning

- There are 8 community monitors under the APs. Two monitors are from CCPCR while 6 are from the target communes of Kon Sat, Treay Koh, and Chum Kril. Four of the monitors are female while the rest are males. Both community monitors of CCPCR attended the Training Workshop on Child Labor Monitoring (CLM) in Sihanoukville. Due to budget constraints for transportation and accommodation, however, only one of them attended the Training Workshop on Occupational Health and Safety for Child Labor Monitors in Hazardous Occupation also in Sihanoukville. In turn, the trained monitor trained the other community monitors on OHS for CLM.
- Community monitoring sheets and monitoring maps have been prepared and are now being used. The computer database system for monitoring information has also been installed and is now in use at the CCPCR office in central Kampot
- Subsequent training of community-based monitors has been completed.
- Currently, 159 full-time working children are being monitored by CCPCR. Eighty-six (86) are being monitored in Traey Koh, 8 in Chum Kril and 65 in Kon Sat.
- Monitors from CCPCR work from 7:30 – 12:00 in the mornings and 2:00 – 5:30 in the afternoons. Children are monitored everyday and sometimes on weekends. Children are monitored with their parents, with the employer, or alone.
- CCPCR's monitoring work and the number of children they monitor are distinct from the children that PDSALVY monitors. However, CCPCR and PDSALVY hold regular meetings to discuss their monitoring activities.

600 part-time working children will be prevented from dropping out of school and moving into hazardous working conditions through community networking and sensitizing activities

- Verification of the baseline information during the start of the Action Programs revealed a total of 966 children for prevention rather than the target of 600 part-time working children. Only 603 of the 966 children, however, can be addressed by the current budget for prevention.
- Prevention work through community networking and sensitizing are ongoing in the 3 target communes. Some 103 families, 88 of whom are female-heads and female family representatives, have attended sensitizing activities to date.

30 self-help groups (families of working children) in Treay Koh, Chum Kril and Kon Sat are empowered

- The criteria and responsibilities of Self-help Group have been developed in consultation with selected families of working children and networks. To be a member of a SHG, the family must have a child working in the salt field, be a permanent resident of the community, and must be trusted by other members of the proposed SHG.
- SHG committees have also been formed in the 3 target communes. The duties of the committee are: assist community to form SHG group and choose their leader; decide who gets seed money first; distribute seed money to each member after getting the money from CCPCR; provide assurance on the repayment of the seed money; help in solving problems in each group; and follow up with the family to make sure that the borrowed money is properly used.
- Thirty (30) SHGs comprising of 201 families have already been formed. In Traey Koh there are 10 groups composed of 64 families, Kon Sat has 10 groups made up of 77 families, while Chum Kril has 10 groups with 60 families as members. One SHG consists of 5-10 families. Majority of members are females (192 women who were heads of their households and representatives of their families). Most of the SHG members are women because in Cambodian society, women are said to be responsible for the families' income. Also, as members of the SHG, they are given a good opportunity to strengthen their abilities in planning, problem solving and decision-making⁸.
- Thirty (30) SHG leaders have been selected and trained on child labor awareness raising and advocacy work. SHGs have also organized child labor awareness raising activities in the community.

At least 200 families of working children in three (3) salt production targeted geographical areas will regularly receive direct support through their self-help groups aimed at the removal of their children from hazardous work conditions and prevention of another 600 children from entering into hazardous salt production activities

- CCPCR through its seed money agents have begun training of SHG leaders and potential borrowers.
- Seed money agents of CCPCR prioritize who obtains seed money. Families who are very poor, who have prepared their business plans, and who they believe will do exactly as what they borrowed the money for, have been prioritized.
- To date, 44 families (9 groups) have obtained seed money. Amounts for seed money range from \$40- 60 and pay back period is about 10 months. The purposes for which the seed money were obtained include: to buy materials for fishing (19 families), for raising animals (11 families), and to open a small business (i.e., buy fish products to sell in the market, open small community stores)⁹ or expand an existing business (14 families).
- All those who availed of seed money have already made their first payment.
- Most of the interviewed SHG members and SHG committee members have a good understanding and knowledge of the project. Most are aware that the purpose of

⁸ Input from Sector Coordinator on why women were prioritized for the SHG activity.

⁹ During the site visits, the evaluation team observed that those engaged in pig raising did not keep the animals in pens - these are allowed to roam and forage for food. Those who have small store enterprises, on the other hand, are in a 1x2m space where they sell few small items like cigarettes, dried fish, some vegetables, etc.

obtaining seed money is to help them generate more income thereby enabling them to remove their working children from salt work and go back to school.

As a minimum, 60 full time salt working children age between 15 -17 years old will be removed from hazardous work conditions and have access to skills vocational training

- The selection of skills provided to the children proceeds from the following guidelines:
 - training costs are suitable to the project budget and training duration;
 - skills area matches the child's aptitude and local/ external job demands/ opportunities;
 - skills are marketable (i.e., one can apply for jobs relating to one's acquired skills) after the courses are finished;
 - Trainers meet specific requirements corresponding to children needs: they provide accommodations, provide meal and transportation allowance to trainees when they visit their home/ family once a week; and provide care (as they would their own children) for the trainees who stay with them
 - In case the trainees did not adequately learn the skills area, the trainers would extend the time of training until the trainees acquire the skill; and
 - Upon course completion, the trainers would employ the trainees or assist them start up their own shop/business.

Based on the above, skills training courses selected were hairdressing, sewing and engine repair.

- Selection of the children to be provided with vocational skills training proceeded from the following guidelines:
 - children work full-time in salt activities;
 - children are between 15 to 17 years old;
 - children are members of poor families engaged in salt work;
 - Girls have the priority to access vocational skills training;
 - Illiterate or literate children are not necessary, it's based on skill demand and children's attitude;
 - parents provide assurance that children's removal from work for vocational training does not impact on the family income;
 - parents provide good opportunity for their children to access full-time training schedule until the course is finished; and
 - parents pulling their children out from training course for any reason have an obligation to pay back the project for the training fee.

Forty-eight (48) children with ages from 15–17 years were identified to access vocational skills training courses. However, out of the 48 only 25 met the above-listed selection criteria. The distribution of the 25 children and the courses they are attending are as follows: 10 in sewing, 10 in hairdressing, and 5 children in engine repair. Local contractors who can hold the training in the communities at the available time of the children will still have to be selected to address the skills need of the remaining 35 children from the targeted 60.

- Vocational training contractors require 50–70% advance payment for the training fees of children.
- The hairdressing training has been in progress for 6 weeks, while engine repair and sewing courses have just started.
- After completing the training course, the shop owners can accept the children to work in their shops. But the expectation of CCPCR is that the children will go back to their villages and start their own business. This is supported by the responses of the interviewed children, most of whom wanted to set-up businesses at their villages after

completing their training. In instances where the shop-owner is willing to hire the child after completing the training course, CCPCR pursues a formal agreement with the shop-owner. There are 8 such agreements with shop-owners at present.

- Most of the children in the sewing course want to set-up their own shops in their home communities after finishing their training.

Access to education of 600 part-time working children and/or endangered children of salt production communities will be improved and stabilized

- In the target 16 schools, 603 children (319 are girls), will be provided school support (i.e., uniforms, books, and school materials) through the CCPCR. At present, 150 children have been given uniforms and school materials.

Strengthening and mobilizing the role of teachers as a part of support for the elimination of child labor in salt production work

30 school teachers (in 16 schools) trained on how to provide information about child labor prevention to 1,020 school children as well as able to identify the risk groups

- Thirty (30) school teachers from 16 public schools have attended the Child Labor seminar conducted by LICADHO and ILO-IPEC. All principals of the 16 schools also participated in the seminar.
- In turn, 251 other teachers have been trained by the initial group of teachers. The program target of 240 trained teachers increased to 251 (131 are females). This is because the number of teachers in the local schools has increased as a result of a recent expansion in said schools.

1,020 school children well informed on child labor and child rights

- The number of school children to be informed about child labor increased from 1020 to 1,605 as a result of the verification of the salt sector baseline data. The number of children who are at risk of dropout and early employment were identified using the following criteria:
 - children are under 18 years old;
 - children are working part-time in salt production and a relative of full-time working children;
 - they belong to poor families working in salt production, particularly in women-headed households (with children in the latter households being of priority);
 - they do not have school materials and are frequently absent from their classes due to (a) poverty condition, (b) family's need for help in income earning, and (c) distance of the school from their home;
 - They are children of mobile families who come to join their family's salt activities;
 - They are orphan children or are heads of the household themselves

The above criteria led to the identification of a total of 966 children (396 females) as being in the risk group. Since CCPCR's budget cannot cover this number, it reduced the risk group number to 603.

- Awareness raising activities through the teachers in the target schools have already been started.

Community Learning Centers (CLCs) will be established in salt production areas for multidimensional uses

- Meetings and consultations were conducted with community councils, groups and individuals to form CLC committees in preparation for the establishment of the learning centers. In all instances of CLC establishment, the communities provided labor in constructing the centers. In Traey Koh commune, an employer provided a small lot for the learning center. Six (6) CLCs have been established to date in the 3 target communes.
- CLCs are constructed of wood, bamboo, palm fronds for posts and walls, and galvanized iron/ plastic sheets for roofing. These are equipped with whiteboards/ blackboards and wooden desks/ chairs. At present, the centers do not have libraries where reading materials for children can be kept. The CLCs are used for non-formal classes for children, meeting venues for community activities such as SHG meetings, seminars/workshops by community monitors, networks, and seed money agents.

As a minimum 240 full time salt working children in hazardous conditions, especially working girls, have access to non-formal education activities and be integrated into formal schools

- At present, there are 254 full-time working children attending the NFE classes in the 6 established CLCs. Of the 254 children, 139 are girls.
- These children continue to work in the salt fields but also attend NFE classes, although class attendance is not regular. Reasons given by interviewed NFE educators for the irregular attendance are: the children need to work to help their families earn; their parents do not understand the value of education; and employers do not want the children to stop work.
- Six (6) NFE educators have been trained by the Non-Formal Department of the Ministry of Education, Youth and Sports (MoEYS). Of the 6 educators, 2 are females. The educators are provided a list of the full-time working salt children in the community. They then visit the parents of the children to discuss the child's attendance in the NFE class at the CLC. The educators explain to the parents the importance of education for the children and remind them of a law stating that children who reach the age of 6 should go to public schools or non-formal schools.
- Some parents support and agree to have their children attend non-formal school. However, other parents do not share this view. They believe it is not useful for the child to study because s/he would be unable to help with the income-earning activities of the family.
- The NFE classes are held once a day, depending on the free time of the children:
 - in Chum Kril, 2 classes, at 7 – 9am and 4 – 6pm;
 - in Traey Koh, 2 classes, at 11:30am - 1:30pm; and
 - in Kon Sat, 2 classes, both at 5 – 7pm.

It is expected that the class time for NFE in the CLCs will become fixed and not dependent on the free time of the children once the PCCL's guidelines on child labor becomes operational and is enforced properly. Continued awareness raising among parents to allow children to regularly attend NFE classes would also make the fixed timing of the classes possible.

- Children attending the NFE class are between 6–17 years. This wide age range creates difficulties for the NFE educator in teaching the children. Some children learn easily while others have difficulties.
- At present, none of the children have been reintegrated to formal schools.

Strengthening and Capacitating Workplace Monitors and Committee on Child Labor in Combating Hazardous Child Labor

Workplaces monitoring teams and its structure established, strengthened and functional

- Four (4) workplace monitors (1 female) selected from the existing staff of PDSALVY have been designated as workplace monitors.
- The PDSALVY staff has been capacitated on child labor monitoring and on occupational health and safety (OHS). Labor monitors have been trained on the use of the monitoring sheets and operation of the computer database. The OHS checklist and monitoring sheets have been prepared and are now being used by the labor monitors. Monitoring timetables and strategies have also been prepared and monitoring work is ongoing.
- Workplace monitors keep track of a total of 105 children (60 girls) in 2 target communes. Sixty-one (61) of these children are in Chum Kril commune, while 44 are in Sre village of Treay Koh commune. Workplace monitors start working at 7:30am. Children are monitored 4 times in a day for 15 days every month. Workplace monitors also visit/inspect 64 out of the 159 employers in the 3 target communes.

Workplace monitoring team will be sensitized on child labor and its related issues, legislations and relevant international conventions

- Child labor sensitizing training has been conducted for 2.5 days with 15 participants from PDSALVY staff, CCPCR staff, and community monitors and networking members.
- Sensitizing timetable has been developed and will be used for sensitizing work with employers, working children and parents. According to the PDSALVY Project Coordinator, this activity has been delayed due to lack of budget. As a result, the February and March workshops scheduled with employers did not push take place. The Project Coordinator met with the employers to re-schedule and explain the proposed workshop.

List of hazardous activities in salt production work and its special conditions for children aged less than 18 established

- The Occupational Health Department of MoSALVY has already conducted an assessment to determine the list of hazardous activities and the special working conditions for children aged less than 18 yrs.

Roles and responsibilities of PCCL and its performance have been strengthened and actively functioned

- The PCCL is composed of 22 representatives from all participating government agencies, the project's implementing partners, and representatives from employers and the target communities. There are 3 representatives from salt employers (1 from each target commune) and 3 representatives from salt employees (1 from each target commune). The PDSALVY acts as the permanent secretariat of the PCCL.
- The committee meets to discuss and evaluate the member institutions/ organizations' activities on CL. The committee works by referral system¹⁰, and prioritizes and coordinates activities and new concerns/ problems arising from the implementation of

¹⁰ According to the Project Sector Coordinator, committee members come from almost all government agencies in the province/municipality. If some issues/problems are best handled by other agencies outside of those already helping in the project (P/MSALVY, P/MDEYS), these issues/problems are referred to them.

the 3 APs. The PCCL has had 3 meetings already. Meetings are held every 2 months. The first meeting covered the committee's organizational structure, composition, and regulations. The second meeting was for the review and endorsement of the action programs on child labor in salt production. The third meeting was to discuss and coordinate on-going activities under the 3 APs.

- The chief of committee is the third Governor of the province. The chief has the authority to sign and approve any document of the PCCL except for regulatory or legislative documents which must be signed by the Governor of the province. Decision making in the PCCL can take place when the members make up 50% + 1 of the committee members.
- Recently, the PCCL prepared and finalized the "Guidelines on Prevention/ Elimination of Child Labor in Hazardous Works" with the assistance of the CLU-MoSALVY. The directive requires the listing of all working children with their birth dates, prescribes working conditions for children below 18 years, and instructs the PDSLAVY to conduct inspections using the guidelines of MoSALVY. It also instructs the PDEYS to provide access to education among all child workers based on MDEYS' policies and, in cases of difficulties in enforcement, to submit a report to the provincial city hall. A copy of the guidelines is shown in **Annex 5**.

Action Plan on child labor in hazardous work conditions has been formulated

- There are no clear indications on the status and progress regarding this output.

Other Findings and Observations¹¹

In addition to the information generated on the expected outputs and outcomes of the 3 Action Plans in Kampot Province, the visits to the sites as well as the interactions with the different interviewees brought to light several problems and issues, as well as information that offers additional insights into the project. These findings have been grouped according to the concerned project players, as well as according to specific elements that can shape program success and efficiency, particularly in terms of implementing the defined strategies, workplans and outputs.

With Children

Difficulties in locating the target children pose as an important problem for the monitoring teams. This problem apparently arises when the children are not working in the salt fields due to the rains or when children engage in fishing activities. Also, the children are often reticent, such that soliciting information from them becomes difficult.

The NFE educators also have their concerns. A number of children are regularly absent or cannot attend the NFE classes during the scheduled times. Seemingly, children are busy working during the time of NFE classes and/or parents do not allow them to attend so they can help in the salt work. There are also some children who stop attending the classes and return to work in the salt fields.

¹¹ This section draws upon the field interviews with beneficiaries, program implementers and the discussions during the May 12, 2003 Stakeholders' Workshop - Salt Sector.

In formal schools/classes, children are also frequently absent or attend classes on a half-day basis only (i.e. children work in the mornings and attend classes in the afternoon). Because of this, many part-time working children lag behind the other children in their classes and the likelihood of these working children dropping out from school increases.

With Parents

The problems associated with parents of the working (part-time or full-time) and at-risk children relate to their low understanding of the value of education for their children, and their immediate concerns for the day-to-day income where the children help them. There are also some parents who do not understand the objectives of the project. A proposed solution to these issues was for the educators and the community monitors to meet with the parents to explain the importance of their children's involvement in the project and to encourage their support in this involvement.

With Employers

Some employers do not readily allow children to stop working and/or to reduce their hours of work to permit their school attendance. This is apparently because having the children stop or lessen their work hours would affect the productivity of their salt fields. The same reason is given when monitors come and talk to the children during working hours since the child workers stop their activities during these monitoring visits. Aside from this concern, three of the four employers interviewed expressed that it is hard to turn away children and/or parents with children who come to them for work. They see that these poor people need work in order to have income, making it hard for them to refuse. They claim this to be especially true among migrant families who come to the salt fields with all their belongings.

Seemingly, employers were not very cooperative or supportive of the project during the initial stages of the project. Project implementers had difficulties meeting with them and in requesting them to comply with OHS and child labor guidelines. This was despite the pressure from workplace monitors for them to immediately comply with the suggestions and requests regarding OHS and study time for children. There are indications at present that some employers are starting to support the project. Improvements in workplace conditions have been initiated, and some have allowed the working children to attend NFE classes during work hours.

These positive indications notwithstanding, this sector of the community could be a major obstacle to the smooth implementation of the programs in the salt sector. Employers are not very receptive of the project initiatives since they are the most likely to be adversely affected by the workplace changes/ improvements being requested by labor inspectors. However, the employers gave indications that they will readily comply if they are informed that the labor inspectors' requests are legal requirements or regulations of the government.

With Workplace Monitors

The chief concern expressed by the workplace monitors relate to the time and effort they can devote to the project activities. Workplace monitors can only allocate 50% of their working time to project activities since they have other duties as labor inspectors of the provincial government. The limited time necessarily impinges on the number of children they can monitor given the distances they have to cover. Beyond the time constraints, the

Project Coordinator for PDSALVY notes that the workplace monitors require additional training to improve their performance on their project responsibilities.

On Non-Formal Education

The wide age range of children attending NFE classes has been reported to be the main problem with regards to this project component. Children attending the NFE classes are from 6–17 years old. Since the CLC has only one class and sessions can only be held during lunch hours or early evening for the working children, those attending can range from the very young to those who are nearly adults. Children with and without schooling background (including drop-outs) are also taught in the same class, posing problems for the educator. Some educators have adapted to the situation by preparing 2 sets of lesson plans (i.e. 1 for the younger children and another for the older children).

On the Provincial Committee on Child Labor (PCCL)

The PCCL as the leadership component of the project at the provincial level experiences some constraints in its work as well. It has the PDSALVY for its permanent secretariat but does not have its own administrative or support staff. The PCCL is also beset with member absences during regular meetings, which seemingly stems from the lack of budget for transportation allowance. Among those frequently absent are employers or employer representatives from the 3 target communes.

In addition to absences from the meetings, members of the PCCL - with the exception of those who are part of the program implementers - have not as yet visited and seen the actual situation in the target areas. Delays were also experienced in the finalization and signing of the special announcement on child labor because of the unavailability and/or busy schedule of the Governor. Work on the provincial action plan has not started.

On Funding/Budget Release

Delays in release of funding for the action programs were cited by the implementers as one of their difficulties with respect to project implementation. As such, some activities of the programs are not conducted as scheduled (with respect to their workplans and as a consequence of lateness in other prior activities). The delays have affected the release of seed money for SHGs, conduct of workshops with employers, provision of schooling support to risk group, and sensitizing activities in public schools.

