

Mid-term Evaluation PROACT and EYE Projects  
February to March 2007

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Report

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## 1. SUMMARY

### ***Key findings and Conclusions***

The environment for implementation of ILO – IPEC projects is very difficult and much different from the environment founding other parts of the world. The civil society is extremely weak and NGOs are generally unable to raise own funding for significant interventions. This is particularly true for Uzbekistan, and arguable the situation in the Kyrgyz Republic is most advanced. The partly disintegration of society and poverty can be easily identified as the main contributing factors for child labour. However, in farming there is also a tradition to employ children even in cotton and tobacco growing. Street children and other forms of the WFCL however are a relatively new phenomenon in the CARs.

The lack of capacity at both government and civil society regarding a response to the WFCL even has implications on the monitoring and self planning approach. ILO – IPEC has to take a much more proactive role than usual as partners have a difficult time to even grasp the concept of strategy development and how to prioritize activities let alone develop a strategy to address the WFCL.

The attitude of stakeholders is still quite close to the one found during the Soviet time where it was the government's duty to address all problems identified. However, currently governments in the CARs are not geared towards assisting children in the WFCL. Legislation still needs to be harmonized, and the rules and regulations for implementation are largely missing. Furthermore, has the focus on economic growth in the CARs weakened the status of the labour inspectorate which would have the mandate to address also the WFCL in their work.

The trade unions that had a very different role during the Soviet times of providing social services and to some extent monitor the working conditions, are still struggling to find their new role in the market economy. Employers' organizations are extremely weak and due to the lack of an employers' specialist in the sub-regional office in Moscow did not have much assistance over the past years.

Given this environment the PROACT – CAR and EYE projects made outstanding progress towards the awareness rising of the WFCL and developing pilot actions on how to assist children in WFCL. The evaluator observed that the national committees formed were actively debating how to move forward, and seemed to be genuinely committed to the issue. The awareness on the WFCL seems to build in governments in the CARs and stakeholders are beginning to act. Given the traditions this action is first on the legal side and it will take significant time until the effects will be felt at the grassroots level.

The current serious lack of funding opportunities and weakness of the NGOs makes it very difficult to develop models of intervention of direct assistance that are sustainable. In Uzbekistan two of the NGOs working directly with children rely completely on ILO – IPEC and other international donors, as internal funding is difficult to raise, and government slow to respond. At the same time the Business Women Association in Uzbekistan is the only NGO in the CARs that has significant own resources to at least start address the WFCL. However, Uzbekistan is reforming the education sector and it is likely that government will be able to improve the

relevance of education for the labour market as well as offering education opportunities for working children as well.

At the community level organizations dealing with social concerns are largely absent, especially in urban areas. The lowest level government organizations are the most likely counterparts and in Uzbekistan the mahalla organizations. However, their focus so far has been on infrastructure interventions, and it will still take a long time until capacity at the community level can provide services for children in the WFCL.

The awareness regarding the WFCL is best at NGO and technical government level at the national level. These stakeholders acknowledge that at rayon, oblast, and municipal level the awareness is still largely non-existent. Even in the Kyrgyz Republic which has the most responsive society, at local level the administration is either complacent with the situation, or in some instances promotes WFCL for economic reasons.

Likewise at the very highest central level the awareness is still low. The project made some inroads, in the Kyrgyz Republic through the president's office, and in Uzbekistan and Tajikistan through research institutes connected to the presidents' offices. However, until the effects of these activities will be felt at the grassroots level it will take more time.

Data availability regarding the WFCL has greatly improved due to the projects. The PROACT – CAR and EYE projects were absolutely instrumental to generate the first relevant data on working children as well as starting to compile the relevant legislation and identify gaps in legislation and rules and regulations. These efforts are not yet institutionalized, and the capacity to generate data and research results still needs to be improved.

Overall the evaluator believes that more time is at all levels of the intervention. The task of raising the awareness is still huge especially at the highest policy making and local levels. The data gathering efforts need to be institutionalized. Models for the sustainable provision of services to children in the WFCL relevant for the CARs are still lacking.

It seems that in the CARs there is a different role of ILO – IPEC. In the CARs ILO – IPEC needs to take a more proactive role than in other parts of the world. Activities related to the WFCL are largely absent prior to the start of the PROACT – CAR and EYE projects. The tripartite partners of ILO have very limited knowledge about their role in ILO, in the market economy, and even less so in addressing the WFCL.

### ***Main Recommendations***

The approach towards advocacy is good but needs more time so that additional time should be devoted by ILO – IPEC to make a difference.

Work on the institutionalization of data gathering and research likewise should be continued.

The capacity building for partners needs to be intensified in the area of development of interventions and strategies.

To address the serious lack of funding for sustainable interventions of civil society, other approaches need to be investigated. This will include a re-evaluation of the role of government offices and their potential to address the issue. The legalistic approach in the CARs towards problems solving is both an obstacle as well as a chance for ILO – IPEC. In this respect champions for implementation of activities need to be identified.