Role and Participation of Women

The participation of women in the programs is highly visible especially among the program beneficiaries. Among the 30 Self-help Groups formed in the 3 target communes, 21 out of 30 group leaders are women. In Kon Sat commune, of the 77 families in the Self-help Groups, 74 females represent their families.

Through the self-help group intervention, women become responsible for the proper use of the seed money, for removing their children from salt work, and for ensuring the repayment of seed money and for generating community savings. These involvements are a way of empowering the women in the community where alternative work for them is almost non-existent. Since they are the decision-makers for the small-scale enterprises they have

started or expanded, the women obtain the opportunity to gain knowledge and first-hand experience in running and managing a small business.

CCPCR has prioritized women in the formation and organization of the self-help groups. Women are seen to be the lead persons in improving the family's standard of living and in providing children the opportunity to go to school. They, especially the mothers, are also viewed as key to creating awareness in the community on child labor and child rights by relating and explaining these issues to their neighbors.

On Awareness, Knowledge, and Acceptance of the Project

Generally, all sectors involved in the programs (especially among beneficiaries) have a good awareness and knowledge of the project. Most of the children interviewed in the CLCs and in their homes revealed a familiarity with the project's purpose in the communities. They can describe child labor and child rights and talk about the purpose and value of education. All children interviewed, including those in vocational training, prefer to study or continue their training rather work in the salt fields. At the same time, they also know that their work in the salt fields (or in fishing) is necessary since their families are poor and they need to help in earning an income.

Parents, especially those who are members of SHG, are also generally well-versed on the objectives and purpose of the project in their community. They know about child labor and child rights and the project's intention to remove and prevent children from working in the salt fields. They understand as well why they will be provided with seed money and their responsibilities as seed money recipients. Most of their children under 18 years are either attending NFE classes or are vocational trainees. Some who still have full-time working children say that they will remove their children from work and put them to school after receiving seed money and earning enough.

Employers are likewise aware of and accept the project. Despite this acceptance, some have not made changes in their work places and are not supportive of reducing work hours that would enable children to attend school.

A seminar was held for 64 employers in the target communes. Most have already improved the work places by providing water, rest areas, and hats. Some also provided crude latrines. There are a number of them, however, who say that changes in the work places should be done gradually.

Strengths of the Programs

Despite the variety of challenges that the three APs in Kampot face, several strengths emerge from the project:

- The development and current use of the monitoring system is facilitating the monitoring work of the implementers. The location maps, checklist and database are the elements that are proving to be particularly useful in enabling the project to gain some progress.
- The project has strong commitment from the program staff, specifically the implementing staff of CCPCR, PDEYS and PDSALVY. Sustainability of the project depends much on the dedication of these people since they are those who directly interact with project beneficiaries and stakeholders.

- The programs are welcome and acceptable to the target communities. As noted earlier, the awareness, knowledge and acceptance of the communities of the programs is generally good. Overall, this means that the start-up activities of the programs (awareness-building, sensitizing, community organizing and networking, etc.) have been done effectively.
- The seed money and savings program is being implemented well in that it is reaching its targets, fostering a group spirit in the SHGs, as well as involving women who are key to their children's improved welfare. It could well become the main factor to the success of the programs, if current efforts continue and if expanded to other families and seed money amounts increased. Given a recognition that the prevailing poverty in the target communities is one of the main reasons for child labor, increases in family income through supplemental and/or alternative livelihoods could indeed be a long-term solution to the problem.
- The PCCL shows a promise in sustaining the implementation of the program against child labor in its incipient efforts to enforce existing regulations that protect the welfare of the child workers. If truly capacitated, functional and backed by strong political will, it can be a major factor to combating child labor in hazardous work in the salt sector. The PCCL can solve problems, enforce existing laws and develop new laws or regulations for enactment, and coordinate the activities of concerned agencies in combating child labor. Together with the strong support from ILO-IPEC and the MoSALVY, this mechanism could ensure sustained initiatives towards reducing and eventually eliminating hazardous conditions for child workers in the province.
- Through frequent and constant visits and dialogues, employers and workplace monitors have now reached a stage where both understand each other's roles. Such a situation will lessen the impact of enforcement of existing laws/ regulations and/or new policies, and legislations on child labor.

Weaknesses of the Programs

A number of weaknesses surface from the information shared by the interviewees. These are spelled out below.

- There is an apparent lack of an appropriate strategy to address child migrant workers/ families in the salt sector. Monitoring work and provision of support for schooling and seed money to the parents of this particular sub-group is proving difficult for the implementers. Migrant workers come into the salt areas during times of high demand for labor and leave upon the onset of the rainy season when work at the salt fields require less people. To a lesser degree, children who are engaged in both salt and fishing work are also not being effectively addressed by the programs. Monitoring of these children is also proving difficult and removal and prevention strategies have not as yet effectively reached them.
- As regards to income generation through provision of seed money, the poorest families are unable to access the seed money because they do not meet one or two of the criteria (e.g., having regular work or occupation, being in the target group since their children are not listed in the target for removal). Also, the duration of repayment of seed money is limited to a maximum of 10 months. Repayment arrangements depend on the type of business but there are no English records of these activities, and those who have obtained seed money may have difficulties in making regular payments.

- Vocational skills training graduates are not assured of seed capital to start their own business. Although some contractors are willing to hire some of their children trainees, majority of those who will finish their courses will have no assured jobs. And since these children come from poor families, they cannot be provided seed capital for their businesses by their parents.

Lessons Learned

The lessons learned as expressed by the project coordinators and the PCCL are as follows:

- "Program implementing staff have been capacitated on project design, management and evaluation and on occupational health and safety (OHS)."
- "The seed money and savings scheme is good for the community and the implementation is also going smoothly."
- "The community and child sensitizing activities, and the non-formal education have proven to be effective measures in the program. They are now planning to conduct "peer-to-peer" awareness building through children in the communities."
- "Incentives to parents are needed to send their children to school. These incentives include school materials, as well as seed money to start/ improve/ expand their business in order to earn more."
- "Through cooperation, the CLCs were established. Employers (2) provided small lots of land; the project gave money (\$550) for repair of old hall/ room in the field, while the community provided labor."
- "Working children can go to school and can still earn some money based on the number of hours of work."
- "All relevant people/groups in the community can be members of the committee (and obeys Conventions on CL)."
- "Children should learn/reach functional literacy and at least finish primary school."

Three (3) responses from the above list are noteworthy.

First, the seed money and savings scheme, if successful (i.e. seed money beneficiaries earn more, repayment is sustained, savings is used to increase the number of beneficiaries or used in other community activities), will play the crucial role in the long-term success of the project. This is because the scheme directly addresses the main problem of poverty in the communities. If people in the community earn more outside of salt work, it will be much easier for them to eliminate child labor.

With the presence of the CLC for NFE classes and provision of school materials for their children, parents are more inclined to send their children to study. Parents are further encouraged to send their children to school since they are provided incentives through the seed money and savings scheme of the project. Through this system, parents spend minimal amounts for their children's education.

Second, community sensitizing and NFE have proven effective measures in the program. Promoting acceptance of what is right (e.g. child rights) and providing the appropriate intervention (i.e., NFE in the CLCs) will truly ensure the effectiveness of the programs.

Third, through cooperation, the CLCs were established. A sense of ownership among the community members has been created due to their involvement from the start of the CLC establishment. In acknowledging the need for a CLC in their community, the people are

mobilized to support its establishment. A deeper sense of ownership has been ingrained for those who contributed or donated materials and labor to the learning center's establishment.

On Sustainability

The common idea among those interviewed as regards sustaining the programs in the communities is to obtain outside assistance (e.g., ILO continues the project, find NGOs, request assistance from the government) rather than generate resources from the community and/or from the different stakeholders. There are some who propose that the employers provide the necessary resources to continue and sustain the programs. This is a concrete idea worth developing. However, there must be practical incentives for the employers to take on the continuity of the project. Examples of incentives to consider are citations from high-ranking government officials (e.g., as 'model' or 'outstanding' employers), reduced taxes (e.g., on land, income, or on products brought out of the country), and the like. These incentives could be developed by the PDSALVY in collaboration with the provincial arm of the Ministry of Commerce since incentives would depend on the regulations and marketing activities of the employers.

At a personal level, implementers seem to be committed to continue what they are doing at the present provided they have the means and resources to do so. The same is true at the community level. People have accepted the programs but would not or cannot provide the resources to sustain its implementation because majority does not have the resources to contribute to the programs.

On Documentation

The programs are required to submit periodic (quarterly) progress reports to project management. These progress reports are prepared based on a format provided by project management and also generally follows the format used in the original workplan of the programs as annexed to the Action Programs. The programs also maintain monitoring records of the outputs/achievements of the different strategies/services it provides to the targeted beneficiaries. Monitoring records are generally presented as tabular listings of demographic data of achievements in monitoring, sensitizing, NFE, OHS, and other program activities.

For both progress report and monitoring records, information on processes and procedures undertaken to achieve outputs are generally lacking. Although these processes are presented as main activities in the workplan, it does not always follow that in the actual implementation, the prescribed activities occur in exactly the same manner or sequence. Experience shows that workplans frequently serve as a guide to reach a desired end and that other activities or processes (which may not be foreseen in the workplan) are necessary to achieve such an end.

Availability of in-depth information on how targets are achieved, what processes were actually involved (including deviations from the prescribed processes), and why such processes were necessary to achieve the target, would greatly contribute to project management, monitoring and evaluation purposes. These types of information can be realized given that the program staff are capable of documenting field experiences, interactions with beneficiaries, and personal observations of developments/changes related to the programs.

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

Summary of Findings

Current Status/Achievements of the APs

1. The officers and staff of CCPCR, PDEYS and PDSALVY have been capacitated to effectively and progressively eliminate child labor in hazardous work in salt production. These comprise of 17 people: 5 from CCPCR (1 Project Coordinator, 2 Community Monitors, and 2 Seed money Agents), 5 from PDSALVY (1 Project Coordinator and 4 Workplace Monitors), and 7 from PDEYS (1 Project Coordinator and 6 NFE educators). The trainings/workshops they attended are shown in Table 1.
2. From the target communities, 6 community monitors and networks, CLC committees and SHG committees, and 30 SHG leaders, have been selected and mobilized. Trainings/workshops have also been conducted among community monitors and networks and SHG leaders.
3. Nine (9) self-help groups comprising of 44 families have received seed money for small business. These 44 families have already made their first payment on the amounts they obtained.
4. Awareness raising and sensitizing activities have also been conducted among 30 public school teachers in the 16 target schools and among 64 employers in the 3 salt fields of Kon Sat, Chum Kril, and Treay Koh. Sensitizing of at-risk children in the 16 schools has also been started.
5. Monitoring of 264 full-time working children is ongoing, 159 by the community monitors and 105 by the workplace monitors.
6. Twenty-five (25) out of the target 60 children are now in vocational training courses. Training courses are hairdressing, sewing, and engine repair.
7. Six (6) CLCs have been established in the target communes where 254 full-time working children are attending NFE classes.
8. Six hundred ten (603) part-time children have been identified. 150 children have been given school materials.
9. The PCCL has been established. It is composed of 22 members: 11 members from the provincial government, 3 from salt employers (1 for each target commune), 3 commune chiefs (Kon Sat, Treay Koh, and Cum Kril), 3 salt worker representatives (1 from each target commune), and 2 from NGOs. The officers of the PCCL are: Third Deputy Governor, PCCL Chief; Director of PDSALVY, First Vice Chairman; and Deputy Director of PDEYS, Second Vice Chairman. It has already met 3 times. The PCCL has also drafted and finalized the "Guidelines on Prevention/Elimination of Child Labor to Hazardous Work".

Other Findings and Observations

1. Poverty is one of the main reasons why majority of children are still in salt work. Children know that they need to help in generating family income. Parents understand the value and importance of education for their children but earning enough for their families is more important. Some employers find it hard to turn away children and/or parents with children who come to them for work. This appears true especially among migrant families who come to the salt fields during peak production of salt.

2. Employers are not very receptive of the programs. They do not readily allow children to stop work and/or to lessen hours of work to enable them to attend school. They hesitate as well to have them monitored during work hours because these affect the productivity in their salt fields. They are also frequently absent during the meetings of the PCCL. However, it would seem that employers readily comply if what they are told to do are legal requirements or regulations of the government.
3. It appears that 4 labor inspectors are not enough to do monitoring work and work with employers to improve working conditions. This is because they devote only half of their time to the program.
4. NFE educators are experiencing some difficulties in teaching due to the wide range of ages among the children attending NFE classes. Children with schooling background (drop-outs) and without are taught in the same class, posing problems for the educator.
5. The PCCL does not have support staff. Some members are absent from meetings (employers or their representatives) while majority have not as yet visited the project areas. Delays were also experienced in the finalization and signing of the special announcement on child labor, and work on the provincial action plan has not started.
6. Delays in fund release for the APs are causing some delays in the implementation of program activities.
7. Women are seen to be the lead persons in improving the family's standard of living and in providing children opportunities to go to school. Women (mothers) are also seen as a good medium to create awareness on child labor and child rights in the community.
8. Generally, all sectors in the communities involved in the programs (especially among beneficiaries) have a good awareness, knowledge, and acceptance of the project.
9. Strengths:

A monitoring system is now in place among the program implementers. Commitment among program staff to the project is strong. Over-all, the start-up activities of the programs (awareness-raising, sensitizing, community organizing and networking, etc.) have been done effectively resulting in the widespread awareness and knowledge of the project. The seed money and savings program (*if it continues to be managed well and becomes embedded in the day-to-day activities of the community*) can become one of the main factors to the success of the programs. The PCCL, *if truly capacitated, functional, committed and backed by strong political will*, will be the major factor in sustaining the fight against child labor in the province. Through frequent and constant visits and *dialogues*, employers and workplace monitor have now reached a stage where both understand each other's roles.
10. Weaknesses:
 - There is an apparent lack of an appropriate strategy to address child migrant workers/ families in the salt sector. To a lesser degree, children who are engaged in both salt and fishing work are also not being effectively addressed by the programs.
 - The poorest families cannot access seed money since they do not meet some criteria of the scheme e.g. they have no regular work or occupation, they are not part of the target group (i.e. their children are not listed in the target for removal).
 - The duration of repayment of seed money is limited and those who have availed of seed money may have difficulties in meeting their regular installments.

- Vocational / Skills training graduates are not assured of seed capital to start their own business.

11. Lessons Learned:

- Incentives are needed for parents to send their children to school and for children to go to school.
 - Community sensitizing, awareness building, and the NFE have proven to be effective measures in the program.
 - Through cooperation, consultation and informed consent resulting in concrete interventions (e.g. CLCs, NFE, SHG/ seed money and savings scheme), a sense of ownership among the community is laid down.
12. At present, even with the strong commitment of majority of stakeholders to push on, outside assistance/ intervention is still necessary to sustain the programs in the communities.

Conclusions

1. Thus far, the action programs have created a good level of awareness, knowledge and acceptance on child labor among the target beneficiaries and stakeholders.
2. The programs have ably capacitated the implementers to combat child labor in the target areas and the program components are now being actively implemented. There are, however, aspects of program strategies that need to be addressed. These include the number and capacity of workplace monitors, the adaptability of the strategies to address sub-groups in the target sector (migrant children and salt and fishing children), the lack of access to seed money for the non-target groups/ poorest families, the lack of resources of the committee on child labor, an appropriate strategy for working with employers, and the delays in program funds disbursements.
3. Most of the learnings obtained in this evaluation came from interviews and discussions with implementers and beneficiaries and not from program reports and documents. There is an apparent lack of insightful and open documentation¹² of the actual experiences (activities, processes and learnings) in achieving the specified activities and outputs in the program documents. This deprives project management, field implementers, and other stakeholders the means to accurately assess project progress and experiences for better implementation in the succeeding phases of the project.
4. At present, the project is still the only driving and effective intervention in efforts to eliminate child labor in the salt communities. There is no functional and capable alternative to date.

¹² Open documentation refers to readily available information, as displayed in offices (e.g. actual and updated flowcharts and Gantt chart of activities, quantitative milestones on targets, other information that normally are useful in terms of project management and making others aware of project progress).

Recommendations

The following recommendations draw upon the above conclusions. These are being offered for consideration by the implementing agencies and the project management as possible steps to the challenges faced by the program implementers in the past 5 months.

Workplace monitoring

1. The number of workplace monitors can be increased to effectively handle monitoring work and workplaces/ work practices improvement with employers.
2. Strengthen and build the capacities of community-based monitors to handle monitoring of the targeted 264 children. At a maximum, 6 full-time community-based monitors could monitor 44 children each. Their supervision shall be gradually transferred from the CCPCR to the PDSALVY. The workplace monitors can then devote more of their time to working with the 64 employers.

Employers

1. A gradual but positive approach (not immediate compliance) could be the best way to convince employers to fully cooperate with and support the programs. Suggestions/ recommendations on ways to improve working practices and workplace conditions must also work towards cost-effectiveness and increased productivity among the workers and in the salt-making operation. Employers should be "assisted" to realize that the changes being requested of them will, in long-run, be a good and sensible business investment.
2. It is also recommended that employers are also offered and/or provided incentives to comply (voluntarily or otherwise) with the suggested/recommended working practices and work-place conditions improvements. Incentives can be a formal citation from the proper authorities (or the PCCL) for their voluntary and exemplary compliance to the labor policies and laws, reduced taxes on land and income, and the like.
3. The idea of generating resources from the employers to sustain the project should be pursued. Two options toward this are:
 - request those who can provide money, materials, labor to help with the maintenance of the project structures (e.g., construction/ repair of CLCs) or with project activities (e.g., refreshments for community meetings). Actually, this can already be done since some employers are supportive of the project. Some have even provided land for the CLCs.
 - organize employers into associations at the commune level or at the level where their numbers will be sufficient (say 50) to be a majority in their type of business (salt-making). The association can then have a community development aspect (under their organization "charter") where contributions from individual members to the association serve as the common resource. The association's community development resource can then fund or support the continuation of the project, in part or totally.

The second option can equate to tax incentives/shelters for employer-members of the association. It rests, however, on a review of relevant government laws/ regulations. Of the two options, the second is also more sustainable.

Vocational Training

1. Seed capital for graduates of vocational skills training cannot be provided by some children's parents since these families can represent the poorest in the poor villages of the province. The project could consider providing this seed money to this particular sub-group following the SHG 'model' but adapted to the distinct situation of the poor. The project could also explore the possibility of providing a job placement service for the training graduates within the province or where their skills could be in demand. However, the latter may only be necessary if the marketable skills selected by the programs do not have a good demand in the area.
2. The project should ensure that these graduates find good and long-term employment and/or establish owned businesses since such will truly demonstrate the success of the project in removing children from child labor.

Migrants

A first step that appears needed with regards to this sub-group is to determine whether or not the migrant children fall within the groups being targeted for removal or for prevention. If it is found that migrant children do not fall within the targets, the current program designs cannot or does not have the flexibility to address their concerns since these were not factored into the original plan.

However, if these migrant children do fall under the program targets and the current strategies cannot address their situation, a new strategy to address their unique situation has to be developed and implemented by the IAs. This will require a thorough understanding of the social and economic conditions of this sub-group. If information on this sub-group is insufficient (e.g. in the baseline information), a study among them may have to be undertaken.

In the salt sector workshop held last May 12, 2003, the recommended measure by PDEYS to address their situation was to "help their parents set-up business for income generation". The project coordinators for PDEYS, CCPCR and the sector coordinator should discuss this proposal and decide on the best course of action given the budget limitations of the programs.

Funding Delays

Determining the actual causes of the delays in the release of funds to the programs is key to responding to this problem. Reporting requirements on the part of the implementing agency/ partner may be one of the causes. Administrative work backlogs in both the IAs and the ILO-IPEC could be another. Further, a review of the amount/ percentage released for every disbursement period may also be necessary. Normally, larger amounts are required during the start-up and up to the middle phase of the program life. Based on the results of the above suggestions, the delays in funding to the program can be appropriately addressed.

The project coordinators of the 3 IAs, the sector coordinator, and the national program manager should undertake this activity.

Proven Strategies

The proven strengths/ strategies of the programs are the following:

- Recognition and utilization of the role and participation of women
- Awareness building, sensitizing, community organizing and networking among beneficiaries and in the communities
- Cooperation, consultation, dialogues and informed consent among beneficiaries and stakeholders

The procedures/processes used by the IAs in applying the above-listed strengths should be continued and sustained. The same procedures should be replicated for the remaining activities of the programs. Changes and/or short-cuts may cause misunderstandings and diminished participation from the communities.

These procedures should be documented and shared among the IAs. Application must be consistent yet flexible among and across beneficiaries and strategies/measures of the program. Flexibility will be necessary particularly with regards to the differing socio-economic situations of the beneficiaries.

Incentive Strategy

The present incentive strategy (seed money and savings scheme) among the target beneficiaries can be further strengthened through the following (but not limited to) suggestions.

1. expansion of beneficiaries to include parents of part-time and at-risk children and increase in seed money amounts;
2. deeper and more extensive analysis of the proposed businesses of the SHG members prior to provision of seed money;
3. the programs could also consider providing the seed money in the form of materials (e.g. fishing nets, crab traps), livestock, and merchandise (for those who will start a small store), rather than the provision of cash. These will ensure a better control on how the seed money is utilized by the beneficiary;
4. provision of on-site technical and training support to businesses started by beneficiaries (animal health and feeding practices, small business management, market research) in simplified terms or methods.

The above-suggested improvements to the seed money and savings scheme would require planning discussions among the program implementers since these improvements would need additional funds and manpower. Focal persons could be the seed money agents of CCPCR.

Documentation

Timely and insightful documentation of program developments, experiences, and observations is suggested to be included in the regular reporting activities of program staff, especially those who frequently interact with program beneficiaries. This documentation can take the form of journals or field reports or other appropriate forms which can be developed by program and project management. These journals could also integrate the lessons being learned, which is an important factor to moving the project forward. These lessons could be generated in reflections with the beneficiaries, the identification of which is presently weak

at this point in time. In this regard, efforts should be given to understanding how lessons are derived and/or formulated at all levels of the project implementation.

Support to the PCCL

It is suggested that the project allocate some resources to the PCCL in the form of:

- Budget for one (1) administrative staff
- Budgetary support for travel to and from the program sites.

The sector coordinator and the PCCL secretariat may also consider discussing with the Chief of the PCCL the issues of absences of some members, the low level of support of some employers for the project, and to encourage PCCL members to conduct site visits and interactions with project beneficiaries.

ANNEXES



International Programme on the Elimination of Child Labour

TERMS OF REFERENCE for Mid-Term Evaluation

Of

The Project to Combat Child Labour in Hazardous Work in the Salt Production, Rubber Plantation, and Fishing Sectors in Cambodia CMB/01/P51/USA

Project number: CMB/01/P51/USA

Financing Agency: US-DOL

Type of Evaluation: Mid-term

Geographical Coverage: Sihanouk Ville, Kampot, Kampong Cham provinces and Phnom Penh of Cambodia

Date and Duration of the Evaluation: April-May 2003

Preparation Date: Jan. 2003

I. PROJECT BACKGROUND AND JUSTIFICATION:

The salt production, rubber plantations, and fishing/shrimp processing sectors in Cambodia represent the economic sectors where, very visibly, children and youth are engaged in exploitative and hazardous child labor.

This project targets these three sectors for concerted action to eliminate the worst forms of child labor. It deepens national efforts against child labor by devolving programs at the local district levels and strengthening grassroots capacity to meet and address the problem of child labor. The community level agencies and organizations in Cambodia will have been strengthened to plan, initiate, implement and evaluate actions to prevent and progressively eliminate child labor, especially those in hazardous working situations. The project initiates interventions aimed at the systematic withdrawal of children from full-time or/and hazardous work while simultaneously promoting local participation and ownership.

The project is made up of four different components:

- Policy, Program Planning, Research and Documentation
- Capacity Building
- Targeted Social Protection (direct action)
- Community Empowerment and Community-based child labour monitoring schemes

Thus far, the project has carried out:

- Organizing a national seminar on child labor in the salt production, fishing and rubber plantation where action plan has been recommended for addressing child labor in the three sectors (Nov. 28-29, 2001)

- Profiling of working children in the three sectors. The findings were presented to the provincial committees on child labor in the three respective provinces and gained feedback on how to effectively address those problems (Dec. 01 to June 2002).
- Ten intended implementing agencies received training on project design, management and evaluation this past year (June 2002).
- A training workshop on capacity building for non-formal educators from provincial education offices and NGOs in the three provinces was held (August 2002).
- Capacity building and enhancing implementing partners to effectively run credit scheme activities (Feb. 13-15, 2003).
- Revision, printing, training and dissemination of child labor advocacy kit to help combating child labor in the three hazardous sectors (Feb.01).
- Drafting ministerial orders (PRAKAS) on hazardous child labor and light work at the national level.
- There are 9 action programmes are being implemented to date¹ while another action program is in the process of approval at IPEC (the first two APs started in Sept. 2001).

The action programs have been implemented at different speed in sectors depending on various factors including the completion of baseline surveys in the three sectors, recruitment and the re-recruitment of project staff, the setting up of provincial committees on child labor (original idea was Provincial Advisory Committee “PAC”) is fast or slow, building up social alliances with employers and parents is hard or difficult, identification of implementing partners (in particular for salt sector) and the experience of partners to work with international organizations, the approval procedures within the ILO and general capacity within the sectors concerned.

The operational objective of this project is to contribute to the progressive elimination of child labor in the salt, rubber and fishing sectors in Cambodia by removing children from hazardous employment and working conditions and preventing more children from entering workplaces through direct assistance and capacity building programs. More specifically the project intends to reach approximately 3,500 working children through direct action programs. 900² of these children will be removed from hazardous work and its conditions; 2600³ working children will be prevented from moving into hazardous work considered as the worst forms of child labor.

The immediate objectives are two-fold:

Immediate Objective 1: At the end of the program, the capacity of national and community level agencies and organizations in Cambodia will have been strengthened to plan, initiate, implement and evaluate action to prevent and progressively eliminate child labor, especially those in hazardous work situations.

Immediate Objective 2: At the end of the project, an estimated nine hundred working children working in salt, production in the Kampot province, rubber plantations in Kampong Cham, and fishing/shrimp processing industry in Sihanoukville Province will have been removed from hazardous employment and working conditions; and two thousand six hundred working

¹ Salt sector (3 APs), fishing sector (2 APs + 1 pipeline AP), rubber sector (3 APs), and at national level (1 AP).

² Salt sector (300 working children), fishing sector (400 working children), rubber sector (200 working children).

³ Salt sector (600 part-time working children), fishing sector (1,250 part-time working children), rubber sector (750 part-time working children).

children will be prevented from moving into hazardous work considered as the worst forms of child labor in the same locations.

Evaluation background:

The project duration is 30 months (project start date September, 2001). The present evaluation serves as the mid-term evaluation stipulated in the project document. Following the participatory process stipulated in the IPEC evaluation process all key stakeholders were consulted on creating the present Terms of Reference. Contents of the Terms of Reference are the result of discussion with donor, project management and ILO/IPEC Design, Evaluation and Database Unit.

Based on consultations with key stakeholders and taking into account that two out of the three sectors had not started its activities at the time of the scheduled evaluation (Nov. 2002), the evaluation date for the mid-term was postponed and is now scheduled for April -May 2003.

II. SCOPE AND PURPOSE

The present evaluation will cover the start-up phase of the project as well as project activities that have taken place to date in the three sectors and at the national level (MoSALVY).

This mid-term evaluation should aim:

- To serve as management and learning tool for the project management team as well as other key stakeholders. These include lessons learnt and good practices identified to date, highlighting successes to be maintained and/or replicated in the rest of this phase and in future possible phase.
- To provide all stakeholders with the information needed to assess the achievements made thus far and possibly revise work plans, strategies, objectives, partnership arrangements and resource allocation as well as to provide recommendations for the way forward.
- To review external factors (if any) that may not have been taken into account at the time of project formulation which require project attention or adjustments.
- To assess what supplementary inputs, that project may need in reaching the project objectives for the rest of this phase and in reaching the development objective in eliminating worst forms of child labor in the three sectors. For example, if there is a need for an infrastructure or services which IPEC cannot financially support, who/how may be able to help the project on this.
- To address the overall ILO evaluation concerns such as relevance, effectiveness, efficiency, sustainability, behavior changes among the stakeholders and beneficiaries.

The following are the broad suggested aspects that can be identified at this point for the evaluation to address. Other aspects can be added as identified by the evaluation consultant(s) in accordance with given purpose.

III. SPECIFIC ASPECTS TO BE ADDRESSED:

Design:

- An assessment of the design of the project and its relative appropriateness in the Cambodian context and in the three sectors concerned.
- Examine whether the beneficiaries were clearly identified (sub-groups, age, socio-economic status, etc. 'poor' or 'women' is not a homogenous group so were more details needed to identify target groups?) or did the subsequent profiling/baseline

- activities resolve any concerns regarding identification of beneficiaries? Was data collected relevant to the project? Was it gender/poverty sensitive?
- Evaluate whether the problems and needs were adequately analyzed.
- Determine whether the needs, constraints, resources and access to project services of the different beneficiaries were clearly identified taking gender issues into concern.
- Assess how appropriate the original project indicators were.
- Evaluate the indicators to see if they were gender sensitive

Effectiveness:

Delivery process

- Review and assess the relative efficiency of the start-up phase of the project, including:
 - Organizing national seminar on child labor in the hazardous sectors and the recommended action plan to address the child labor problem in the three sectors;
 - Gathering of baseline information;
 - Recruitment of staff;
 - Establishment of three provincial committees on child labor and
 - Trainings of stakeholders
- Assess whether a delivery mode for different beneficiary sub-groups were identified (different times for project activities for ‘poor men versus men’ or ‘women versus men’ and location of planned activity, methodology etc.)
- Address whether there was sufficient involvement by ‘vulnerable groups/hidden groups’ and stakeholders and beneficiaries in the preparatory phase or start-up phase of the delivery process.
- Examine project response to difficulties in the start-up phase.
- Evaluate project progress against workplan and discuss discrepancies (early completion vs. late completion).
- Review whether technical and administrative guidance and support provided by key stakeholders and IPEC staff were adequate.
- What were the internal and external factors that affected the implementation phase of the present project and whether the project’s response to them was timely and appropriate.
- Recommend where appropriate how the project can overcome factors that have led to delays in implementation.

Project output level

- Assess extent of achievement of immediate objectives
- Examine project outputs in terms of quality and quantity
- Will APSOs, either approved or in pipeline, allow project to achieve the outputs and immediate objectives?
- Evaluate extent of major impacts made or likely to make on the target groups

Efficiency:

- Examine the efficiency of the process by which Action Programmes are being reviewed and approved.
- Evaluate whether the major strategies of the project sufficiently reflects the budget in terms of staffing, outputs and activities

- Examine any budget revisions the project has requested and determine whether there is sufficient justification in terms of contributing to an improved and more effective implementation of the project i.e. a more justified allocation of a budget in relation to strategies and outputs as formulated in the project document.

Sustainability:

- Look at the project's strategy for promoting local ownership thus leading to sustainability, including policy development...etc;
- The progress actually achieved in promoting local ownership of the project i.e: capacity building of stakeholders in the provinces, local non-formal educators, OHS checklist practice, self-help groups, child labor monitors, child labor sensitizing activity in targeted local schools, provincial committee on child labor, employers as well as any other relevant groups;
- Are there any activities not yet included in the strategy that would promote sustainability?
- Identify whether actions have been taken to ensure the access of women/other vulnerable groups to services and resources;
- Examine whether social-cultural and gender aspects endanger the sustainability of the project and assess whether actions have been taken to sensitize local institutions and target groups on these issues; and
- Examine what might be a role for the rest of this phase and in future possible phase for the project's sustainability and impact.

Special Concerns to be addressed:

- Strategy for addressing child labour in each of the targeted sectors and project's progress in addressing child labor in the targeted sectors:
 - How each sector's progress differs from the others
 - Difficulties or positive developments in each of the sectors i.e: in the salt sector the rapid assessment found three distinct types of working children, settled child workers, migrant child workers, child heads of households. What strategies are being employed to ensure their needs are met within project scope. How does this affect project implementation for this sector...etc.
- Assess the role of the provincial committees set up by the project and the make-up of these committees, and its sustainability.
- Assess the child labor and OHS monitoring mechanism that is being developed under the project. For example assess of the behavioral changes among stakeholders and especially of the beneficiaries.
- Issue concerning mobilizing NGO's. A lack of NGOs has led to some delays in project implementation according to the progress reports, what is the project's strategy for mobilizing existing NGOs?
- Examine the level of government commitment to and support for the project.
- Assess the legislative measures that is being developed under the project, in particular in regarding to the development of ministerial orders on hazardous work and light work at the national level (MoSALVY) as well as setting up special work conditions for children aged less than 18 years old in the three targeted sectors.
- The relationship between the project and other child-focused projects in Cambodia, both those supported by IPEC as well as projects supported by other organizations.

- The project document states that gender concerns are of prime importance, assess if gender has been mainstreamed in all aspects of the project implementation stage and if collected data are gender sensitive.
- Benefits/difficulties of combining three different sectors into one project. The additional sector specific focus should be emphasis, for example interaction between employer/owner and the project (for rubber), the issue of withdrawing children completely from work vs. withdrawing children from hazardous work (for fishing), and the education interventions (for salt sector).
- If any unexpected/unanticipated effects were noticed on target groups but also on non-target groups, (i.e: unanticipated problems/changes in gender relations) review the causes and if negative whether it could be alleviated with a specific strategy for the remaining project duration.

Recommendations:

- Based on the findings, recommendations, alternative strategies for project management and stakeholders to consider in the rest of this phase and in future possible phase.

IV. EXPECTED OUTPUTS OF MID-TERM EVALUATION

1. Evaluation background report for each of the three sectors plus MoSALVY at the national level:
 - Salt
 - Fishing/Shrimp processing
 - Rubber Plantations

The report should contain findings, conclusions, recommendations and areas of lessons learnt, including possible good practices and model interventions. If recommendations are put forward for the rest of this phase and in future possible phase, it should be clearly indicated to whom and how these are addressed.

2. Stakeholder meetings in IPEC office in Phnom Penh⁴ to discuss the individual findings/reports followed by field visits to project sites and talk to stakeholders and targeted beneficiaries.
3. A consolidated evaluation report by consulting group.
4. Follow up action by project management based on the findings of the evaluation report

All drafts and final outputs, including supporting documents, analytical reports and raw data, should be provided both in paper copy and in electronic versions compatible with either WORD for Windows or WordPerfect in both English and Khmer version.

The final report will be distributed to key stakeholders in Cambodia by project management and in ILO-HQ by IPEC-DED in both English and Khmer version.

⁴ Stakeholder in Phnom Penh (MoSALVY) will be reintegrated with one session among three sessions in Phnom Penh.

V. EVALUATION METHODOLOGY

The proposed evaluation methodology, taking into consideration the complexity of the project is to have a consulting group. Consulting group should then write a background reports covers the three sectors based on their findings. This background report will be discussed in stakeholder meetings in Phnom Penh, and the comments of stakeholders and outcomes of the meeting using the background report as a base will be the draft mid-term evaluation report. The consulting group will be responsible in facilitating the stakeholders' consultation meetings, including writing up the minute meeting and interpreting/translating.

Consulting group will be responsible for putting together all information and finalize the mid-term evaluation report. Other relevant documents such as the project document and progress reports should also be taken into account.

The methods to be used should include:

- A review of documents and materials;
- Interviews with staff, partners, key stakeholders, NSC-CL members at national level and members of provincial committee on child labor, targeted beneficiaries and their parents; and
- Site visits in three sectors and meeting with officials in MoSALVY at national level.

Timeline for the evaluation 2003-----

| | January | February | March | April | May | Consultants' Days |
|---|------------------|-----------|---------|------------------|---------------|-------------------|
| Comments on draft ToR by all key stakeholders, including consulting group | Last week of Jan | - Feb. 14 | | | | |
| CV's obtained | | Feb. 21 | | | | |
| Consulting group Signed agreement | | | Mar. 15 | | | |
| Consultant briefed by PM | | | Mar. 24 | | | 1/2 |
| Consultant collects and reviews existing reports, project-related documents; prepare interview and observation guides | | | Mar. 25 | | | 1/2 |
| Mission to appropriate project sites, including MoSALVY, by Consultant | | | Mar. 27 | until April 8 | | 12 |
| Consultant draft qualitative and quantitative report | | | | April. 10-17 | | 8.0 |
| Submission draft report to ILO-IPEC in Cambodia (in English electronic version and hard copy) | | | | April 23 (1 day) | | |
| IPEC in Cambodia shares report with US-DOL, DO HQ, IPEC-DED and stakeholder (both English and Khmer) | | | | April 24 | | |
| Project evaluation team visit project sites | | | | | May 6-9 | |
| Submission of draft report to ILO-IPEC in Khmer version | | | | | May 7 | |
| Stakeholder workshops to discuss reports (1 day/sector in Phnom Penh) | | | | | May 12-14 | 3 days |
| Consultative meeting for final comments/recommendations | | | | | May 15 | 1 day |
| Consulting group consolidates draft evaluation report | | | | | May 20-21 | 2 days |
| Draft submitted to DED and project management | | | | | May 28 | |
| Final report including comments submitted | | | | | By end of May | |

Responsibilities:

| | |
|--|--|
| Comment on draft TOR by all key stakeholders | US-DOL, Desk Officer HQ, Project Management and IPEC-DED Regional and HQ |
| Receive, finalize and circulate TOR with comments incorporated | NPM with input from IPEC-DED |
| Obtain CV's and recruit local consulting group in consultation with IPEC-DED | Project management & IPEC-DED |
| Brief to consulting group | Project management |
| Missions to project sites and MoSALVY (at national level) | Consulting group |
| Draft individual reports (English and Khmer) | Consulting group |
| Stakeholder Meetings to discuss reports | Consulting group, Project Management, USDOL, Desk Officer HQ, IPEC-DED Regional and HQ and stakeholders |
| Consolidate reports (Khmer and English) | Consulting group |
| Circulate draft to IPEC-DED | Consulting group |
| Provide methodological input to draft report | IPEC-DED |
| Finalize draft with comments | Consulting group |
| Incorporate the comments and finalize report | Consulting group |
| Circulate finished evaluation report to key stakeholders (Khmer and English) | Project management and IPEC-DED |

Composition of the Evaluation Team

The local consulting group (Appointed as team leader)

The team leader is responsible for incorporating the comments and finalizing the report.

The ideal candidate for team leader will have:

- ✓ Proven extensive evaluation experience
- ✓ Broad knowledge of and insight into development issues in Cambodia
- ✓ Some knowledge and experience in one of the above mentioned sectors, and has expertise in hazardous work issues
- ✓ Technical knowledge of child labour and WFCL
- ✓ Excellent report writing skills
- ✓ Knowledge of and experience evaluating gender concerns
- ✓ Preferably experience as team leader and working closely with other evaluators on the same team
- ✓ Knowledge of Khmer language and its cultural context.