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### 3. LIST OF ABBREVIATIONS

DED	Design, Evaluation and Documentation Section
EYE	Combating the Worst Forms of Child Labour in Central Asia through Education and Youth Employment
ILO	International Labour Office
IPEC	International Programme for the Elimination of Child Labour
NGO	Non Government Organization
PROACT - CAR	Capacity Building Project: Regional Programme on the Worst Forms of Child Labour – Central Asian Republics
UNICEF	United Nations Children’s Fund
WFCL	Worst Forms of Child Labour

## **4. INTRODUCTION AND BACKGROUND**

1. As per International Labour Office (ILO) International Programme for the Elimination of Child Labour (IPEC) procedures, the scope, nature, and specific purpose of the evaluation were determined through a participatory consultation process. The mid-term evaluation of the Capacity Building Project: Regional Programme on the Worst Forms of Child Labour – Central Asian Republics (PROACT - CAR) project was originally scheduled to take place in June 2006. Based on the process of implementation of the action programmes at that time it was decided, in consultation with key stakeholders, that the evaluation would be postponed to November 2006. The Combating the Worst Forms of Child Labour in Central Asia through Education and Youth Employment: An Innovative Regional Programme (EYE) project mid-term evaluation was scheduled to take place in November 2006. Following the postponement of the PROACT - CAR project mid-term evaluation it was discussed that as the two projects work in tandem and complement each other the evaluations of the PROACT - CAR and EYE projects be conducted together. Therefore, these evaluations were postponed to the period of February to March 2007.

### **4.1. PURPOSE**

2. The mid-term evaluation serves primarily as a learning tool for the project management team and IPEC. The main purpose of the mid-term evaluation is to (a) review the ongoing progress and performance of the project (extent to which immediate objectives have been achieved and outputs delivered) and its pilot activities, (b) to examine the likelihood of the project achieving its objectives and (c) to examine the delivery of the project inputs/activities and (d) an investigation on nature and magnitude of constraints, the factors affecting project implementation and an analysis of factors contributing to the project's success.

3. The main purpose of the mid-term evaluation is to review the progress and performance of the project (extent to which immediate objectives have been achieved and outputs delivered) and its pilot activities, to examine the likelihood of the project achieving its objectives, to examine the delivery of the project inputs/activities and to investigate the nature and magnitude of constraints.

4. Special focus during the evaluation is given to the fact that the present projects are the start up phase of work of ILO - IPEC in the CAR countries as IPEC had not previously worked in the CAR countries. The evaluation should also assess the pilot modalities of the menu of interventions approach including its potential use and its strengths and weaknesses. This innovative menu of model intervention approach has been replicated in other ILO - IPEC projects and has potential to be a future general modality of IPEC.

### **4.2. SCOPE**

5. The scope of the present evaluation includes all project activities of the two projects to date including action programmes. The evaluation looks at the projects as a whole and addresses issues of project design, implementation, lessons learned, replicability and recommendations for the future of this project with specific recommendations for project management. As part of the evaluations for the sub-regional projects, a country annex is included that points out the specific issues identified by the stakeholders and the evaluator.

### **4.3. METHODOLOGY**

6. The evaluation investigates the primary ILO evaluation concerns of relevance, effectiveness, efficiency and sustainability. Special emphasis will be given to gender concerns during project implementation, investigating how these have been mainstreamed into the project implementation. The evaluation will take into consideration that the two projects are the first real intervention in the area of Child Labour in the Central Asian countries. The mid-term evaluation should provide all stakeholders with information to assess and possibly revise work plans, strategies, objectives, partnership arrangements and resources.

7. The evaluation was carried out starting with a desk review of appropriate material, including the project documents, progress reports, previous evaluation reports, outputs of the project and action programmes, results of any internal planning processes in the countries and relevant materials from secondary sources. The second step that was also conducted before the field work started consisted of a series of interviews with IPEC Design, Evaluation and Documentation Section (DED), Geneva, representatives from the United States Department of Labour, and representatives of the ILO - IPEC headquarters in Geneva. These interviews were used to clarify expectations and focus the field work.

8. The second stage of the evaluation consisted of field work. Field work in each country included a series of interviews with project staff and other stakeholders. For this stage of information gathering semi structured interviews were used, that in the case of project staff focussed on the following areas: (a) project approach, (b) project organization, (c) lessons learned, and (d) sustainability. The semi structured interviews for the other stakeholders included discussions about the following: (a) project approach, (b) the role of child labour in the partner organization, (c) project organization, (d) lessons learned, and (e) sustainability. With stakeholders both individual interviews as well as group sessions were used. Focus group discussions were especially helpful in the case where final beneficiaries were interviewed, and the actual change of the situation on the ground was investigated.

9. In each of the countries a stakeholder workshop was the final part of the in country activity. These workshops were an integral part of the evaluation process. As the evaluation workshops were conducted without the chance to reflect about the information gathered in the country their main purpose was to gather further information. However, there was also a chance to share first impressions and validate them. These workshops were also the opportunity for the participants to present their progress, impressions, and their roles to the evaluator, and make suggestions on how the IPEC should develop from this point in time.

10. The final stage of the evaluation is the compilation of the material and the drafting of the report. During this stage cross references are made to the ILO - IPEC standard evaluation methodology. The results are presented in a forward looking way offering the project management opportunities to improve the approach.

## **5. THE PROJECTS**

11. The PROACT – CAR and EYE projects complement each other and are structured in a very similar way. Both projects have sub-regional and national components. The sub-regional components focus on information sharing and the development of best practices, and the national components drive the national

agenda. The PROACT project has the focus more on the prevention of the Worst Forms of Child Labour (WFCL) through political interventions with relevant institutions and through practical assistance on the ground for children in need. The EYE project focuses on the creation of youth employment that prevents WFCL and is therefore a more targeted intervention.