VI. SOURCES OF INFORMATION

- Project document and information used in creating project document, data, Log frames etc.
- Progress Reports to the donor
- Interviews with project management and other relevant ILO officers
- Mission to project sites
- Discussions with key stakeholders, beneficiaries, and other services providers as appropriate.

VII. BROAD OUTLINE OF THE EVALUATION REPORT

The consulting group may wish to follow the following outline in completing the evaluation report.

1. Title page (Please include full project title, project code and dates, type of evaluation, Composition of the evaluation team and preparation date)
2. Executive Summary: brief overview of the project, purpose and scope of MTE and methodologies used and sources of information
3. Evaluation Background and Justification
4. Aspects addressed specifically Project Design, Relevance, Efficiency, Effectiveness, Sustainability and Mainstreaming and Emerging Opportunities
5. Special Concerns
6. Conclusions/Lessons learnt/Good Practices
7. Recommendations (for the current phase “until April 2004” and for future possible phase)
8. Annexes

VIII. RESOURCES, TERM OF PAYMENT AND MANAGEMENT:

The project funds for conducting the midterm evaluations is as follows:

| Particulars | Unit | Quantity | Unit Price (Dollars) | Amount (Dollars) |
|---|---------------------|--------------------|----------------------|------------------|
| 1. Consultant's Fees (Including translator-interpreter for consultant and consultative meeting, consultant's assistant, data processing/encoding, document assistant for stakeholder meeting and editing of report) | per day | 27 days | 200 | 5,400. |
| 2. Direct Cost | | | | |
| 2.a: Food and accommodation of mission to project sites | per day | 12 days | 24 x 2ps | 576. |
| 2.b: Transportation -Car rental in provinces (\$20 x 12days) -Transportation from Phnom Penh to provinces and vs. (8\$ x 6trips x 2ps) | per day per trip | 12 days 6 trips | 20 8 x 2ps | 240. 96. |
| 2.c: Interviewees' refreshments; token items for child and parent respondents; rental of venue for on-site stakeholder meetings and other expenses in three provinces and Phnom Penh (MoSALVY) | per site | 4 | 15 | 60. |
| 2.d: Photo documentation | per site | 3 | 7 | 21. |
| 3. Translation Cost Translation of draft MTE report for Stakeholders' meetings (into Khmer version) | per page | 70 | 7 | 490. |
| 4. Stakeholders' meetings in Phnom Penh | per meeting | 4 | 646.75 | 2,587. |

| | | | | |
|---|---------|---|----|-------------------|
| 5. Car rental for field visits of project team and oversea evaluation team | Per day | 4 | 70 | 280. |
| 6. Contingency (photocopying and translation of final report) | | | | 250. |
| TOTAL | | | | \$ 10,000. |

Terms of Payment

An external collaboration agreement will be made between ILO and the consultant who will be responsible for submitting final mid-term evaluation report on the project to combat child labor in hazardous work in the salt production, rubber plantation, and fishing sectors in Cambodia CMB/01/P51/USA.

Of the total budget of US\$10,000: 35 % will be paid upon signing the contract, 35 % (for organizing consultative meeting) will be paid upon completion of the first draft report (which is the draft individual report) and 30% will be paid upon submission of the final report (which is the consolidated report after all comments/recommendations were reintegrated) to the satisfaction of the ILO. Please be advised that demanding revisions may be required of the report if the justification for it arises.

Management

The team leader will be responsible for the coordination of the overall activities of the team. He/she must make sure that an effective system is set up to work with the IPEC officers in all stages of the evaluation. IPEC project officials in Cambodia will provide necessary support during the evaluation mission.

The consulting group will report to the project management in Cambodia.

ANNEX 2: Guide Questions for Interviews Implementers and Beneficiaries of the 3 Action Programs

Basic Information Required: Name, Age, Position, Number of years in present position, previous occupation/employment, preparatory trainings/seminars/workshops undergone for present position

A. Action Program Management and Staff

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| <p><i>Project Coordinator of Implementing Agency or NGO</i></p> <p><i>Director of Implementing Agency or NGO</i></p> | <p>Project Office</p> | <p><u>As Implementers:</u></p> <ul style="list-style-type: none"> ▪ What is the present status of program? ▪ Are the same strategies in the original program document still being pursued? Are there changes? What are these changes and what is the basis for the changes? ▪ Is the implementation according to the original workplan? If not, what are the causes/factors delaying the program? ▪ What are the program's achievements as of the present? Can you cite specific examples and figures? <ul style="list-style-type: none"> ○ Achievements in Capacity-building; <ul style="list-style-type: none"> ▪ <i>Capacitating the agency itself / key officials and/or staff</i> ○ Role/participation of children, parents, other community members ▪ Is there collaborating projects/agencies/NGO with your program? If yes, who are these and in what areas do you collaborate in? ▪ What were the problems / difficulties during the start-up and initial implementation stages of the program? What were the causes? How were these resolved/addressed? ▪ What is the role/participation of women in this program? ▪ What are the strengths / weaknesses / lessons learned as of this moment? ▪ How is the sustainability of the program being promoted in the agency / organization / community? ▪ <i>How committed is the agency/organization and/or its personnel in the success and sustainability of the program?</i> <p><u>As Beneficiaries:</u></p> <ul style="list-style-type: none"> ▪ What are your personal understanding / knowledge of the over-all program? ▪ Please describe your participation in the activities of the program. ▪ What personal and professional benefits/incentives do you get from the program? ▪ Please describe in your own way how you have been capacitated in this program. ▪ As member of the community how do you personally promote sustainability of this program? |
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Note: Project Coordinator of Implementing Agency is usually also an official of the IA.

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| <p><i>Seed Money Agents of Implementing Agency or NGO</i></p> | <p>Workplace / Office</p> | <p><u>As Implementers:</u></p> <ul style="list-style-type: none"> ▪ What is the present status of the seed money/ savings program? ▪ Are the same strategies in the original program document still being pursued with regard to the seed money program? Are there changes? What are these changes and what is the basis for the changes? ▪ Is the implementation according to the original workplan? If not, what are the causes/factors delaying the program? ▪ What are the program's achievements as of the present? Can you cite specific examples and figures? <ul style="list-style-type: none"> ○ Achievements in Capacity-building in the community; ○ Role/participation of children, parents, other community members ▪ Are there collaborating projects/agencies/NGO with your program? If yes, who are these and in what areas do you collaborate in? ▪ What were the problems / difficulties during the start-up and initial implementation stages of the program? What were the causes? How were these resolved/addressed? ▪ What is the role/participation of women in this program? ▪ What are the strengths / weaknesses / lessons learned as of this moment? ▪ How is the sustainability of the program being promoted in the agency / organization / community? <p><u>As Beneficiaries:</u></p> <ul style="list-style-type: none"> ▪ What is your personal understanding / knowledge of the over-all program? ▪ Please describe your participation in the activities of the program. ▪ What personal and professional benefits/incentives do you get from the program? ▪ Please describe in your own way how you have been capacitated in this program. ▪ As member of the community how do you personally promote sustainability of this program? |
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Note: the number of SHG and number of families mobilized, types of businesses, amounts of seed money given, repayment performance, and other information on the seed money/ savings scheme should also be obtained. Also, photographs or observations of on-going businesses should be obtained.

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| <p><i>Community Monitors; and Labor Inspectors of Implementing Agency or NGO and of the Community</i></p> | <p>Workplace / Office</p> | <p><u>As Implementers:</u></p> <ul style="list-style-type: none"> ▪ What is the present status of your monitoring work? ▪ Are the same strategies in the original program document still being pursued? Are there changes? What are these changes and what is the basis for the changes? ▪ Is the implementation according to the original workplan? If not, what are the causes/factors delaying the program? ▪ What are the program's achievements as of the present? Can you cite specific examples and figures? <ul style="list-style-type: none"> ○ Achievements in <u>Capacity-building, in OHS awareness, on working conditions;</u> ○ Role/participation of children, parents, other community members ▪ Are there collaborating projects/agencies/NGO with your program? If yes, who are these and in what areas do you collaborate in? ▪ What were the problems / difficulties during the start-up and initial implementation stages of the program? What were the causes? How were these resolved/addressed? ▪ What is the role/participation of women in this program? ▪ What are the strengths / weaknesses / lessons learned as of this moment? ▪ How is the sustainability of the program being promoted in the agency / organization / community? <p><u>As Beneficiaries:</u></p> <ul style="list-style-type: none"> ▪ What is your personal understanding / knowledge of the over-all program? ▪ Please describe your participation in the activities of the program. ▪ What personal and professional benefits/incentives do you get from the program? ▪ Please describe in your own way how you have been capacitated in this program. ▪ As member of the community how do you personally promote sustainability of this program? |
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Note: If possible, interview also Community Monitor from the community where children are being monitored

Note: Questions on OHS and Working Conditions can also be answered by Officials and PC of Labor Agency

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| <p><i>School Teachers; Non-Formal Educators; and Principals of participating schools</i></p> | <p>School Office Residence</p> | <p><u>As Implementers:</u></p> <ul style="list-style-type: none"> ▪ What is the present status of program? <ul style="list-style-type: none"> ○ NFEducation and CLC for NF Educators ○ School Reintegration/Drop-out Prevention/School Sensitizing for School Teachers and Principals ▪ Are the same strategies in the original program document still being pursued? Are there changes? What are these changes and what is the basis for the changes? ▪ Is the implementation according to the original workplan? If not, what are the causes/factors delaying the program? ▪ What are the program's achievements as of the present? Can you cite specific examples and figures? <ul style="list-style-type: none"> ○ Achievements in capacitating Teachers and NFE's; ○ In preventing drop-outs and increasing enrollees; ○ Role/participation of children, parents, other community members ▪ Are there collaborating projects/agencies/NGO with your program? If yes, who are these and in what areas do you collaborate in? ▪ What were the problems / difficulties during the start-up and initial implementation stages of the program? What were the causes? How were these resolved/addressed? ▪ What is the role/participation of women in this program? ▪ What are the strengths / weaknesses / lessons learned as of this moment? ▪ How is the sustainability of the program being promoted in the agency / organization / community? <p><u>As Beneficiaries:</u></p> <ul style="list-style-type: none"> ▪ What is your personal understanding / knowledge of the over-all program? ▪ Please describe your participation in the activities of the program. ▪ What personal and professional benefits/incentives do you get from the program? ▪ Please describe in your own way how you have been capacitated in this program. ▪ As member of the community how do you personally promote sustainability of this program? |
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| <p><i>Chief of Committee; and Member of Committee of PCCL</i></p> | <p>Office</p> | <p><u>As Implementers:</u></p> <ul style="list-style-type: none"> ▪ What is the role/function of the Committee in the over-all program? How does it perform its functions? ▪ What are the support activities that it provides to the individual programs? How does it provide these support activities? ▪ What is the composition and organization of the Committee? ▪ What were the problems / difficulties during the start-up and initial implementation stages of the program? What were the causes? How were these resolved/addressed? ▪ Are there initiatives/moves to develop concrete policies/plans on CL elimination? ▪ What are the advantages and disadvantages of the PCCL? ▪ How does the Committee / how can the Committee ensure / promote sustainability for the program and for CL elimination in general? <p><u>As Beneficiaries:</u></p> <ul style="list-style-type: none"> ▪ What is your personal understanding / knowledge of the over-all program? ▪ Please describe your participation in the activities of the program. ▪ What personal and professional benefits/incentives do you get from the program? ▪ Please describe in your own way how you and the other members of the Committee have been capacitated in this program. ▪ As member of the community how do you personally promote sustainability of this program? |
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B. Community Beneficiaries / Target Groups

Basic Information Required: Name, age, years in work, number of hours/ days in work and in public school or CLC, occupation of parents, other information that may be volunteered.

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| <p><i>Full-time Child Worker, Risk Group Children: Part-time Child Worker, and Children of Parents in Hazardous Labor Sector</i></p> | <p>Workplace; CLC; School; Residence</p> | <ul style="list-style-type: none"> ▪ What is your knowledge and understanding of this program? Please describe in your own terms. ▪ How do you participate in the program? How often do you participate in its activities? Do you encourage others to join / participate in the program activities? ▪ What are the benefits/incentives do you get from the program? Please describe. <ul style="list-style-type: none"> ○ For replies indicating education – What do you think will good education bring to you in the future? ▪ Aside from you, who are the other members of the community that participate in program? Are there persons / groups who don't participate? What do you think is the reason for this? ▪ What knowledge / benefits / learnings (“on elimination of child labor”) have you obtained from the school/CLC/community? Are you able to utilize these knowledge / learnings? How? ▪ Do you believe / accept that knowledge / learnings are right for you? Do other children in the community share this belief? Will you share these to other children who don't know about it? ▪ Do you think these activities (<i>Child Monitoring/NFE/CLC/Awareness-building/Sensitizing</i>) should continue in the community/workplace/school even after the program is finished? Why? |
| <p><i>Parents of Children in Working Fulltime or Part-time; and Parents of Risk-Group Children</i></p> | <p>Workplace; CLC; Residence</p> | <ul style="list-style-type: none"> ▪ What is your knowledge and understanding of this program? Please describe in your own terms. ▪ How do you participate in the program? How often do you participate in its activities? Do you encourage others to join / participate in the program activities? ▪ What are the benefits/incentives do you get from the program? Please describe. ▪ Aside from you, who are the other members of the community that participate in program? Are there persons / groups who don't participate? What do you think is the reason for this? ▪ What knowledge / benefits / learnings (“on elimination of child labor”) have you obtained from the trainings / seminars / workshops that you have participated in? Are you able to utilize these knowledge / learnings? How? ▪ Do you believe / accept that knowledge / learnings are right for the children workers? Do others in the community share this belief? Will you continue push for changes even after the end of the program? ▪ What are the problems / difficulties that you have observed / experienced in this program? Please explain. ▪ How is the sustainability of the program being promoted in the community? |

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| <p><i>Employers of Children Working Fulltime or Part-time</i></p> | <p>Workplace; Residence</p> | <ul style="list-style-type: none"> ▪ What is knowledge and understanding of this program? Please describe in your own terms. ▪ How do you participate in the program? How often do you participate in its activities? Do you encourage others to join / participate in the program activities? ▪ What are the benefits/incentives do you get from the program? Please describe. ▪ Aside from you, who are the other members of the community that participate in program? Are there persons / groups who don't participate? What do you think is the reason for this? ▪ What knowledge / benefits / learnings (<u>on elimination of child labor, on OHS, on working conditions</u>) have you obtained from the trainings / seminars / workshops that you have participated in? Are you able to utilize these knowledge / learnings? How? ▪ Do you believe / accept that these knowledge / learnings are right for the children and adult workers? Do others in the community share this belief? Will you continue push for changes even after the end of the program? ▪ What are the problems / difficulties that you have observed / experienced in this program? Please explain. |
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Note: the number of working children employed, number of hours worked, number of years employing children can also be asked.

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| <p>Leader and/or member of SHG; SHG Committee</p> | <p>Workplace; Residence</p> | <ul style="list-style-type: none"> ▪ What is knowledge and understanding of this program? Please describe in your own terms. ▪ How do you participate in the program? How often do you participate in its activities? Do you encourage others to join / participate in the program activities? ▪ What are the benefits/incentives do you get from the program? Please describe. ▪ Aside from you, who are the other members of the community that participate in program? Are there persons / groups who don't participate? What do you think is the reason for this? ▪ What knowledge / benefits / learnings (<u>on elimination of child labor, on seed money and savings mobilization, on business planning and monitoring</u>) have you obtained from the trainings / seminars / workshops that you have participated in? Are you able to utilize these knowledge / learnings? How? ▪ Do you believe / accept that these knowledge / learnings are right for and will benefit the working children? Do others in the community share this belief? Will you continue push for changes even after the end of the program? ▪ What are the problems / difficulties that you have observed / experienced in this program? Please explain. |
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Note: the number of SHG and number of families mobilized, types of businesses, amounts of seed money given, repayment performance, and other information on the seed money/savings program should also be obtained

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| <p>Community Leaders; CLC's Committee</p> | <p>Workplace; Residence</p> | <ul style="list-style-type: none"> ▪ What is your knowledge and understanding of this program? Please describe in your own terms. ▪ How do you participate in the program? How often do you participate in its activities? Do you encourage others to join / participate in the program activities? ▪ What are the benefits/incentives do you and/or the community gets from the program? Please describe. ▪ Aside from you, who are the other members of the community that participate in program? Are there persons / groups who don't participate? What do you think is the reason for this? ▪ What knowledge / benefits / learnings have you obtained from the program? How were you able to obtain these? Are you able to utilize these knowledge / learnings? How? ▪ Do you believe / accept that these knowledge / learnings are right for and will benefit the working children? Do others in the community share this belief? Will you continue push for changes even after the end of the program? ▪ What are the problems / difficulties that you have observed / experienced in this program? Please explain. |
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| <p>Children in Vocational Training; Apprentice Children</p> | <p>Vocational School; Shops</p> | <ul style="list-style-type: none"> ▪ What is your knowledge and understanding of this program? Please describe in your own terms. ▪ What knowledge / benefits / learnings ("on elimination of child labor") have you obtained from the trainings / seminars / workshops that you have participated in? Are you able to utilize these knowledge / learnings? How? ▪ Do you believe / accept that knowledge / learnings are right for the children workers? Do others in the community share this belief? Will you share this with other children in similar situation like you? ▪ How were you chosen to be student in the Training School / apprentice in this shop? ▪ What do you think are the benefits/incentives that you will get after completing the training/apprenticeship? Please describe. ▪ Do you share your experience with other children (when child goes home during breaks)? What are their reactions? ▪ Do your parents support your decision to enroll/attend in this training/apprenticeship? ▪ What are the problems / difficulties that you have observed / experienced in this program? Please explain. ▪ Do you think this (VT and Apprenticeship program) is a good way to provide children with means to get out of child labor? |
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| <p><i>Directors and Trainers of Vocational Training Centers (VTC); Shop-owners (with Children Apprentice);</i></p> | <p>Training School, Shop/Workplace</p> | <ul style="list-style-type: none"> ▪ Please describe the vocational training / apprenticeship program? <ul style="list-style-type: none"> ○ How a child can enroll or attend ○ Types of training available / length of training, etc. ○ Assistance to graduates in getting jobs ○ Provision of seed money to graduates who start their own business ▪ What is your assessment of the current performance of the child trainees/apprentices? <ul style="list-style-type: none"> ○ Do you think the child can get a good job and/or start a profitable business when he/she finishes the course? Why? ▪ Do you think/believe that this strategy will be an effective tool in eliminating child labor? <ul style="list-style-type: none"> ○ Do you think this strategy can be replicated with other shops/jobs? ▪ (for VTC) What were the problems / difficulties during the start-up and initial implementation stages of the program? What were the causes? How were these resolved/addressed? ▪ (for VTC) What are the strengths / weaknesses / lessons learned as of this moment? ▪ How is the sustainability of the program being promoted in the Agency/Center? <p><u>As Beneficiaries:</u></p> <ul style="list-style-type: none"> ▪ What is your personal understanding / knowledge of the over-all program? ▪ Please describe your participation in the activities of the program. ▪ What personal and professional benefits/incentives do you get from the program? ▪ Please describe in your own way how you have been capacitated in this program. ▪ As member of the community how do you personally promote sustainability of this program? |
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ANNEX 3: INTERVIEW DATA

CCPCR

**Attendance: Director
PC Staff
Sector Coordinator**

- *Status/Accomplishments:*
 - o On Trainings:
 - Send a member to train in SHV for community network (1 from Kampot, 2 staff from CCPCR)
 - 2 out of the 5 CCPCR staff went to study on SHVs regarding internal capacity last October 2002. It was the preparatory stage of the program.
 - 9 persons were trained as child labor monitors (6 from the community network and 3 from CCPCR)
 - There were 8 community monitors (2 from each commune and 2 CCPCR staffs. CM have maps of target areas to monitor children)
 - o On Monitoring:
 - 86 children (39 male, 47 female) in Traey Koh;
 - 8 children in Chum Kreal;
 - 64 children (22 male, 42 female) in Kon Sat;
 - o On Prevention:
 - Target is 900 part-time working children. 610 have already been identified
 - Prevent 610 children (338 female) from dropping out of public school
 - o On SHG and Seed Money provision:
 - Target is 30 groups comprising of 201 families
 - In Kon Sat, 77 families, 3 males and 74 females
 - One group consist of 5 to 10 families
 - As of 25 February 44 families (9 groups) got the seed money for income generation; the purposes of the seed money are to buy materials for fishing, raising animal and small businesses (buy fish products to sell in the market); 6 paid back. Have paid monthly charges for the whole 10 months.
 - Have collected back repayments on the seed money from KS.
 - Priority for the family to get seed money, exactly did what was planned. Poor salt families who are trustworthy and have business goals were given seed money ranging from \$40-\$60.
 - o On VT:
 - Sent 22 children to PTC, ages between 14 and 17. 8 children are being trained as hairdressers, 10 as sewers and 4 as engine repairman.
 - 70% of the money for training was paid in advance.
 - Some contractors only require 50% for training children.
 - There are some difficulties in selecting working children to train in vocational training. For example, 2 out of the 12 hairdressing trainees gave up training and went back to salt field. The others just did it to be released from debt.
 - The children are sometimes homesick. The training school is far from home (10-12 km).
 - Among the 12 children sent to train in engine repairs, only 4 were left. It's quite disappointing. Most of them are between 15 and 17 ages. Psychologically, they easily change their minds.
 - 48 children were registered to train, but only 22 remained studying. Hairdresser training lasts for 6 weeks and sewing and engine repair has just started.

- After training, either shop owners accept children to work or they go back to their own communities to start business with their families and relatives (their expectation).
 - There is an agreement with contractors and shop owners to give jobs to children when they finish training.
 - Only 8 among the 12 children have agreed to work for contractors.
 - Most of the sewing children want to work for a garment factory after finishing the training program.
- *On Collaborating Organizations*
 - Provincial Technical Center (PTC). Under the PDEYs
 - United Cambodian Center (UCC). Obtained information
 - Women in Development (WID). Information on selection of children and how to "follow-up"
 - *On program strategies*
 - No changes in strategies from AP
 - *On role of Children/Parents/other Community Members*
 - The communities are satisfied with the CL program, but employers don't like because inspectors monitor children activities.
 - According to the elders in the community, there are no NGOs in the past that helped them on CL problem, let them understand and give training to their children.
 - They hope that parents of children in the target groups would disseminate the information regarding child labor to other groups.
 - Employers pressures parents who let their children go to school or to train. We suggest employers should provide those parents with work.
 - Employers dismiss children who don't work on time but after that they are asked again to give children a job.
 - *On Role of Women:*
 - Women should be involved a lot.
 - Women should help in improving the family's living condition and they should give a chance to their children to go to school.
 - 21 out of 30 groups are household women, responsible for doing businesses and sending children to school and paying the seed money back.
 - Women have a great potential to help in child labor related problems.
 - *On sustainability*
 - Remove children step by step. Parents should remove their children from the salt field and give them time to study.
 - In case ILO program ends, parents would still really want their children to go to school (good future) if their income would improve.
 - Not only the seed money and savings program but also all other strategies are critical to remove children out of salt work.
 - *Problem on start-up phase:*
 - The work started on July 15, 2002, but got the money much later (December 15, 2002).
 - Money was the main problem on the start-up phase; they are waiting for the money to come.

- Have no security guard to maintain peace and order and janitor to maintain cleanliness in CCPCR.
- *Strengths, Weaknesses and Lesson Learned:*
 - Strengths:
 - Success in the promotion of the child labor program;
 - Successes in collecting back on time payments on the seed money since businesses are running properly.
 - The VT trainees will have a job after training.
 - Weaknesses:
 - Some trainees gave up training easily. The decisions of children are not firm. When they were being selected, they said that they wanted to train but after that they changed.
 - Lessons learned:
 - Have no idea on how to evaluate OHS at first but learned after ILO-IPEC.
 - Seed money scheme is good.
 - Next time we will avoid making the same mistakes again.

Director of PTC

- PTC got support from ILO, 1994-1998. Present operations are supported by the PDEYs.
- Children with ages ranging from 15 to 17 years are so young and don't like training.
- Customers don't feel confident with them because of their age, but foreigners like them because they can speak some English. GTZ has agreement with PTC; this is where some foreigners bring their cars for repair. Children usually repair the whole car. In the process of repairing the car, the customers start to feel confident and trust in the capability of the children.
- In the practice stage, technicians control the working children whether they do well or not. They also got to examine the children on the test days.
- Skill takes one year, but some part takes 6 months. Children look for job outside after training.
- After training, the children also have seed money to start their own businesses.
- Some company also requests working children who are good, possesses license card and have experiences in repairing company cars.
- Sewing and repairing motor has the same process.
- PTC give animal raising training, TV repair, Motor engine repair, car engine repair, sewing and food processing.
- \$180 for car repair for 4 months while for TV, \$35 a month
- ILO-IPEC pays \$120/child.
- There are 10 salt worker in PTC
- PTC only educates children with theories and small practice that they can use when they work outside. From then on, knowledge can be gained through experience.
- PTC started since 1994 but no information reach to children from salt fields.
- There are approximately 80 children training in PTC.
- Everyone can study in PTC if they have money for training.

PDEYS, Project Coordinator, 5 school principals, 2 NFE educators

- Status:
 - o Has children working in salt field, impact on child rights, children are absent from school. Training to have understanding of CL.
 - o To let the children know about the benefit of education
 - o Traey Koh school, kindergarten (31 children); 887 students (grade 1 to 6)
 - o 16 schools in salt area, 40% of children are salt workers

- NFE Activity
 - o 256 actual full-time working children in Kampot. Target based on program document is 240. The children don't stop work/don't attend NFE regularly because:
 - Need don't want children to stop work
 - Next step to work to help generate family income
 - Parents don't understand the value of education
 - o Employers is to urge the non-formal students to go to public schools
 - o 6 NFE Educators have been trained, 2 are female

- Prevention/Risk group:
 - o Train 30 principals and teachers on CL program to be led by LICHADO and ILO-IPEC. All principals attended seminar on child rights/child labor. Principals studied on February 10-12, 2003.
 - o List of school children shows that there is a huge percentage of risk group - 966 (396 female) reason: poverty, left orphan, involve in salt work, far away from home, parents are unable to work
 - o The project has to train 240 teachers (increased to 251 including kindergarten teachers).
 - o Target children for studying are 1,020. Actual number is 1,600.

- CLCs
 - o 6 CLCs have already been established
 - o In Traey Koh, 1 employer provided land for the CLC
 - o Community contributed labor work

- Problem:
 - o Working children do not study regularly, parents blame their children because they don't help in salt field and in order to help, the students stop studying and earn money for food through crab/shrimp peeling
 - o The risk group are high, they have a tendency to drop out of school if no assistance is given to them
 - o Some school (among 16) got enough school materials for the risk group, but the others didn't get enough or had any.
 - o Parents hesitated and/or do not allow their children to go to school and some employers are not happy sending them to school

- On addressing the problem:
 - o Explain to parents the importance of education;
 - o Provide rice to parents;
 - o Ask WFP to help;
 - o Explain to employers why they should let children study in school;
 - o Find other sources for school materials
 - o Start small business for parents with the program's help

- Send a report of 966 students to PCCL

Strengths/ Weaknesses/Lessons Learned

- Strengths:
 - o PCCL was formed to solve problems and serve as law enforcement sector.
 - o Other institutions, which can assist the program, were identified.
 - o When related to the law, employers feel afraid of forcing children to work.
 - o Cooperation between employers and labor inspector was established.
 - o Good relationship with the community.
- Weaknesses:
 - o For parents, studying is not useful in case they are starving. Poverty is the major hindrance why parents don't allow (even if they want to) their children to go to school.
 - o Some employers are not helpful. They broke their word that they would donate an old hall to build CLC. Or either agrees with the program but does not do anything.
 - o For resident families, the program was successful, but for temporary/ migrant families it was not.
 - In general, certificate of attendance will be issued to CLC students in case they want to continue their studies anywhere they go to.
- Lessons Learned:
 - o Community / child sensitizing
 - o Non-formal Education
 - o Plans for children to educate another child ("peer-to-peer" awareness building)
- Other Comments
 - o PDEYS need more budgets because the target number of children increased from the original planned 1,020 to 1,600 for NFE. Additional payment for teachers are also necessary and for sensitizing activities.
 - o Suggestion: \$2.5 for teacher; Agreement between ILO-IPEC and Ministry of Education cannot be changed.

PDSALVY (Project Coordinator, Labor Inspectors)

- There are 4 strategies:
 - o Monitor children in salt field,
 - o Let employers and the community understand CL through sensitizing activities
 - This strategy is delayed due to delay in budget release
 - February and March meeting / Workshop on CL with employers did not push through. But PC still met with the employers
 - o Follow provincial/national policy
 - o Fight work that are hazardous to children
- Make a plan to work; organize document (each result)
- Prepare schedule, draw a map, point destination
- There are 64 employers, only 2 employers did not change their practices
- Inspect 105 (60 female) children in 3 communes
- Hire labor inspectors who know about CL and have worked with ILO before
- Follow up ILO-IPEC program
- In January the work was finished right on schedule, but during February to March it was finished late.

- A draft regulation to permit children to study in school during the afternoon was prepared.
- On Labor Inspectors:
 - o 4 labor inspectors were selected from the existing staff of PDSALVY
 - o The 4 labor inspectors were trained along with 9 community monitors (5 female)
 - o Inspector work starts at 7:30am.
 - o Every inspector monitors 4 children a day, 15 days per month
 - o Even though haven't get salary (2 months delay in salary of inspectors), inspectors still monitor children in salt field
- Problems:
 - o On children:
 - Finding the target children in the field is sometimes difficult (If raining, no children work in the salt field, sometimes they go to sea for fishing)
 - Children are not talkative; it is hard to get information from them.
 - Busy working in the salt fields
 - Children attended NFE but some dropped out and get back to work
 - o On employers:
 - Difficulty in meeting with employers
 - OHS requirements: First, ask employer to help and cooperate, if employer doesn't follow, PDSALVY use law and force him to limit the working time for children so they can attend school/NFE.
 - Employers did not comply immediately with OHS and child labor guidelines. Some waited for the others to comply before they did. Employers know about these but they just ignore it.
 - Draft regulation / announcement was prepared early but it was a long time before the Governor signed it
 - On time of monitoring, employers are upset because work of the children is affected
 - Do not attend PCCL meetings regularly. 1 employer did not attend all 3 PCCL meetings. He is far from Kampot town and will need to spend time and money to attend meetings
 - o The Project Coordinator (Mr. Doug Sovann) is also the secretariat of the PCCL but he has no staff at PCCL.
 - o Low salary of labor inspectors (\$45/month)
 - o 4 inspectors are not enough to monitor and they lack training

On Sustainability

- Project will succeed because even at just six months of implementation, attitudes, behavior and community action has changed for the better
- NGOs can participate in workplace monitoring and even assist in the training of labor inspectors

Lessons learned:

- Nothing will be changed in the program document / same strategies will push through Others
- Infrastructure and community facilities are needed in the area for development.
 - o Employers suggest that water pipe should be extended from Kampot town proper to the salt area for it to be accessed by the salt workers.
 - o ADB has a project for water pipeline but not up to the salt fields
- Project Coordinator is very grateful to ILO-IPEC for helping PDSALVY.

**Public School Teachers, Principal
female, 47 years old, teaching since 1983, teaches primary school**

- School year is from October – July 2003
- Has 35 students in her class, grade 4,
- 17 students are part-time salt workers. Work in the morning and attend classes in the afternoon, 4hrs.
 - o Frequently absent during January to February (about 10 days)
 - o They don't catch up with other children
 - o They request other children to help these salt children in school work ("peer-to-peer")
 - o Same situation happened in the 2001 – 2002 school year
 - 3 salt children failed to pass
- Same number of students from start of the semester to present (no drop outs yet)
- Has 7 students with parents in salt work
 - o Children do not work
 - o Are rarely absent
- She believes that as a teacher, they can help in changing attitudes/beliefs in the community
- She talks with the children's parents regarding their education
- On role/participation of women:
 - o Mothers should encourage their children to go to school
 - o Mothers should explain to neighbors about child labor and child rights
- On sustainability:
 - o She will continue teaching what she has learned and ask for support from government or employer
 - o She will encourage the community to push on with the project.

male, 30 years old, teaching since 1983, teaches primary school

- School year is from October – July 2003
- Has 45 students in his class, grade 5
- 15 students are part-time salt workers. Study in the morning (4hrs) and work in the afternoon
 - o Frequently absent during January to February (about 10 days)
 - o They don't catch up with other children
 - o Same situation happened in 2001 – 2002 school year
 - 5 salt children failed to pass
 - Children are tutored to take another exam so that they will have another chance to go to the next grade
- Same number of students from start of the semester to present (no drop outs yet)
- Has 5 students with parents in salt work
 - o Children do not work
 - o Are rarely absent
- Has good knowledge on child labor / exploitation of children by employer / need to educate children about child rights
- He believes that the community trusts and believes teachers
- Technique to promote understanding for children:

- Compares working and non-working children / explains that education if prioritized will give students better future / non-working students pass while working students fail.
- Requests for additional materials for children like books, etc.

principal, male, 59 years old, Chum Kril Primary School

- 1,033 students in the school
 - Don't know the number of part-time working students. He thinks the number is high and believes it is the same for other schools in the area
 - No drop-out yet from the 1,033
 - Risk group is about 100 children
 - On benefits they have gained:
 - They have understood clearly what child labor is and can explain / communicate to the community
 - "He feels happy that future of the children will be good"
 - Requests for more training for principals who in turn will train their teachers
- Believes in the government policy of "education for all"

Kon Sat Commune, Kampong Thnot village SHG Committee

- Duties:
 - Assist community to form SHG groups and leaders; decides who are the first to get seed money
 - After getting the budget from CCPCR, distribute the seed money to each member; assure to have repayments on the seed money
 - Solving problem in each group
 - Follow up with the family to make sure that the borrowed money is properly used (whether on their purpose, business plan, or not)
- Status:
 - 10 group (77 families) were formed, but only 3 groups got seed money (17 families)
- Problems and difficulties:
 - Has no serious problem, just started;
 - The approval for the seed money program was late for them.
 - Condition of payment, if I borrow 200,000 Riels, I have to pay 20,000 Riels every month and interests 3% per month. Money to be saved was decided to be amounting to 1500 Riels per month.
 - Everybody has to pay back the seed money on the prescribed time, with no exception

{ Visited an SHG member at her house. Obtained \$50 seed money for purchase of Crab Traps. Now have about 100 traps, works 7 days per week. Interest is 6,000cr, savings is 1,500cr and payment on principal is 20,000cr. Catches about 5kgs of crabs, becomes 1kg after meat extraction, and sold for 10,000cr/kg. Already paid 1st installment of the amount obtained }

P cashier, 18 years old female:

- Knowledge/understanding:
 - o To cut down poverty, to remove children from salt field. The living standard should be improved so that the family can remove children from work
 - o Salt work has impact on child health such as sore shoulder, backaches, etc. It is harmful to children and they grow up slowly

leader SHG, 55 years old male:

- o If family has high income, it helps to remove children from salt work and damage to children is avoided.
- o Nearly all members know that program is useful to remove children from hazardous work.

**SEED MONEY AGENTS from CCPCR
32 years old & 30 years old**

- Attended seminar on seed money /savings scheme
- Some groups have been waiting a long time to get the seed money. About \$2500 is yet to be distributed as seed money.
- Other families not included in the target (they don't have a child working in a salt field) also wanted to register. These families are poor so their children are at risk working in the salt fields. It was decided that they be allowed to join SHG.
 - o *Woman sitting beside seed money agent does not qualify as SHG but was allowed to obtain seed money because she was very poor and has no one else to help her. She forgot the things discussed about CL.*

**Traey Koh Commune
SHG members**

20 years old female & 52 years old male

- 64 families in SHG
- SHG needs to get seed money so that they can help each other and improve their living standards
- They want to buy chickens for starting poultry business, set-up a piggery, and grocery for stores.
- Requirement for SHGs to obtain seed money for income generation: have a child working in salt fields, has permanent residency and trust in each other
- Seed money is distributed for the purposes of: community development, to free children from salt field works, increase savings and financial sources in the area.
- Meet self-help group members 3 times a week
- The members elected the leader. Since they live in the same village, they know who is capable enough to lead the group.
- Ma Bunchean has 4 positions; he mentioned that it would take a long time to explain everything about child rights, child labor, and seed money scheme to the community. He also needs to explain to members the importance of seed money to help their family increase their incomes.

CLC Committee, 62 years old male / also an Employer

- Gave land to build CLC. There are a lot of illiterate people in his village, he want to cut down the illiteracy rate.

- CLC is near the salt fields.
- Even though ILO ends, he will still let ILO use his land forever.
- If some poor family got sick, he lets them borrow some money.
- He owns a salt field.
- He sends his kids to school and doesn't allow them to work in the salt field.

SHG Committee

45 yrs, (female)

- Promotes seed money/savings program to the community; organize group to get money; solve problem in SHG; collect payments on the seed money on time
- Encourage students to go to school, educate the community on child rights and CL
- 60 families in SHG, 15 groups got the seed money already
 - o 13 animal raising (pigs), 2 business (small stores)
- People prefer to raise pig rather than chicken
- 1 Kg of pig costs 3700 Riels

NON FORMAL EDUCATORS

40 years old

- Has been an NFE since 1991 after attending a training program in his province.
- After attending ILO seminar, he started introducing the ILO project and contributed to building CLC in the communities. Moreover, he promoted awareness on child labor related problems in the communities and explained about child rights.
- He then collected students' name list then went to meet their parents. He encouraged the parents to allow their children to study. He clarified that based on the law, every child who turned 6 years of age has to go to school. It is very important for their children to go to school. Illiterate people also have to study in non-formal programs.
- Some of them understood the importance of education. They supported and gave permission to their children to study. However, others did not. They thought that it is not useful for their children to study. Study for what? The more important thing is to have rice in his or her table to eat so everybody must work for it.
- He prepares lessons to teach children sometimes at night or in the morning before classes start. Sometimes, he draws a picture related to the topic so that the students would easily understand it.
- In addition, he visits homes of students who were absent in class and checks the reason behind their absence. When he comes to visit, some of the parents don't know anything about NFE.
- The age range of children he teaches is from 6 to 17 years old. This distance in age makes it difficult for him to teach the students. Thus, he suggests that students between 6 and 17 should be separated during classes. However, the CLC has only one class.
- He thinks that when there are separate classes, the students that have yet to catch up with the lessons can join the next class.
- He evaluates the situation to the staff of PDEYS.
- Personally, he thinks that when ILO ends, the CLC should continue and maintain what ILO has started.
- He will discuss the achievement of ILO with the community.