### **5.1. THE PROACT- CAR PROJECT**

12. The overall strategy of the PROACT -CAR project is to build capacity of national institutions and organizations to apply ILO Convention 182 and implement interventions against the WFCL. The project is to build capacity to prevent the WFCL and to protect, withdraw, rehabilitate and reintegrate children found in the WFCL. Particular emphasis is on moving the fight against the WFCL 'up-stream' to the policy level and to build a basic national capacity to integrate child labour concerns with national development efforts at national and local levels. Moreover, particular emphasis is being placed on social mobilization in a broad sense, sharing of experience and information for coordination and creation of synergy effects to facilitate replication and scaling up of interventions.

13. Component 1 of the project addresses national needs through capacity building projects implemented by national institutions and / or IPEC national offices for the benefit of organisations and institutions within this particular country. Capacity building at national level takes into account national features. The menu of model interventions approach is used addressing the five technical elements (a) building the knowledge base on the WFCL, (b) awareness raising and dissemination of information, (c) support to targeted interventions for prevention, withdrawal and rehabilitation, (d) creating linkages and networks, and (e) formulation, implementation and enforcement of policies and legislation. For each element, a number of core activities is implemented addressing issues common to all four CARs and are obligatory according to IPEC experience. In addition, a set of optional activities is offered under each technical element. Objective 1 relates to component 1 and intends to achieve by the end of the project that governments, workers' and employers' organisations, Non Government Organizations (NGO's) and other partners will have the technical skills and organisational capacity to formulate and implement policies, programmes and other initiatives to facilitate prevention, protection, withdrawal, rehabilitation and reintegration of children engaged in the WFCL.

14. Component 2 of the project addresses needs at the sub-regional level, at which activities directed at all the countries benefiting from the project, will be undertaken. These activities will be those aimed at sharing experience and information across the sub-region and/or those that are relevant to all countries benefiting from the project. The sub-regional component is being implemented through the sharing of experience not only from the sub-region but from other ILO - IPEC countries, building the knowledge base and building capacity on specific issues via sub-regional training workshops and a study tour. The sub-regional component also includes in the latter half of project implementation bringing stakeholders from Turkmenistan and Afghanistan to share in the exchange of experiences. Objective 2 relates to this component and aims at knowledge and experience on child labour will have been jointly generated, shared at sub-regional level and knowledge generation and sharing mechanisms are in place.

## **5.2. THE EYE PROJECT**

15. The EYE project was developed as a response to the strong correlation that exists between child labour and youth employment. The absence of quality education, of technical and vocational education that responds to labour market demands and of decent work opportunities for youth as well as for the population at large all increase the risk for children and youth to end up in worst forms of child labour. The child labour and youth employment problems strongly correlate to the political and economic transitions that countries in Central Asia have gone through in the last decade. It has its roots in the lack of job opportunities, the cost of living that exceeds average incomes, the increasing social stratification and the weakening of the social safety net. Parents who are hard-pressed to feed large families do not dissuade children from leaving school and some even take the initiative to arrange for one of their children to migrate in the hope of increasing family income.

16. The project uses the strategy of capacity building of national institutions and organisations to integrate appropriate youth employment measures and initiatives in their programmes against the WFCL, to mainstream child labour into (youth) employment policy development. The project is aiming to build capacity to support children withdrawn from WFCL through education, training, employment generation and to prevent children from falling into WFCL by improving their access to education and skills development. Much like the PROACT project above the project has two components to address both the national needs as well as the sub-regional learning aspect:

17. Component 1: The national level, at which capacity building projects will be implemented by national institutions and / or IPEC national offices for the benefit of organisations and institutions within participating countries. Capacity building at national level will take special account of national features. This component links to the first two objectives: Objective 1: Awareness and capacity of major stakeholders in the participating countries in place to mainstream child labour and youth employment issues into relevant national policy frameworks. Objective 2: Target groups have access to viable alternatives to child labour through the promotion of measures increasing employability and creating decent work opportunities.

18. Component 2: The sub-regional level at which activities directed at all the countries benefiting from the project will be undertaken. These activities will be those aimed at sharing experience and information across the sub-region and/or those that are relevant to all countries benefiting from the project. This component links to Objective 3: Knowledge base in place and networking at sub-regional level ongoing to generate synergy and contribute to build capacity within central areas of fighting child labour through activities related to youth-employment.

## **6. FINDINGS**

### **6.1. ACHIEVEMENTS (IMPLEMENTATION AND EFFECTIVENESS)**

19. **PROACT – CAR implementation is mostly on schedule:** Activities are implemented according to the workplan with only slight delays in some areas. Most of these such as the *Rapid Assessment Survey* in the Kyrgyz Republic have been brought back on schedule. In all countries linkages and cooperation mechanisms at the national and regional levels between the project and governmental agencies and other institutions (both governmental and non-governmental) have been established.

In all countries some form of coordination council or working group has been established in order to regularly involve partners in the project implementation. None of these can be counted as fully fledged National Steering Committee's they are an important tool for coordination of activities, and thus for ensuring efficiency through the avoidance of overlapping.

20. **Number of intended beneficiaries will be exceeded:** Given the progress of the PROACT – CAR and EYE projects so far the number of intended beneficiaries in all components of the projects will most likely be reached with ease and exceeded on some of the areas.

21. **Stakeholders are aware of research outputs:** The evaluation noticed that in the countries those stakeholders visited were mostly aware of the research outputs developed by the PROACT – CAR and EYE projects. In some instances it seemed that the stakeholders are not clear what the roles of the projects are and who owns the research outputs. However, in all cases did the stakeholders believe that the research produced was relevant and useful for their work.