KON SAT COMMUNE

38 years old

- Has been a teacher since 1991 but teaches only one class in the CLC of Kon Sat which started last January 2003.
- He explained the children's rights to parents and their employers as well. After educating the employers and parents, they permitted their children to go to school and study.
- He discusses CL with other teachers too.
- The parents, even if poor, are willing to raise money to help CLC. They usually communicate with one another.
- Moreover, the people and the children contributed to building the CLC by donating the land where the Center was built.
- There are 54 students studying in the CLC. Some of them can read and write. Sometimes, a number of students are absent because they still have to earn food after working in the salt field at 11 am.
- Benefit from project: He had the chance to be trained as a non-formal educator, also had the chance help the children and their families as well.
- The people want NFE to continue for a long time so even if ILO ends, the community will still support the CLC.

Trainers

(PTC Sewing Class)

- Has worked on sewing for 5 years
- Follows a training program then tests the children on the skills they have learned.
- After training, PTC will choose outstanding trainee to work in the center.
- Some students after finishing training can start a business of their own.
- PTC can give a seed money of \$100-\$500 per student.

(Tokyo Hairdressers, Kampot central area)

- She is a 24-year old hairdresser living in Kampot who worked for 4 years as a hairdressing teacher.
- She started dressing hairs 12 years ago in another shop.
- The children are willing and focused on learning.
- The children can already perform simple hairdressing work.
- She believes that after training the children can already set up their own shops
- She's willing to teach/train at communities if she has free time.
- She believes that this training strategy is good in helping poor children.
- She requests that training fees be increased.

Hairdressing training is for 6 months. There are 2 hairdressers assigned to teach the basics of hairdressing to 6 trainees, 2 each from Chum Kril, Traey Koh, and Kon Sat.

Salt Children, Students at NFE

16 years old

- He has worked since he was 6 years of age, carrying 30 kg of salt products when he was 12 from the salt field to the hall but never carry it to the truck.
- Learns in the CLC for 2 months and a half now.

- He goes fishing at sea everyday from 8 pm to 4 am. There are times he was absent in class because went to sea (8 pm-4am) feel sleepy
- Go to sea everyday; Parent want him to study
- ILO give him an education
- Between work in sea and study, he prefers to study. He want to be a police or teacher in the future.

13yrs, male

- Has worked since 12, collecting salt, carrying some salt (15kg)
- Learn Khmer literature and numeracy
- Parents permit him go to school
- Want to study full time
- Parents work in salt field
- Need a light work in salt field

14yrs,female

- Worked since 12yrs, collecting salt
- Work 2 or 3 hours a day, sometime 4 hours in case a lot of salt
- Parents and teacher call her to come to CLC
- Between working and studying, she prefers to study, how to read
- just learn for 2 months and a half

Salt children trainees, Sewing and hair-dressing

18 yrs, female, Sre village, TK, Sewing

- 12 yrs start working in salt field. Stay in PTC for 2 months ago. Want to do business in community. Don't like to work for garment factory in PP.
- Her sister and brother (12 yrs, 9 yrs) under prevention program. She can help her sister and brother when she makes her fortune.
- Problem: lack of material to practice, like living in PTC than home

17 yrs, female, Boeung Tapream village, TK, Sewing

- Her mother doesn't let her go to work for garment factory in PP. The ILO program can remove her from salt field.
- Want to study khmer
- Having a specific job after training for the future
- PTC provides accommodation; one or two weeks visit home. She want to continue 4 months more. Need more style to learn

16 yrs, female, Kon Sat, Hair-dressing

- 12 years old when she started working in salt fields
- 2 months already in the training
- stays in the shop and doe not feel homesick
- wants to learn then open a business for herself in Kon Sat, small business to get out of salt work
- has a 15-yr old sister still working in the salt fields
- parents support her decision, even brought her to the shop

Salt Children, studying NFE at Traey Koh CLC

- - o Female, 17 yrs old, working since 12 yrs old at the salt fields
 - o Wants to learn so she attends NFE classes
 - o Project gives her a chance to learn. Knows about child rights
 - o If given the chance, she wants to study full-time
 - o She is not sure that her parents would agree with her wish to study full-time
 - o She tells other children to attend lessons at CLC if they have the time
 - o Her conditions are the same before and after she attended the classes

- - o Male, 10 yrs old
 - o comes to CLC to learn
 - o project gives book and pencil and chance to learn
 - o not working in the salt fields

- - o Male, 13 yrs old
 - o just starting to work in the salt fields
 - o project gives him a chance to learn
 - o has been attending the classes for 3 months
 - o parents support his wish to study full-time but cannot because they are poor
 - o he knows something about child labor and child rights

- - o Male, 14 yrs old
 - o works in salt fields from 7am to 10:30am
 - o studies in the NFE at the CLC
 - o stopped going to public school May 2002 to help in the family income
 - o wants to go back to public school and concentrate on studies but cannot because needs to help his family
 - o regularly attends NFE class, knows how to read and write a little bit
 - o parents are members of SHG, the boy is not in the target group

- - o Male, 15 yrs old
 - o Six years studying in public school, from grade 1 to 6
 - o Does not work in salt field but goes on fishing boat from 11pm to 8am
 - o Mother works in the salt fields, does not have father anymore
 - o When boat comes in from fishing early (before 8am) he attends school
 - o Studies Khmer and calculation

PARENTS

male 60 yrs

- Has 7 children working in the salt fields before. He has a daughter (17yrs) training as hairdresser. She visits home every two months. Knowledge/understanding: this organization helps his child have training, improving living standard. He knew the information from project staff. He attended a seminar on CL. After seminar, he decided to remove his daughter.

45 year old mother

- She has a daughter, Sao Saing Teap, an 18-year old hairdresser and has two other daughters of ages 8 and 12.
- She is very happy about the project. Though the school is far away from home, her younger children can access school and they received school materials.
- The 12-year old daughter prefers to study in a school near home so that she can still help her mother cook food and look after the house whenever her mother goes outside to do business.
- After attending the seminar, Mrs. Leng Soaw knew and understood that children under 17 years old has to go to school and not work in salt fields.
- She thinks that the CL program is good because the child labor rate is reduced.
- The children acquire skills even though the program ends so they don't care.

37-year old mom

- Have 2 children of ages 10 and 17 working in the salt fields.
- She said that if the ILO project gives her money to start some business she will let her children stop from working.

50 years old

- Her family believes that education will give the young generation a good and promising future so they can remove themselves from working in a salt field.
- She raises animal and sell some grocery for a living.
- If ILO ends, she would still want her children to go to school or CLC.

41yrs, female

- Has 2 children working in a salt field (16 and 17 years old, respectively).
- If ILO will give her seed money to start a business, she will stop her children from working in the fields.

TRAEY KOH COMMUNE

25 years old

- Have 10 permanent and 50 temporary employees where 7 among the 50 are children below 17 years of age.
- The children are earning 2000 Riels per day while the adults are being paid twice as much per working day.
- He said that ILO has a good idea on child labor but sometimes it puts so much pressure on employers. Thus, the transition should be done gradually, one step at a time.
- Personally for him, parents should not let their children work. Instead they should go to school and study. But he cannot dismiss the children out of the salt field since the children are poor and their families need money so he helps them by giving them some work to do.
- The children in his field don't do heavy work. He gives them the kind of work which is suitable and not harmful for children and not under the heat of the sun.
- He urges children to go to school and tells their parents to encourage their children to study.

- As an incentive, he gives bonuses to those who work well. He doesn't only reward those who are outstanding but the others as well. PDSALVY is grateful to employers who help children.
- Some employers know about the ILO project but are afraid of losing profit if ever the children would stop working in their salt fields.
- Even though ILO may think that employers exploit the children to work, salt field employers partly help the poor children and their families by giving them employment.
- Non-educated people want to work in salt field.
- Some children who went to vocational training courses comes back to work in the salt field again because even if the studying program is good, the ILO schedule is not so good.
- He had helped school children before ILO did, donating books, other school supplies and bicycles to them.
- He supports the ILO project.
- ILO and PDSALVY should limit the weight of salt products avoid lifting a heavy product.
- Has available accommodation for migrants.
- There are no restrooms available for workers at the moment.

54 year old male

- Have 20-30 employees in his salt field.
- Currently, no children below 18 years old are working under him but had them in the past. He stopped them from working ever since ILO and labor inspectors started monitoring the children who works in salt fields.
- Labor inspectors give advise to employers. Among these are: first aid kits should always be on hand whenever an employee needs it; there should also be clean and potable water to drink; available accommodation for those who need it; and employers should let working children go to school.
- NGOs don't help poor children; only employers do by giving them money in exchange for doing salt work.
- He encourages children to go to school since he believes that the nation needs human resources for development to take place.
- He provides employees with health care benefits. It is important that they are strong while working in the fields.
- He offers accommodation for employees.
- He shares his knowledge about child labor to other employers.
- If ILO ends, he will still continue the practice of eliminating child labor in the country.

KON SAT COMMUNE

37 years old

- Have 15 permanent and 15 temporary employees
- Does not allow children to work in his salt field even before the ILO project started.
- Offers potable water, medicine and accommodation to employees.
- Have no toilet yet, but will build one later.
- He believes that children should not do the kind of work that their parents do, but if not avoidable, children can collect salt products but not carry heavy products of its kind.

MIGRANTS

CHUM KRIL COMMUNE

53 year old female

- She is originally from Angkor Chey district which is 80km from Kampot province.
- She migrated to the province when drought hit the Angkor Chey district.
- Her employer offers her accommodation separate from others.
- Eats food 3 times a day.
- Has 2 children working in the salt fields with ages 10 and 20 years.

50 year old female

- Her family also originated from Angkor Chey district. They migrated to Kampot province when there was drought in their village.
- She has 6 children, 2 of them working in salt fields (20 yrs, 17yrs).
- When her 7-year old daughter turns 8 or 9, she also wants her to work in the salt fields.
- They also acquired living accommodations from her employer but they are living with another family (8 people/room).
- The employer gives 600 liters of water a day for a family of 10.
- Now, they have no access to restroom but their employer will build it in April.

3: DATA TABLES¹

Children for Removal

| Sector | Target | Identified | Gender (Actual) | |
|--------------------|------------|------------|-----------------|------------|
| | | | F | M |
| Salt | 300 | 264 | 153 | 111 |
| Fishing | 400 | | | |
| Rubber | 200 | | | |
| All Sectors | 900 | | | |

Children for Prevention

| Sector | Target | Identified | Gender (Actual) | |
|--------------------|-------------|------------|-----------------|------------|
| | | | F | M |
| Salt | 600 | 603 | 319 | 284 |
| Fishing | 1250 | | | |
| Rubber | 750 | | | |
| All Sectors | 2600 | | | |

1. Implementing Teams

| IA/P | Monitors/Inspectors | | Seed Money Agents | NFE Educators | Project Coordinators | Totals | Gender | |
|--------------|---------------------|----------|-------------------|---------------|----------------------|-----------|----------|-----------|
| | IA/P | C-B* | | | | | Female | Male |
| CCPCR | 2 | 6 | 2 | 0 | 1 | 11 | 5 | 6 |
| PDSALVY | 4** | 0 | 0 | 0 | 1 | 5 | 1 | 4 |
| PDEYs | 0 | 0 | 0 | 6 | 1 | 7 | 2 | 5 |
| Total | 6 | 6 | 2 | 6 | 3 | 23 | 8 | 15 |

* 2 each per target commune

** Labor inspectors/workplace monitors also inspect 64 employers in the 3 target communes.

2. Monitoring Targets

| Target areas | Number of target children | | Total number of children | Girls | Boys |
|--------------|---------------------------|------------|--------------------------|------------|------------|
| | PDSALVY | CCPCR | | | |
| Kon Sat | 0 | 65 | 65 | 42 | 23 |
| Traey Koh | 44 | 86 | 130 | 77 | 53 |
| Chum Kril | 61 | 8 | 69 | 34 | 35 |
| Total | 105 | 159 | 264 | 153 | 111 |

2a. Identified and Monitored

| Target areas | Number of target children | | Total number of children | Girls | Boys |
|--------------|---------------------------|------------|--------------------------|------------|------------|
| | PDSALVY | CCPCR | | | |
| Kon Sat | 0 | 65 | 65 | 42 | 23 |
| Traey Koh | 44 | 86 | 130 | 77 | 53 |
| Chum Kril | 61 | 8 | 69 | 34 | 35 |
| Total | 105 | 159 | 264 | 153 | 111 |

¹ Data reviewed and completed by Sector Project Coordinator.

3. SHG Groups (number of families)

| Target area | Target # of Groups | Actual | |
|--------------|--------------------|-------------|---------------|
| | | # of Groups | # of families |
| Kon Sat | 10 | 10 | 77 (F=73) |
| Traey Koh | 10 | 10 | 64 (F= 61) |
| Chum Kril | 10 | 10 | 60 (F= 58) |
| Total | 30 | 30 | 201 |

3a. SHG Groups with Seed Money

| Target area | Actual # of Families* | Seed Money | |
|--------------|-----------------------|-------------------|-----------------|
| | | # with seed money | # who have paid |
| Kon Sat | 77 | 17 | 17 |
| Traey Koh | 64 | 12 | 12 |
| Chum Kril | 60 | 15 | 15 |
| Total | 201 | 44 | 44 |

*target is at least 200 families

3b. Use of Seed Money

| Target area | Actual # of families | Use of Seed Money | | |
|--------------|----------------------|-------------------|----------------|----------------|
| | | Fishing materials | Animal raising | Small business |
| Kon Sat | 17 | 14 | 1 | 2 |
| Traey Koh | 12 | 5 | 3 | 4 |
| Chum Kril | 15 | 0 | 7 | 8 |
| Total | 44 | 19 | 11 | 14 |

4. Vocational Training by Target Area

| Target area | Target | Actual in Training | Girls | Boys |
|--------------|-----------|--------------------|-------|------|
| Kon Sat | 20 | 4 | na | na |
| Traey Koh | 20 | 17 | na | na |
| Chum Kril | 20 | 4 | na | na |
| Total | 60 | 25 | | |

4a. Vocational Training by Type of Training

| Target area | Hairdressing* | Sewing | Engine Repair | Total |
|--------------|---------------|-----------|---------------|-----------|
| Kon Sat | 4 | 0 | 0 | 4 |
| Traey Koh | 5 | 9 | 3 | 17 |
| Chum Kril | 1 | 1 | 2 | 4 |
| Total | 10 | 10 | 5 | 25 |

*2 have stopped their training in the hairdressing shop.

5. Children for Prevention

| Target area | Target | Actual | Total | Female | Male |
|--------------|------------|------------|------------|------------|------------|
| Kon Sat | 148 | 148 | 148 | 97 | 51 |
| Traey Koh | 237 | 239 | 239 | 126 | 113 |
| Chum Kril | 215 | 216 | 216 | 96 | 120 |
| Total | 600 | 603 | 603 | 319 | 284 |

5a. Children for Prevention: Type of Assistance

| Target area | Actual | Uniforms | School Materials | Total | F | M |
|--------------|------------|------------|------------------|------------|------------|-----------|
| Kon Sat | 61 | 61 | 61 | 61 | 42 | 19 |
| Traey Koh | 34 | 34 | 34 | 34 | 34 | 0 |
| Chum Kril | 55 | 55 | 55 | 55 | 32 | 23 |
| Total | 150 | 150 | 150 | 150 | 108 | 42 |

6. Training of Teachers

| Target area | # of Schools | 1 st Training of Teachers | 2 nd Training of Teachers | Total |
|--------------|--------------|--------------------------------------|--------------------------------------|------------|
| Kon Sat | 3 | 9 | 69 (F= 22) | 78 |
| Traey Koh | 7 | 12 (F= 3) | 86 (F= 36) | 98 |
| Chum Kril | 6 | 9 (F= 4) | 96 (F= 73) | 105 |
| Total | 16 | 30 | 251 | 281 |

6a. Children to be Informed

| Target area | Target # of Children | Actual | Girls | Boys |
|--------------|----------------------|-------------|------------|------------|
| Kon Sat | na | 630 | 285 | 345 |
| Traey Koh | na | 275 | 122 | 153 |
| Chum Kril | na | 700 | 315 | 385 |
| Total | 1020 | 1605 | 722 | 883 |

6b. Risk Group

| Target area | Actual | Girls | Boys |
|--------------|------------|------------|------------|
| Kon Sat | 315 | 118 | 197 |
| Traey Koh | 390 | 166 | 224 |
| Chum Kril | 261 | 112 | 149 |
| Total | 966 | 396 | 570 |

7. Non-Formal Education at CLCs

| Target area* | Target for NFE | Actual in NFE | Girls | Boys |
|--------------|----------------|---------------|------------|------------|
| Kon Sat | na | 94 | 51 | 43 |
| Traey Koh | na | 82 | 45 | 37 |
| Chum Kril | na | 78 | 43 | 35 |
| Total | 240 | 254 | 139 | 115 |

*6 CLCs have been established, 2 in each target commune.

7a. Reintegration

| Target | Actual in NFE | # Reintegrated | Girls | Boys |
|--------------|---------------|----------------|------------|------------|
| Kon Sat | 94 | 0 | 51 | 43 |
| Traey Koh | 82 | 0 | 45 | 37 |
| Chum Kril | 78 | 0 | 43 | 35 |
| Total | 254 | 0 | 139 | 115 |

ANNEX 5: SALT SECTOR WORKSHOP, 12 MAY 2003

PDEYS

For build CLC, awareness raising, learning and educator:

Strengthen:

- Budget support by ILO-IPEC
- Authority help us to encourage people to help us to build CLC
- Community contribution a pace of land to build CLC
- Participation from teacher to build CLC
- Participation from Students to build CLC and study within non-formal class (target children)
- Parents have encourage their child to schooling
- 281 of School directors and teachers have been awareness of child labor

Weakness:

- The working children can't come to study in the regular time.
- The awareness raising about the child labor, not yet awareness to the students.
- The employers not giving the study time for the working children

Sustainability:

- Include the Child labor to the education program of Ministry of education, Youth and sport
- Request for help from employers, community, and NGOs
- Include the awareness of child labor to the social study.

Problem of education unit:

The numbers of risk group (student who are easy to drop out), have much more than in the project plan

Solutions:

- Support them with uniform and study materials to them. (Start working on it; in year 2003, by ILO-IPEC)
- We provide seed money to parents of working children, make more income. (Start working on it; in year 2003, by Government, NGOs, MoEYS, woman affair, Rural development)
- Do more awareness to the risk group (Start working on it; in year 2003, by MoSALVY, NGOs)
- Set up the monitoring system, and encourage the child to schooling through the teachers, community people, and employers. (Start working on it; in year 2003, by school, local authority, educator, community, parents)
- Peer group works (Start working on it; in year 2003, by school directors, teachers, students)

Lacking of cooperation from employer:

Some employers are not well cooperation for non-formal classes, especially the study hours of working children.

Solutions:

- Inform to the PDSALVY, to consult with employers (Start working on it; in year 2003, by MoSALVY)

- Inform to authority and PCCL (Start working on it; in year 2003, by PCCL and authority)

Children moving residents:

There are about 30% of children, have move residents with there parents.

Solution:

Help their parents to set up the business that can have income generation, could be the same or better than what they have ear from the salt field. (During the time that they can't produce the salt, it should start working in 2007, and doing by the Government, employer and NGOs).

PDSALVY

Strengths:

- Labor inspectors have train and feeling to works.
- Have technical support from the MoSALVY, and ILO-IPEC.
- Have cooperation/ relation with the MoSALVY (Public labor health, and child labor unit), relevant institutions, especially with local authority, employers, community people, and parents.
- Have PCCL, to help and solving the problems of child labor in the their own province.
- Have a regulation letter for helping this works.