22. **Research is used to define mini programmes and action programmes:** The research conducted forms part of the basis for the mini programmes and action programmes. In some cases immediate action stems from the research, but the evaluator believes that in most cases the mini and action programmes were more developed due to the planning sessions, workshops and the interaction with partner organizations working on these issues. The research however is a valid basis for advocacy as it improves the availability of data and brings the WFCL to the attention of the public and policy makers in a sensitive environment.

23. **Initial rapid assessments need improvement in quality:** The initial Rapid Assessment in Tajikistan, while providing much useful information would benefit significantly from improvements in quality. The presentation in tables and graphs is at times not as clear as it could be. The recommendations used are mostly unrealistic. Increases in family incomes, or provision of completely free schooling might indeed solve the problem as would state transfers to all poor families. However, the government lacks the means to implement any of these measures. Recommendations need to be kept workable and need to take into consideration the current situation in the country.

24. **The Uzbekistan Rapid Assessment needs more focus:** in Uzbekistan the Rapid Assessment is very comprehensive in nature and includes a wealth of information. However, much of the information is related to the general economic situation in the country and of little relevance for the fight against WFCL. This information can be replaced with a reference to relevant World Bank or National Analysis. The recommendations and actions pointed out in the Uzbek assessment are more realistic than the ones of Tajikistan but could still be improved and elaborated on.

25. **Recommendation 1:** The PROACT – CAR and EYE project need to continue the discussions with relevant stakeholders on how to address the WFCL. In this context the partners conducting the research need to understand that the options for government and others are limited by resources available.

26. **Recommendation 2:** In the CARs there is a focus on legalistic approaches that stems from the Soviet Times. Therefore, the entry point for many of the interventions is through the legal provisions. However, the implementation of these provisions is not always well implemented and in the longer term more emphasis will need to be given to action programmes addressing the needs of working children. PROACT – CAR and EYE need to search for solutions that take the legalistic approach into account.

#### **6.1.1. Project management**

27. **Staff turnover of national EYE coordinators does not affect implementation significantly:** The original national EYE coordinators in Uzbekistan, Kazakhstan, and the Kyrgyz Republic resigned, in one case due to an offer of a scholarship and in two cases because of job offers with better remuneration. Even though this happened the evaluator believes that the staff in place is well qualified in both the PROACT – CAR and the EYE project. Project management cannot systematically address the issue of staff turnover without significant additional resources. The staff transitions seem to have been handled smoothly and there is little delay in the project implementation that could be attributed to the changing of staff. The placement of the national coordinators of the PROACT – CAR and EYE project in joint offices also enabled the national coordinator of the PROACT – CAR project to cover some of the work of the national EYE coordinators.

28. **Political environment is difficult but mostly accounted for:** The political environment for the projects is clearly out of the control of the project management. It is difficult but except for the additional complications for the work of NGOs and international organizations after the Andijan incident, not unexpected. The projects have generally well adapted to the environment, and were able to network effectively in all countries.

29. **The national IPEC staff has good knowledge** of the child labour issues and can conceptualize the problems related to child labour in the context of the respective countries. The evaluation cannot assess if this is more a result of careful selection of staff or due to capacity building efforts through the IPEC programme. However, it seems that the exchange of information between the four countries plays a key role in building capacity of IPEC staff. The selection of relatively young staff that is able and willing to learn the issues relevant for the implementation of IPEC projects seems to be the other key factor.

30. **The level of coordination between the PROACT – CAR and EYE projects has been extremely close.** In Tajikistan, the Kyrgyz Republic, and Uzbekistan the national coordinators of the respective projects share an office and support each other in the daily work. They have a very good understanding of the other projects and are able to identify the most relevant partners for each of the projects. In Kazakhstan, the level of cooperation is still very good with close cooperation between the two projects. However, the larger office and the concentration of the overall administrative burden of the projects prevent cooperation as closely as it is in the other countries. The project manager is actively promoting cooperation between the two projects.

31. **EYE benefited from the establishment of a network through PROACT – CAR:** For the start up activities of the EYE project the national coordinators could draw on the already established contacts of the PROACT – CAR project. This made

the start of the project more efficient as stakeholders for the participation of the project planning workshops could be identified much easier, it was also easier to invite the stakeholders, and to have the

**32. Collaboration with Know About Business in the CARs:** The EYE project in Kazakhstan is collaborating with the Know About Business project which has significantly influenced the curriculum of schools in Kazakhstan. While the assessment of the actual implementation of Know About Business in schools is ongoing, the EYE project investigated the possibilities of the use of the methodology for out of school youth. Likewise in the Kyrgyz Republic the EYE project is investigating the possibilities to use the Know About Business methodology for education interventions of working children. In Tajikistan the Know About Business assessment is carried out through an NGO financed by the EYE project with support of the Sub-Regional Office in Moscow.

**33. Cooperation with other initiatives where possible:** The PROACT – CAR and EYE projects took every opportunity to identify initiatives for cooperation. The projects cooperate with a wide range of partners; however, most of them are implementing initiatives that are not directly related to the WFCL. The evaluator believes that the projects did identify all possible partners in the CARs. The most important are UNICEF and Save the Children in all CARs, Every Child and the Center for the Protection of Children in the Kyrgyz Republic, Children and Vulnerable Citizens (RCVC), the Child Rights Monitoring Center (CRMC), Aurora, and Navril Navras in Tajikistan, Mekhr Tayanchi, the Legal Aid Society the Social Research Centre, and the Business Women's' Association in Uzbekistan. Cooperation is very successful on the Convention of the Rights of the Child and on street children assistance.