Weakness:

- The understanding of PDSALVY staffs still has limited.
- The draft of *Prakas* is late.
- PCCL members, are haven't visit the target areas yet.
- Do not have the Provincial activities plan yet.
- Report the higher level is late.
-

Sustainability: We need to have government budget support, and participation from parents, community people, school, employers, local authority, relevant institutions, and NGOs.

Mainstreaming: Have to do awareness Child labor through the labor inspector works, and other project in the province (as SEILA project).

| Indicator/ problems | Solutions | When | Who |
|--|--|--|------------|
| The <i>Prakas</i> is not formal public yet | Cooperation with the public labor health inspector to develop the draft <i>Prakas</i> . | <i>Prakas</i> would be able to use in 1 year | ILO-IPEC |
| Child labor law, child would have more free time and play. | <ul style="list-style-type: none"> - No any law say, child could not works; according to the article 177 of labor law, child that have age 12 year olds can works but they could work within the law conditions. - Awareness of child labor and <i>Prakas</i> to the employers, parents, and children. | Every time, when they do the inspector works | PDSALVY |

| | | | |
|---|---|---|---|
| No assistant to the secretary of PCCL. | Request to ILO-IPEC, to recruit a assistant | After workshop | PDSALVY |
| Some PCCL members, not attend PCCL meeting | Chair man of PCCL, would invite them in individually to solve with this issues. | Before 4 th CCL meeting | PCCL |
| No budget support the CCL members to come for meeting | Request more budget from ILO-IPEC. | After this workshop | PCCL |
| Labor inspectors has limited understand about law, OHS. | Strengthen the law, OHS to labor inspectors | July, 2003 | ILO-IPEC (budget, and technical specialist) |
| OHS, not completely done | Do it step by step with employers | After this workshop | Labor inspector and monitors |
| Some relevant institution not well cooperation yet | More awareness of law practices, (labor law to employers, and with the parents should have the law for force them to sending child to school) | After this workshop or in 1 to 2 years. | MoSALVY, and MoEYS |
| Authority have no information about the poor and child working in hazardous works | Develop the model and form for reports. | After this workshop | MoSALVY |
| More widely to awareness of child labor | Well cooperation within 3 institutions (CCPRC, PDSLY, and PDEYS). | After this workshop | CCPRC, PDSLY, and PDEYS |
| Girls are cleverer than the boys | Encourage to the boys the study, and be cleverer like the girls. | Do it for ever | Do it together |
| Girls have more works than the boys | Provide the labor works as the same as the girls have done. | Do it for ever | Parents |
| Woman are more active than the man in the SHG | Have to explain them, woman and man are have equal right and works | Continues SHG | CCPCR |

CCPCR

Strengths:

- Have monitoring system
- Have working schedule
- Have clear working locations
- Highly commitment staffs
- Child and parents participation to giving us information
- Cooperation from employers

Weakness:

- Some employers feel boring with us to much monitoring work
- Some parents do not want to give us information
- Documents or report from network is late

Strengthen:

- They understand about the child labor, after awareness raising
- Parents have sent their child to school

- Carefully selected the child for vocational training, child has chance for vocational training
- Find out the vocational trainer
- Find the labor market for child after they finish training, they could stay with the trainer or come out to start for their own business.
- SHG for seed money scheme, have awareness about the principles of the seed money scheme, role and responsibility of SHG leaders, and Seed Money committee members.

Sustainability:

- We would transfer this works, for community network to continue from us, (strengthen community networks, to be able continues this works), include the OHS works too.
- We transfer the seed money scheme to SHG, to continue from us. Train the village seed money committee to understand of their role and responsibility in community.

Mainstreaming: We always do awareness this project to all relevant institution and NGOs.

The seed money project is too short:

- Strengthen and train village seed money committee, to know about role and responsibility, managing document.
 - Continue the seed money project.
 - We have to do some analysis of their business.
- (Do it as soon as possible, by the seed money agent)

The really poor family cannot access the seed money

- No regular job/ occupation
 - Explain and help them about the how to start a new business
- (Do it as soon as possible, by the seed money agent)

Domestic violence

Contact with other emergency and authority about the domestic violence.

Lacking of budget for help child after they finish the vocational training

- Suggest to ILO-IPEC to help with this budget for children to start their own business, when they finish vocational training
- (When the children finish their training cause, do it by ILO-IPEC and CCPCR)

Child working with salt field and fishing

- Give seed money to the family of those children
 - Awareness of child labor to the child and their parents
- (Do it as soon as possible, by the monitor and seed money agent)

ANNEX 6: Guidelines on Prevention/Elimination of Child Labor in Hazardous Works

KINGDOM OF CAMBODIA
NATION RELIGION KING

Kompot Committee of Child Labor and
Forms of Child Exploitation

No:.....

Date:.....2003

Guidelines on prevention/elimination of child labor to hazardous works

Kompot Committee of Child Labor and Forms of Child Exploitation has seen that: At the salt production sites, the implementation on measures of prevention and elimination of the form of hard labor of children has not been carried out effectively and fruitfully yet.

Kompot Committee of Child Labor would like to guide the measure implementation on prevention and elimination of the form of hard labor of children properly and effectively to ensure the legitimate interest for relevant parties:

1. All sites of salt production in Kompot province with child workers participation, even in any circumstance, should be listed and registered the date of birth of them properly.
2. Employers or owners of salt production sites, parents or guardians of under-aged 18 children should facilitate them to access to public school or non-formal school between 13:30 pm to 17:00 pm.
3. Any use of under-aged 15-17 workers and employees should ensure that all works would not affect health, moral or children development and feeling.
4. In any circumstance, under-aged 12 children should definitely be prohibited to participate in salt production.
5. Any participation of under-aged 12-14 children should not be over 4-hour a day or 5 days a week.
6. Should give instructions and provide safety materials to keep work security and sanitation such as hats, gloves, boots, clean water, latrines, relax shelter and accommodation to workers from the far distance and health care for employees.
7. Kompot Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation should carry out the inspection of work upon the guidelines of Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation.
8. Department of Education, Youth and Sport should facilitate the child workers to access public school, non-formal school, and other vocational trainings, especially children traveling with their parents or guardians to access continuous education upon the guidelines of Ministry of Education, Youth and Sport.
9. In case of difficult issues to deal, they should send a report to provincial city hall to take action and seek a resolution.

Kompot Committee of Child Labor and Forms of Child Exploitation strongly hopes that you, ladies and gentlemen, employers and owners of salt production sites will pay attention to carry out the above guideline.

This guideline comes into effective from the date signed.

Kompot Committee of Child Labor and
Forms of Child Exploitation
Director

C/O

- Ministry of Interior “for information”
- Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation “for information”
- Ministry of Education, Youth and Sport “for information”
- National Council for Children “for information”
- Subcommittee of National Child Labor “for information”
- Kompot Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation “for dissemination and implementation”
- Kompot Department of Education, Youth and Sport “for dissemination and implementation”
- Relevant institutions of Kompot Committee of Child Labor “for implementation”
- Chronicle and Archive

KINGDOM OF CAMBODIA
NATION RELIGION KING

Ministry of Interior
City Hall of Kompot
No. 55

Kompot, 22 March 2002

**Notice on establishment of Kompot Committee of Child Labor
and Forms of Child Exploitation**

- Seen the Royal decree No. 0801/276 dated August 18, 2001 of His Majesty King Norodom Sihanouk of Kingdom of Cambodia on the appointment of city/province governors.
- Seen sub-decree No. 56 dated June 24, 1999 of Royal government on the establishment of the Cambodian National Council for Children.
- Seen the declaration No. 031 dated February 15, 1994 of Interior Ministry on duties, rights and structure of city/province administration.
- Seen the decision No. 18 dated April 10, 2000 of Cambodian National Council for Children on the establishment of Sub-Committee of Child Labor and Forms of Child Exploitation.
- With reference to necessity of Kompot province.

Decided

Para 1: Establish the Provincial Committee of Child Labor and Forms of Child Exploitation comprising of components as follows:

- | | |
|---|-------------|
| 1. Third Deputy Governor of Kompot | Chairman |
| 2. Director of Department of Social Affairs, Labor, Chairman Vocational Training and Youth Rehabilitation | First Vice |
| 3. Deputy Director of Department of Education, Chairman Youth and Sport | Second Vice |
| 4. Director of Department of Women Affairs and Veterans | Member |
| 5. Director of Department of Industry, Mine and Energy | Member |
| 6. Deputy Director of Department of Health | Member |
| 7. Director of Rural Development Department | Member |
| 8. Deputy Director of Information Department | Member |
| 9. Governor of Kompot district | Member |
| 10. Governor of Kompong Bai district | Member |
| 11. Representative of salt production community of Troi Koh commune | Member |
| 12. Representative of salt production community of Chum Kriel commune | Member |
| 13. Representative of salt production community of Kon Sat commune | Member |
| 14. Representative of salt production employees | Member |

| | |
|--|--------|
| of Troi Koh | |
| 15. Representative of salt production employees of Chum Kriel commune | Member |
| 16. Representative of salt production employees of Kon Sat commune | Member |
| 17. Representative of UCC | |
| 18. , President of Khmer Union Federation Kompot | Member |
| 19. Chief of Troi Koh commune | Member |
| 20. Chief of Chum Kriel commune | Member |
| 21. Chief of Konsat commune | Member |
| 22. Deputy Director of Social Affairs, Labor, Vocational Training and Youth Rehabilitation | Member |

Para 2: Committee of Child Labor and Forms of Child Exploitation has its duties as follows:

- Consult on action plan, policy and programs related to hard labor of children in Kompot upon the national action plan, policy and international norms that the Kingdom of Cambodia ratified.
- Consult and advise the program operation on form of hard labor of children in salt production to be ownership and keep sustainable programs through producing and implementation of related programs.
- Choose, consult and approve program suggestions of Child Labor in framework of budget and co-finance, which are suggested by government institutions, NGOs and civil society to seek support from donor organizations and individual assistance in the framework of national program on elimination of Child Labor and Forms of Child Exploitation.
- Consult and advise the draft of crucial local and national policies related to Child Labor, which is the priority policy related to the fields of work, social affairs, education and health care of child workers.
- Discuss, facilitate, monitor and assess all programs related to forms of hard labor of children in salt production in Kompot province in collaboration with the relevant key role players.
- Quarterly report to Sub-Committee of Child Labor and Forms of Child Exploitation and the National Council of Cambodia for Children, and Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation in order to report the Royal government of Cambodia.

Para 3: Provincial Committee of Child Labor and Forms of Child Exploitation uses the Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation Kompot province as permanent secretariat. The budget for meetings and administrative cost of Committee of Child Labor and Forms of Child Exploitation is a part of budget of provincial Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation and also co-finance of Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation to participate in program against form of hard labor of salt production child workers.

Para 4: Representatives of UN, local and foreign NGOs and individual who are interested could join as observation members and meetings upon the invitation from the committee.

Para 5: Committee of Child Labor and Forms of Child Exploitation has the right to use stamp of Kompot City Hall.

Para 6: Any provision contrary to this notice shall be abrogated.

Para 7: City Hall of Kompot and relevant departments as said in Para 1 have duty to carry out this notice effectively.

Para 8: This notice comes into effective from the date signed.

First Deputy Governor

un

C/O

- Ministry of Interior
- Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation
- Cambodian National Council for Children
- National Sub-committee of Child Labor and Form of Child Exploitation “for information”
- As Para 7 “for implementation”
- Chronicle and Archive

KINGDOM OF CAMBODIA
NATION RELIGION KING

City Hall of Kompot
Committee of Child Labor and
Forms of Child Exploitation Kompot

Kompot, 8 August 2002

Regulations

Para 1: Kompot Committee of Child Labor and Forms of Child Exploitation shall hold extra-ordinary meeting every two months. In case of necessity, the extra-ordinary meeting shall be held upon the invitation requested by Chairman of Kompot Committee of Child Labor and Forms of Child Exploitation.

Para 2: In case of absence of Chairman of Kompot Committee of Child Labor and Forms of Child Exploitation, the first deputy chairman shall organize the meeting.

Para 3: Permanent secretariat of Kompot Committee of Child Labor and Forms of Child Exploitation should send an invitation letter or documents to its members at least three days ahead, except the necessity unable to do.

Para 4: In case of member(s) of Kompot Committee of Child Labor and Forms of Child Exploitation could not attend a meeting upon invitation or delegate anyone, he/she should inform in an official letter or written letter to permanent secretariat at least 24 hours before meeting started.

Para 5: Members of observation of Kompot Committee of Child Labor and Forms of Child Exploitation could attend a meeting upon the invitation of permanent secretariat of committee of Child Labor.

Para 6: Participants of meeting should sign their names and signature in the attendance list regularly in all meetings.

Para 7: Meeting participants and observers of Committee of Child Labor and Forms of Child Exploitation could express his/her opinions when the meeting chairman allowed or upon the agenda submitted.

Para 8: Meeting participants should not speak off topics set.

Para 9: Ideas of participants raised in the meeting of Committee of Child Labor and Forms of Child Exploitation shall consider opinions of departments or units that represent.

Para 10: All decisions of any issue in the meeting of Committee of Child Labor and Forms of Child Exploitation shall be made by raising hands or secret vote upon the decision of meeting chairman.

Para 11: All decisions of any issue shall be based on majority (half +1) of meeting participants (regardless of quorum), in case of the equal votes/numbers, chairman of the meeting shall make a decision.

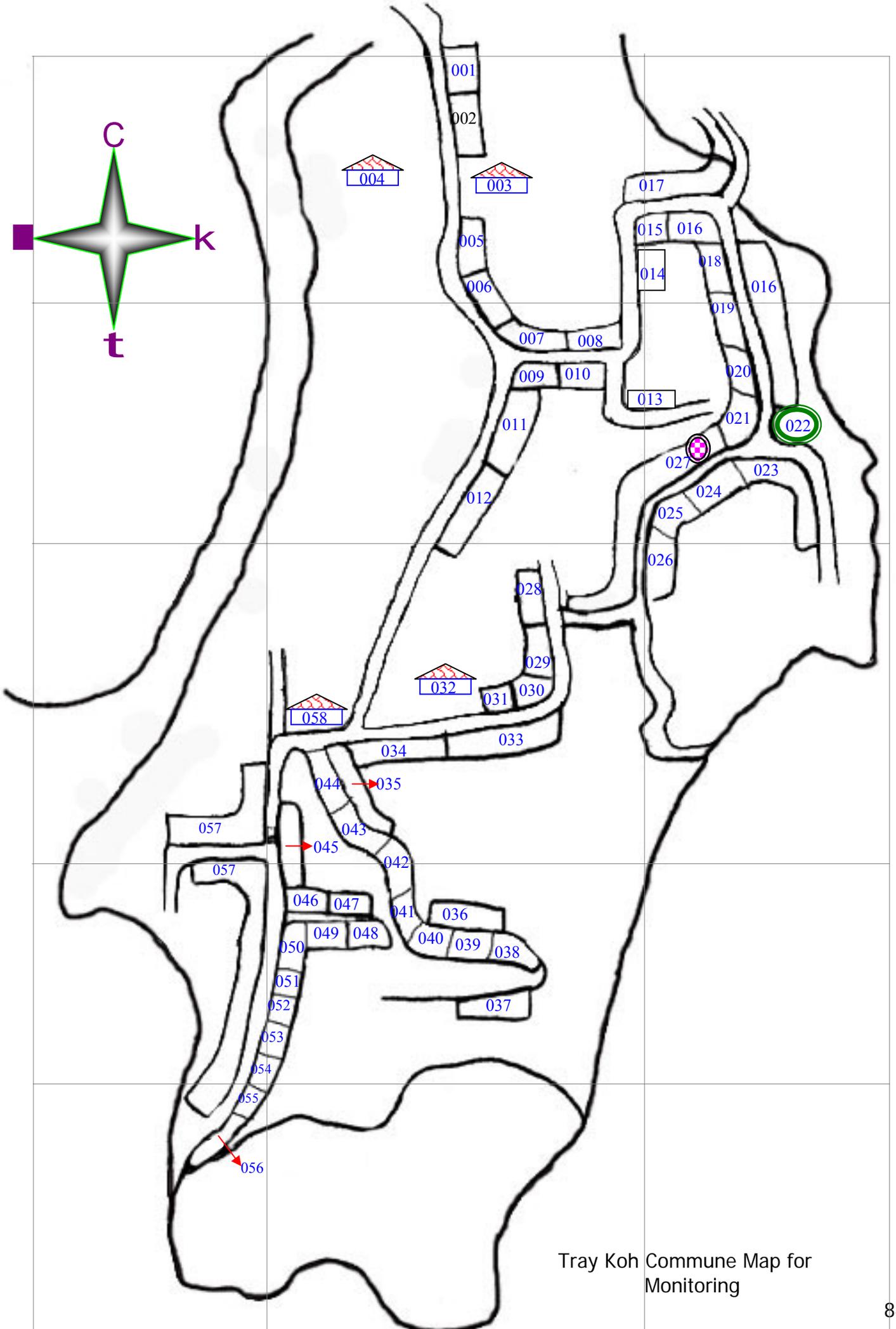
Para 12: In case of necessity, chairman of Committee of Child Labor and Forms of Child Exploitation has the right to add members or change any member of membership institutions.

Para 13: Before closing a meeting, members of Committee of Child Labor and Forms of Child Exploitation could make a suggestion for the next agenda of the meeting to committee for making a decision.

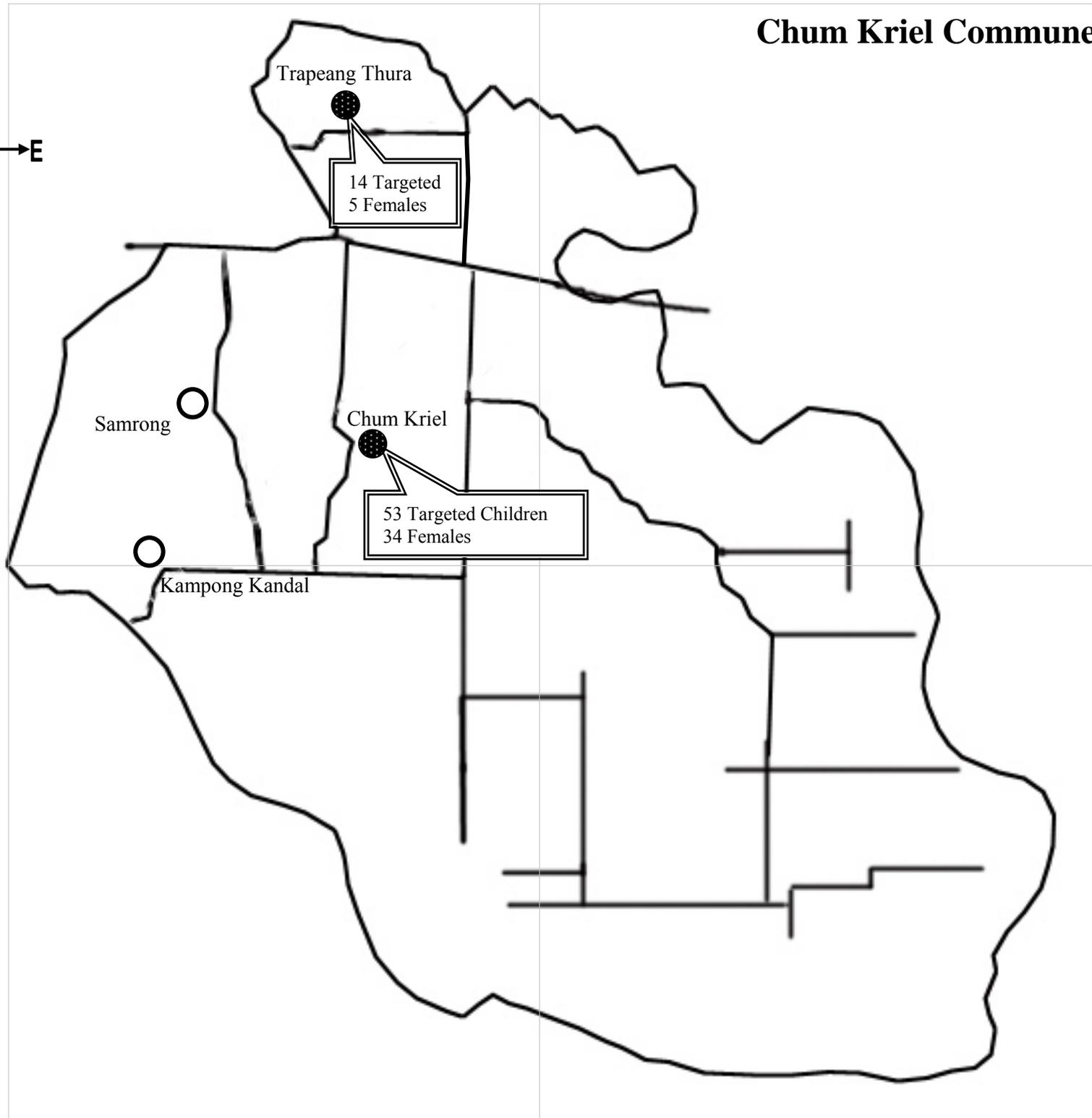
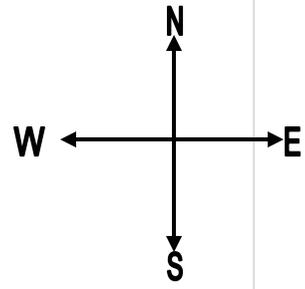
Para 14: This regulation comes into effective from date signed.

Committee of Child Labor and Forms
of Child Exploitation

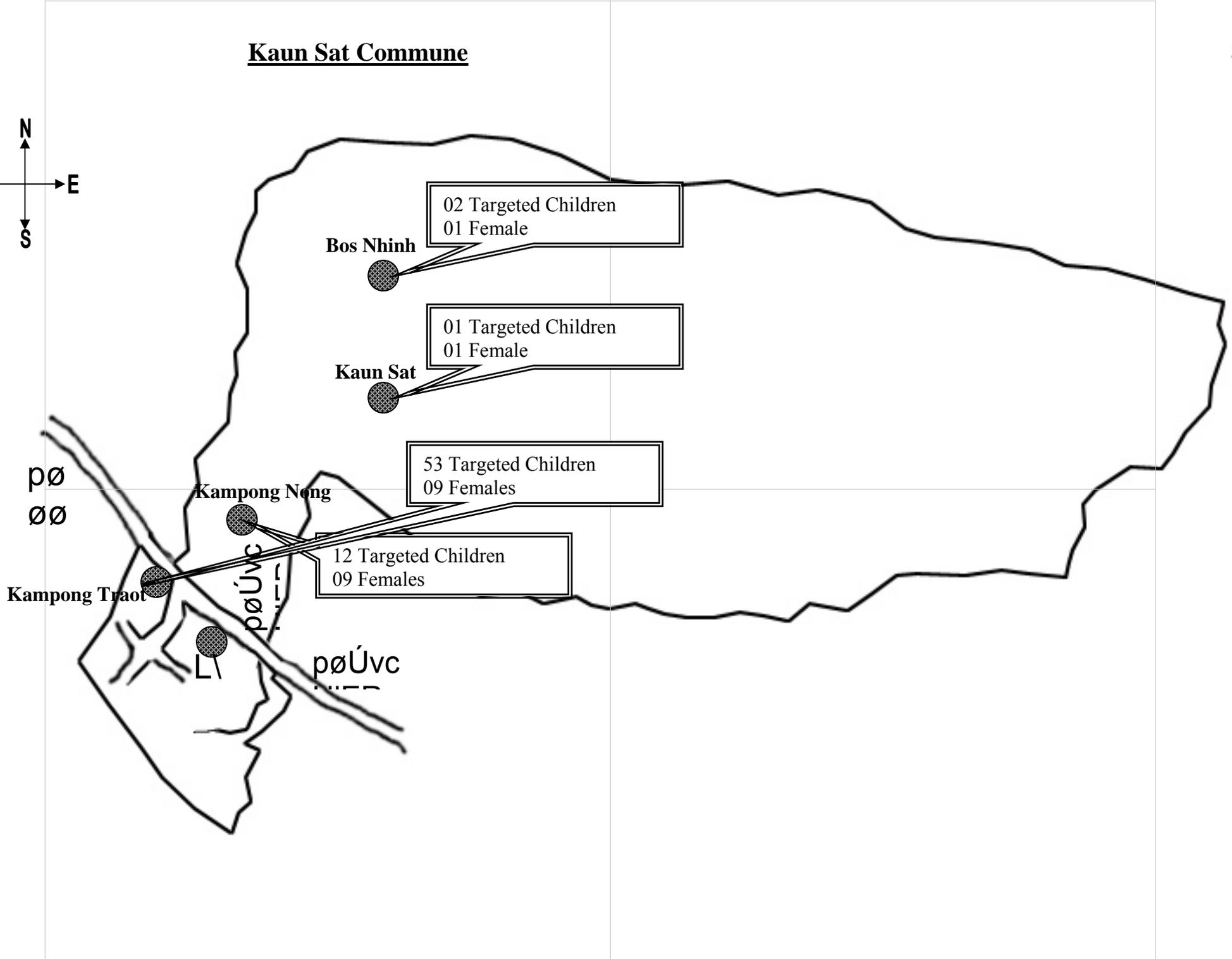
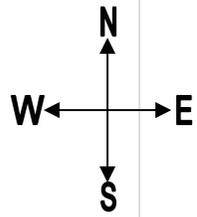
Chairman

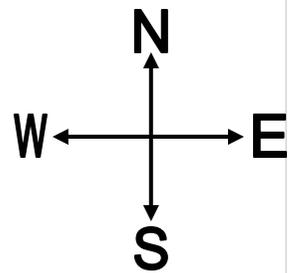


Tray Koh Commune Map for Monitoring

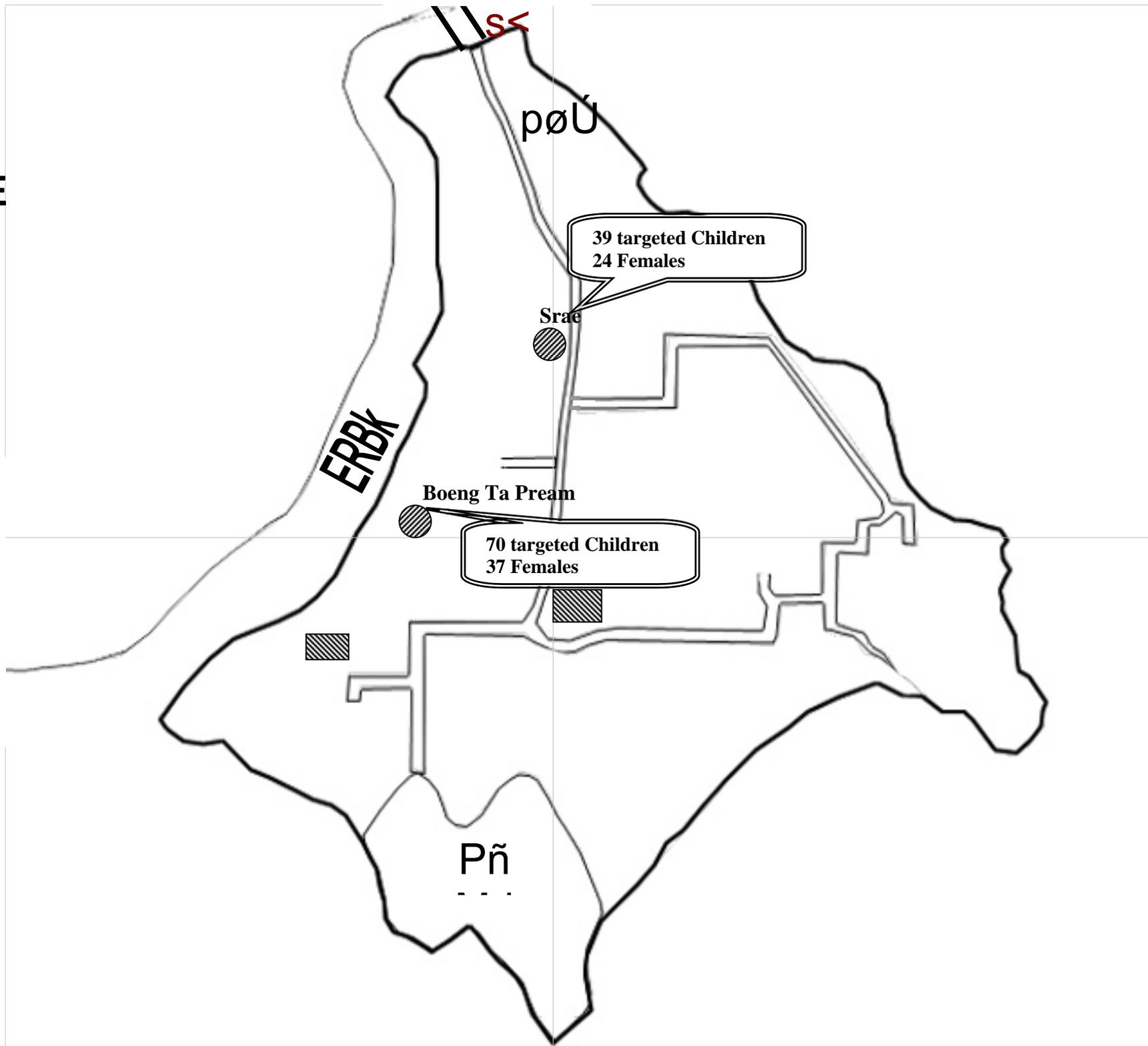


Kaun Sat Commune





**Traeuy Kaoh
Commune**



**ANNEX 9a: Guidelines on Prevention/Elimination of
Child Labor in Hazardous Works (SALT SECTOR)**

KINGDOM OF CAMBODIA
NATION RELIGION KING

Kompot Committee of Child Labor and
Forms of Child Exploitation

No:.....

Date:.....2003

Guidelines on prevention/elimination of child labor to hazardous works

Kompot Committee of Child Labor and Forms of Child Exploitation has seen that: At the salt production sites, the implementation on measures of prevention and elimination of the form of hard labor of children has not been carried out effectively and fruitfully yet.

Kompot Committee of Child Labor would like to guide the measure implementation on prevention and elimination of the form of hard labor of children properly and effectively to ensure the legitimate interest for relevant parties:

1. All sites of salt production in Kompot province with child workers participation, even in any circumstance, should be listed and registered the date of birth of them properly.
2. Employers or owners of salt production sites, parents or guardians of under-aged 18 children should facilitate them to access to public school or non-formal school between 13:30 pm to 17:00 pm.
3. Any use of under-aged 15-17 workers and employees should ensure that all works would not affect health, moral or children development and feeling.
4. In any circumstance, under-aged 12 children should definitely be prohibited to participate in salt production.
5. Any participation of under-aged 12-14 children should not be over 4-hour a day or 5 days a week.
6. Should give instructions and provide safety materials to keep work security and sanitation such as hats, gloves, boots, clean water, latrines, relax shelter and accommodation to workers from the far distance and health care for employees.
7. Kompot Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation should carry out the inspection of work upon the guidelines of Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation.
8. Department of Education, Youth and Sport should facilitate the child workers to access public school, non-formal school, and other vocational trainings, especially children traveling with their parents or guardians to access continuous education upon the guidelines of Ministry of Education, Youth and Sport.

9. In case of difficult issues to deal, they should send a report to provincial city hall to take action and seek a resolution.

Kompot Committee of Child Labor and Forms of Child Exploitation strongly hopes that you, ladies and gentlemen, employers and owners of salt production sites will pay attention to carry out the above guideline.

This guideline comes into effective from the date signed.

Labor and

Kompot Committee of Child

Forms of Child Exploitation
Director

C/O

- Ministry of Interior “for information”
- Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation “for information”
- Ministry of Education, Youth and Sport “for information”
- National Council for Children “for information”
- Subcommittee of National Child Labor “for information”
- Kompot Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation “for dissemination and implementation”
- Kompot Department of Education, Youth and Sport “for dissemination and implementation”
- Relevant institutions of Kompot Committee of Child Labor “for implementation”
- Chronicle and Archive

KINGDOM OF CAMBODIA
NATION RELIGION KING

Ministry of Interior
City Hall of Kompot
No. 55
March 2002

Kompot, 22

**Notice on establishment of Kompot Committee of Child Labor
and Forms of Child Exploitation**

- Seen the Royal decree No. 0801/276 dated August 18, 2001 of His Majesty King Norodom Sihanouk of Kingdom of Cambodia on the appointment of city/province governors.
- Seen sub-decree No. 56 dated June 24, 1999 of Royal government on the establishment of the Cambodian National Council for Children.
- Seen the declaration No. 031 dated February 15, 1994 of Interior Ministry on duties, rights and structure of city/province administration.
- Seen the decision No. 18 dated April 10, 2000 of Cambodian National Council for Children on the establishment of Sub-Committee of Child Labor and Forms of Child Exploitation.
- With reference to necessity of Kompot province.

Decided

Para 1: Establish the Provincial Committee of Child Labor and Forms of Child Exploitation comprising of components as follows:

- | | |
|---|------------|
| 1. Third Deputy Governor of Kompot | Chairman |
| 2. Director of Department of Social Affairs, Labor, Chairman Vocational Training and Youth Rehabilitation | First Vice |
| 3. Deputy Director of Department of Education, Vice Chairman Youth and Sport | Second |
| 4. Director of Department of Women Affairs and Veterans | Member |
| 5. Director of Department of Industry, Mine and Energy | Member |
| 6. Deputy Director of Department of Health | Member |
| 7. Director of Rural Development Department | Member |
| 8. Deputy Director of Information Department | Member |
| 9. Governor of Kompot district | Member |
| 10. Governor of Kompong Bai district | Member |
| 11. Representative of salt production community of Troi Koh commune | Member |
| 12. Representative of salt production community of Chum Kriel commune | Member |
| 13. , Representative of salt production community of Kon Sat commune | Member |

| | |
|--|--------|
| 14. Representative of salt production employees of Troi Koh | Member |
| 15. Representative of salt production employees of Chum Kriel commune | Member |
| 16. Representative of salt production employees of Kon Sat commune | Member |
| 17. Representative of UCC | |
| 18. , President of Khmer Union Federation Kompot | Member |
| 19. Chief of Troi Koh commune | Member |
| 20. Chief of Chum Kriel commune | Member |
| 21. Chief of Konsat commune | Member |
| 22. Deputy Director of Social Affairs, Labor, Vocational Training and Youth Rehabilitation | Member |

Para 2: Committee of Child Labor and Forms of Child Exploitation has its duties as follows:

- Consult on action plan, policy and programs related to hard labor of children in Kompot upon the national action plan, policy and international norms that the Kingdom of Cambodia ratified.
- Consult and advise the program operation on form of hard labor of children in salt production to be ownership and keep sustainable programs through producing and implementation of related programs.
- Choose, consult and approve program suggestions of Child Labor in framework of budget and co-finance, which are suggested by government institutions, NGOs and civil society to seek support from donor organizations and individual assistance in the framework of national program on elimination of Child Labor and Forms of Child Exploitation.
- Consult and advise the draft of crucial local and national policies related to Child Labor, which is the priority policy related to the fields of work, social affairs, education and health care of child workers.
- Discuss, facilitate, monitor and assess all programs related to forms of hard labor of children in salt production in Kompot province in collaboration with the relevant key role players.
- Quarterly report to Sub-Committee of Child Labor and Forms of Child Exploitation and the National Council of Cambodia for Children, and Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation in order to report the Royal government of Cambodia.

Para 3: Provincial Committee of Child Labor and Forms of Child Exploitation uses the Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation Kompot province as permanent secretariat. The budget for meetings and administrative cost of Committee of Child Labor and Forms of Child Exploitation is a part of budget of provincial Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation and also co-finance of Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation to participate in program against form of hard labor of salt production child workers.

Para 4: Representatives of UN, local and foreign NGOs and individual who are interested could join as observation members and meetings upon the invitation from the committee.

Para 5: Committee of Child Labor and Forms of Child Exploitation has the right to use stamp of Kompot City Hall.

Para 6: Any provision contrary to this notice shall be abrogated.

Para 7: City Hall of Kompot and relevant departments as said in Para 1 have duty to carry out this notice effectively.

Para 8: This notice comes into effective from the date signed.

First Deputy Governor

un

C/O

- Ministry of Interior
- Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation
- Cambodian National Council for Children
- National Sub-committee of Child Labor and Form of Child Exploitation “for information”
- As Para 7 “for implementation”
- Chronicle and Archive

KINGDOM OF CAMBODIA
NATION RELIGION KING

City Hall of Kompot
Committee of Child Labor and
Forms of Child Exploitation Kompot
2002

Kompot, 8 August

Regulations

Para 1: Kompot Committee of Child Labor and Forms of Child Exploitation shall hold extra-ordinary meeting every two months. In case of necessity, the extra-ordinary meeting shall be held upon the invitation requested by Chairman of Kompot Committee of Child Labor and Forms of Child Exploitation.

Para 2: In case of absence of Chairman of Kompot Committee of Child Labor and Forms of Child Exploitation, the first deputy chairman shall organize the meeting.

Para 3: Permanent secretariat of Kompot Committee of Child Labor and Forms of Child Exploitation should send an invitation letter or documents to its members at least three days ahead, except the necessity unable to do.

Para 4: In case of member(s) of Kompot Committee of Child Labor and Forms of Child Exploitation could not attend a meeting upon invitation or delegate anyone, he/she should inform in an official letter or written letter to permanent secretariat at least 24 hours before meeting started.

Para 5: Members of observation of Kompot Committee of Child Labor and Forms of Child Exploitation could attend a meeting upon the invitation of permanent secretariat of committee of Child Labor.

Para 6: Participants of meeting should sign their names and signature in the attendance list regularly in all meetings.

Para 7: Meeting participants and observers of Committee of Child Labor and Forms of Child Exploitation could express his/her opinions when the meeting chairman allowed or upon the agenda submitted.

Para 8: Meeting participants should not speak off topics set.

Para 9: Ideas of participants raised in the meeting of Committee of Child Labor and Forms of Child Exploitation shall consider opinions of departments or units that represent.

Para 10: All decisions of any issue in the meeting of Committee of Child Labor and Forms of Child Exploitation shall be made by raising hands or secret vote upon the decision of meeting chairman.

Para 11: All decisions of any issue shall be based on majority (half +1) of meeting participants (regardless of quorum), in case of the equal votes/numbers, chairman of the meeting shall make a decision.

Para 12: In case of necessity, chairman of Committee of Child Labor and Forms of Child Exploitation has the right to add members or change any member of membership institutions.

Para 13: Before closing a meeting, members of Committee of Child Labor and Forms of Child Exploitation could make a suggestion for the next agenda of the meeting to committee for making a decision.

Para 14: This regulation comes into effective from date signed.

Committee of Child Labor and Forms
of Child Exploitation

Chairman