**34. The five technical areas chosen for the menu of interventions are relevant:** Building the knowledge base on the WFCL, is crucial as now information was available prior to the activities in this technical area. Awareness raising and dissemination of information, was pioneered by the PROACT – CAR and EYE projects with a focus on the WFCL. Support to targeted interventions for prevention, withdrawal and rehabilitation, were successful but depend on funding from either ILO – IPEC or other international donors for the time being. Creating linkages and networks, was very successful with a core group of individuals and agencies from government as well as non government organizations participating regularly in activities. Formulation, implementation and enforcement of policies and legislation, is still in its infancy, as the policy making process takes time in the CARs and the formulation of workable implementation procedures takes even longer time.

**35. The planning-cum-self evaluation approach works well:** The project management uses this approach to keep track of the activities and to assess if the projects are still on track. As far as the evaluator can assess the approach has led to a high awareness of projects staff about the strength and weaknesses of the projects. However, the potential disadvantage is that the project staff does not take into account the outside view of the projects. The frequent meetings with implementing partners have for the most part been able to compensate for this.

**36. The lack of institutions requires planning and self evaluation approach:** Given the lack of an institutional framework to combat child labour at the start of the project leaves little alternatives to the planning-cum-self evaluation approach. In

parallel of building the partners' capacity on the WFCL, the projects can increasingly benefit from the partners input into planning.

**37. Low capacity has effect on the planning-cum-self evaluation approach:**

The very low capacity of partners in the CARs, especially on participatory planning methodologies has a serious effect on the planning-cum-self evaluation approach. ILO – IPEC at the current time needs to provide significant more guidance than in other environments. The stakeholders are also not aware of the interventions that might succeed so that the exchange of information especially from other countries of the former Soviet Union is necessary to bring this approach to its full capacity.

**38. Lack of work on the WFCL limits the use of the self evaluation and substantive inputs by local partners:**

The PROACT – CAR and EYE implementing partners, as well as the government and non government stakeholders still rely quite heavily on the ILO projects to provide guidance on the work to eliminate the WFCL. Therefore, the projects can only up to a certain level rely on the partners input towards guiding priorities and activities of the projects.

**39. Monitoring is performed by projects and partners.**

Project monitoring relies heavily on the project staff itself as the partners lack experience in project cycle management. The national steering committees are slowly evolving to take a more prominent role.

**40. National Steering Group is able to direct the project.**

In Tajikistan the workshops on project planning for both the PROACT – CAR and EYE projects are able to provide project staff with inputs regarding the direction of the projects. However, during the early stages of building partnerships the steering group and project planning instruments still relied quite heavily on the knowledge of the ILO – IPEC programme and staff. Only with the WFCL gaining prominence in public discussion were the national steering mechanisms more effective.

**41. The National Planning Workshop also raises awareness:**

In Tajikistan the use of a National Planning Workshop not only to plan activities for the PROACT – CAR and EYE projects but also to include discussions that will raise the awareness of stakeholders on the WFCL is an efficient use of the steering mechanism.

**42. Working Group on Child Labour established in Tajikistan:**

As part of the planning workshop activities in Tajikistan the *Working Group on Child Labour* has been established. However, this working group still lacks full support from government although the *Ministry of Education, Committee on Youth and Commission on Minors Affairs* under the government of Tajikistan is invited. Currently, the ILO-IPEC office in Tajikistan serves as a secretariat for the working group.

**43. Role of the Ministry of Labour:**

The Ministry of Labour and especially labour inspection and occupational safety and health centres are able to take a lead in the implementation and monitoring of the WFCL as they are the institution with the closest mandate to do so.

**44. Role of the Ministry of Education:**

The Ministry of Education in all the CARs is trying to reform the education system to make it more relevant to the labour market, as well as to offer solutions for working children.

45. **Role of the Trade Unions:** Trade unions had a role in social service provision and monitoring during Soviet times, however they are struggling to find a new role.

46. **Role of the Employers Organizations:** Employers' Organizations are relatively new and still very weak. The role of them to combat the WFCL is still not well defined as they point out that the members typically do not employ children.

47. **Role of NGOs and civil society:** Civil society and NGOs are still weak in most CARs. In the CARs NGOs are often used to avoid taxes rather than for genuine concerns of the civil society. Very few NGOs have the capacity to provide assistance to children in need, and those mostly rely on donor funding as fundraising in the CARs is extremely difficult.

48. **Capacity of national IPEC staff benefits from regional experiences:** Particularly issues of youth employment as well as the building of social partners' capacity were of importance in the context of coordinating activities with other CIS countries. Likewise the development in several of the CIS countries of *Decent Work Country Programmes* where Child Labour as a core issue of the ILO's Decent Work agenda can be an integrated part of ILO – IPEC work in the CARs.

49. **Recommendation 3:** The exchange of information regarding the programming of activities to combat WFCL should be intensified to provide additional guidance to the PROACT – CAR and EYE project staff as well as other local stakeholders. The evaluator is aware that there is a trade-off to find the best approach to interventions in the rather special environment of the CARs and to introduce ideas from other more established programmes.

### **6.1.2. Political Level Interventions**

#### **Kazakhstan**

50. **Integration of the WFCL into the *Rights of the Child* agenda:** in Kazakhstan there is some progress regarding the integration of the WFCL into the political agenda. However, progress is slow and given the rapid economic growth of the country not as prominent.

#### **The Kyrgyz Republic**

51. **Inclusion of WFCL in the code addressing the *Rights of the Child* in the Kyrgyz Republic:** The involvement of PROACT – CAR regarding the drafting of legislation addressing the UN convention on the *Rights of the Child* resulted in the inclusion of the WFCL being addressed in the code. However, the main support to the development of the code was provided by UNICEF. PROACT –CAR further supported the Ministry of Labour and a local NGO to prepare the WFCL for a parliament hearing.

52. **A special state programme is developed in the Kyrgyz Republic:** in the Kyrgyz Republic through the development of the *State Programme of Actions of the Social Partners on the Elimination of the Worst Forms of Labour of Minors* a high level policy document is developed that can form the basis of further activities of government. However, it will remain crucial to insure that the state programme will have ownership by government. The mode of development through technical

assistance might make this slightly more difficult, but at least it ensures the development of such a programme.

### **Tajikistan**

**53. Inclusion of child labour issues has been achieved in the Tajik national planning.** In Tajikistan child labour is included as a topic of the PRSP process as well as in the National Development Strategy. Furthermore, the *State Policy on Employment Promotion for 2006 to 2012* reflects the problem of child labour, and reflects the need of adherence to ILO Convention 182. The State Policy was followed by the adoption of the *National Action Plan on Reforming the System of Primary Professional Education and Training 2006 – 2012*. However, there are still significant gaps regarding the enforcement of legislation against child labour and the implementation of measures to improve youth education in Tajikistan.

**54. Research on different aspects of the WFCL has reasonable quality:** The overview of legislation in Tajikistan has been completed and is very much appreciated by agencies working on child issues. The *School to Work Transition Survey* provided additional insight into the WFCL context as do the assessments on *Educational Needs of Working Children* and the *Access to Education for All* study.

**55. Identification and involvement of key stakeholders** moved the fight against the WFCL to the next step. The involvement of the *Strategic Research Centre under the President of the Republic of Tajikistan* has provided the crucial leverage to promote child labour issues in Tajikistan. The research institute is very well connected and able to effectively influence the policy making in Tajikistan. With this important stakeholder on boards

### **Uzbekistan**

**56. Multi Agency Working Group established in Uzbekistan:** With the technical assistance of PROACT CAR in Uzbekistan, on 28 February 2006 the *Multi Agency Working Group*<sup>1</sup> under the Cabinet of Ministers was established. Its purpose is to coordinate cooperation of project partners and governmental agencies on child labour issues. The *Multi Agency Working Group* is chaired by a lead specialist from the Cabinet of Ministers, the United Nations' Convention on the Rights of the Child focal point, is a chair of the *Multi Agency Working Group*. With the establishment of the *Multi Agency Working Group* and the direct involvement of the Cabinet of Ministers, the previously reported issue of "Government Consent" has been resolved. Further on, however, the aim is to develop and upgrade the contents and status of the *Multi Agency Working Group's* supportive function to the level of a National Steering Committee.

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<sup>1</sup> 52. The membership includes the Cabinet of Ministers (Social Affairs department of CM), Ministry of Labour and Social Protection (MoLSP), Occupational Safety and Health Centre under the MoLSP (OSH Centre), Ministry of Public Education, Ministry of higher and secondary Vocational Training, Ministry of Healthcare, General Procuracy, Ministry of Internal Affairs, Chamber of Commerce and Industry (employers' organization), Association of Farmers of Uzbekistan, Council of Federation of Trade Unions of Uzbekistan and sectoral trade unions, "Kamolot" Youth movement Foundation, National Human Rights Centre, Children's Fund of Uzbekistan, Market Skills Development Centre, Legal Problems research Centre, National Children's Social Adaptation Centre, "You are not Alone" Foundation, "Mahalla" Foundation, National Information Agency of Uzbekistan, UNICEF, ILO IPEC, "Mehr Tayanchi" Children's Centre, Business Women's Association, Ferghana regional Centre for children and adolescents' creative activity, "Istikbolli Avlod" anti-trafficking NGO funded by IOM.

## **Partners**

57. **In the CARs the most valuable partners with the greatest capacity to implement are NGOs:** Even the weak NGOs are still the partners with the greatest capacity. Given the very weak capacity of the tripartite partners, and the current lack of a firm mandate for any of them to work on WFCL issues, the most valuable partners for the initial phase of the PROACT – CAR and EYE projects were NGOs. The projects were able to build understanding of WFCL with NGOs and to enable them to both advocate against the WFCL as well as to implement action programmes against WFCL.

58. **Partner capacity building needs workable examples.** The study tour for labour inspectors to Istanbul, invited high level representatives from the state labour inspections of all four countries. While generally useful it was pointed out that only examples of CIS countries are really relevant for the labour inspectors. The study tour to St. Petersburg, involving representatives of governments, social partners and the NGO sector, to study the programmes developed there over the last few years, in the framework of an IPEC project, aimed at the withdrawal and rehabilitation of street children involved in the WFCL. The participants were very impressed with this study tour and it provided them with much inspiration for future approaches to work with street children. The ILO Sub-Regional Office from Moscow, with technical assistance from PROACT - CAR organized a round table on *Work Improvement in Neighbourhood Development* promotion in Central Asian countries with a special focus on Child Labour elements<sup>2</sup>. The Chief Labour Inspectors from Kazakhstan, Kyrgyzstan, Uzbekistan and Tajikistan participated in the event, supported by PROACT - CAR. Furthermore a training workshop to strengthen the Central Asian Trade Union Movement's capacity to play an active role in combating child labour in the region was organized. A secondary objective was to strengthen the Central Asian Trade Union Movement's capacity to develop joint strategies on child labour, especially where labour migration is concerned. As a result, 22 trainers have capacity to provide training at national level on child labour in general, the role of trade union movement in combating child labour, and trade union strategies for combating child labour.

59. **Capacity at central government level is crucial for policy making:** The Kyrgyz Republic PROACT – CAR and EYE projects were able to involve the office of the President though the National Council of the Kyrgyz Republic President's Administration on the issues of women, families and gender development which has an important influence on the policy making of government.

60. **Ministries of Labour have good capacity to address child labour:** The projects were relatively successful to build capacity with the Ministries of Labour and especially the labour inspectorates and occupational health centres that are reporting to the Ministry of Labour. However, those are limited to act due to the focus of economic growth of the CARs. This lead to a situation where unannounced inspections in companies are not possible, making the need for higher level advocacy eminent. Only at the level of Cabinet of Ministers, Prime Ministers and Presidential Offices can the overall policy focus be changed.

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<sup>2</sup> *Work Improvement in Neighbourhood Development* – WIND, an ILO funded programme, promoting practical improvements in agricultural households by the initiatives of village families.

61. **Capacity with traditional ILO tripartite partners still low:** Despite the efforts of the programmes to closely involve the trade unions and employers' organizations the capacity with those traditional ILO partners is very low. During the Soviet system the trade unions had a role to provide social services. Therefore the trade unions see their role in the CARs to directly provide services for workers including child workers. However, the trade unions are not ready to implement this while they are searching for a new role in the market economy. The PROACT – CAR and EYE projects were able to greatly improve the trade unions capacity to detect and analyse the issue of WFCL, but still they lack the real capacity to implement. Employers' organizations are even weaker than the trade unions. They have very limited membership of employers mostly from the formal sector, and do neither readily acknowledge the problem of WFCL nor do they see an active role for themselves in addressing this. The lack of an employers' organization specialist for most of the project duration in the Sub-Regional Office of ILO in Moscow has made this dilemma worse.

62. **Recommendation 4:** Together with the newly employers' specialist in the Sub-Regional Office capacity strengthening of the employers' organizations is a priority for the PROACT – CAR and EYE projects.

63. **Recommendation 5:** Include the highest level decision makers in the countries in the capacity building process where possible to complement the technical capacity with the political will to change.

#### ***Building an Information Database***

64. **Information on the WFCL is building:** In Kazakhstan the statistical office included WFCL questions in the *Multiple Indicator Cluster Survey*, the *Rapid Assessment of Children working in Cotton and Tobacco* has been completed, and the *Assessment of Child Labour in Kazakhstani Markets and Bazaars* was completed.

65. **Information collection is connected with advocacy:** Other project activities combine awareness raising with information gathering. An example is the assessment on the WFCL conducted by the Kazak NGO Association of Youth Leaders, investigating with the school achievement status and involvement of children in WFCL among school children.

66. **Advocacy has been a priority of the PROACT – CAR and EYE projects:** Numerous events have taken place to raise the profile of the WFCL in CARs. Events included festivals such as the *Stars of Kyrgyzstan against child labour*, competitions and other activities involving the ILO constituents of government, trade unions and employers, but mainly NGOs and civil society.

67. **Identifying information multipliers is important:** Using association of journalists as in the case of the Kazak action programme *National Awareness Raising and Social Mobilization Campaign against WFCL in Kazakhstan* to raise awareness is very efficient, as these have access to media and will act as information multipliers. At the same time it benefits the journalists as child labour can be a topic of interest for publications. Competitions with drawings combine awareness raising with the generation of advocacy materials for further campaigns. The celebration of the International Day against Child Labour as celebrated in several CARs has also been effectively used to raise awareness mostly among government officials and NGOs.

**68. Information gathering and processing needs to be institutionalized:** Currently, the baselines on child labour information gathering have been collected. This initial exercise was very valuable. However, to ensure access to quality information for advocacy purposes this needs to be institutionalized. Ideally, modules that can be attached to any of the regular surveys conducted by the State Statistical Offices would be developed and financed.

### ***Ratification of Conventions***

**69. Progress towards ratification of ILO Conventions 138 and 182 in Uzbekistan is slow:** The government of Uzbekistan has a very legalistic approach to government. Therefore, government is extremely careful to ratify any convention or to commit otherwise if the government is not absolutely sure it can actually comply with the conventions. While the evaluation got the impression that child labour is of increasing importance in Uzbekistan and the projects have made great contributions towards raising the profile of the conventions it is quite unlikely that the ILO Convention 138 and 182 will be ratified in Uzbekistan in the near future. However, this is mostly outside the control of the projects.

**70. ILO Convention 182 in Tajikistan ratified:** The ILO Convention 182 was ratified by Tajikistan in 2005 following some clarifications regarding the submission of the documentation. The PROACT – CAR and EYE project were able to raise the profile of the ILO Convention 182 in Tajikistan. However, the government of Tajikistan was slow to take action towards implementation. During the evaluation mission the evaluator got the impression that the Strategic Research Centre under the President of the Republic of Tajikistan has significant influence on the policy making in Tajikistan and that the progress towards the serious implementation of the conditions of ILO Convention 182 gained momentum.

**71. CARs apply list of hazardous occupations:** Even in Uzbekistan which has not ratified either of the ILO Conventions related to child labour lists of hazardous occupations for children exist. In all the CARs these list did exist since Soviet times and were mostly in compliance with at least ILO Convention 138. However, the main difficulty is not the establishment of legislation but rather the implementation of the existing legislation protecting working children.

### ***6.1.3. Individual Level Interventions***

**72. Focus of EYE project on older children in Kazakhstan:** During the project planning workshop, as well as for the first action and mini programmes the focus of the EYE project in Kazakhstan has been on children of the age 14 to 18. Mini programmes included the collection and analysis of the existing legal framework, the assessment of the situation of working children enrolled in evening secondary schools in terms of their involvement in the WFCL, as well as their needs for education and employment, and the provision of self-employment skills to local youth using their technical skills at the Number Five Usharal Professional School in Almaty oblast. The activities were complemented with an action programme offering assistance to working children.

**73. Collection of legislation is an important tool for the EYE project in the CARs:** In Kazakhstan the legislation relating to hazardous occupations has been collected in the context of the PROACT – CAR project, in the Kyrgyz Republic the

compilation of relevant legislation regarding youth employment through the EYE project is the starting point for awareness raising and advocacy as well.

74. **Using vulnerable children to reach peers is effective:** The NGO *Refugee Children and Vulnerable Citizens* trained 20 former child workers in Tajikistan to reach their peers who are still working. This approach seems to be very efficient as the former child workers can relate very well to the difficulties of the target group and can assist more effectively.

75. **Achievement of planned numbers of children likely:** Given the progress of the PROACT – CAR and EYE projects to date it is very likely that the numbers of children directly assisted will be achieved before the end of the project.

76. **Possible to withdraw children from WFCL are given:** The action programmes demonstrated that it is possible to effectively withdraw children from the WFCL and to establish mechanisms for the preventions of the WFCL. However, agriculture has not yet been seriously addressed and the sustainability and replicability depends on funding opportunities that are currently not realistic.

77. **Need to involve local authorities:** Local authorities need to be closer involved in the fight against WFCL. Local authorities have great influence on the local situation and will be a crucial partner for the future. Mini programmes on awareness of authorities and NGOs can be replicated and are sustainable, as a training of trainers approach within the administration can be used.

78. **Informal education needed:** Informal education is necessary especially in rural areas as in urban areas many working children still manage to attend regular school.

79. **Community based activities are still in their infancy:** Community based activities and the forming of community based child labour committees are a concept that is not easily transferred to the CARs. In the CARs activities are mostly driven through the legal progress and the implementation of legal codes. There are initiatives where NGOs take the lead in physical areas providing services to children in need. However, the concept of community action is not very well established. Communities are able to act on infrastructure needs, but regarding soft issues there is no tradition of community action, and the PROACT – CAR and EYE projects have made little progress towards this.

80. **Other institutions drive the local agenda:** At local level hospitals, schools, and NGOs are the most likely catalysts for progress to fight the WFCL. In the Kyrgyz Republic ILO – IPEC was very successful to mobilize the hospital in Orlovka and the schools around the tourist area of Issik Kul to address the WFCL. However, little progress has been possible to link local stakeholders together and especially link it with the local administration. Regarding the children working in mining of radioactive waste in Orlovka the local administration acknowledges that there are no other options for children and families in the area and therefore the administration does not feel neither responsible nor capable to address this issue.

81. **Awareness of local administration is still low:** In the municipalities around the lake Issik Kul in the Kyrgyz Republic the awareness regarding WFCL is still low. The municipal officials do not seem to take responsibility for the issue and do not

want to confront the owners of the tourist establishments (sanatoriums) with their abuse of children. Even more worrying is the fact that the local administration is looking for scapegoats regarding the issue of child prostitution. The headmaster of one of the schools expressed her concern that the local administration will prosecute her personally if school girls are found to be involved in prostitution, especially if this is close to the school. However, the police system is not under direct scrutiny for not addressing the issue sufficiently.

**82. The labour inspection plays a crucial role:** In the Kyrgyz Republic and in Uzbekistan the PROACT – CAR and EYE projects worked closely with the labour inspection. In the Kyrgyz Republic one of the mini programmes *Strengthening the capacity of the Kyrgyz Republic State Labour Inspection for combating the WFCL*, directly addressed building capacity of the labour inspection. The labour inspection has the mandate to address child labour issues and therefore this intervention is of crucial importance. In Uzbekistan the *Occupational Safety and Health Centre* under the *Ministry of Labour* believes that the WFCL can be eliminated using the occupational safety approach and enforce these through the labour inspection.

**83. Successful establishment of direct assistance for children in need in Uzbekistan.** Despite the notion and reservations regarding the approach of the government of Uzbekistan towards NGO activities, in Uzbekistan there are two of the most developed models assisting Children in need directly. The *Creativity Centre for Children with disabilities SANVIKT* provides training for children with disabilities and the *Mehr Tayanchi* assists street children to gain access to education (get papers) as well as providing a safe place and education on both vocational and other skills. Both NGOs were able to establish sustainable linkages with local government to provide services on a sustainable basis.

**84. Youth House in Tajikistan provides shelter and service for girls:** In Tajikistan the NGO youth house is effective in providing services to girls in need of shelter and education.

**85. Recommendation 7:** Given the traditions and administrative history of the CARs it seems not a priority to establish community based child labour committees, but rather to work through existing institutions.

**86. Recommendation 8:** Especially the role of local authorities should be strengthened and re-evaluated. Identify pilot local administration willing to spearhead addressing the WFCL in their jurisdiction.

## **6.2. EFFICIENCY**

**87. Joining ongoing activities regarding the *Rights of the Child* convention uses resources efficiently:** In many instances the PROACT – CAR and EYE project are able to add discussions, research and activities to ongoing activities in respect to the promotion of the UN convention on the *Rights of the Child*. In Kazakhstan, the PROACT – CAR project was able to add a component to the ongoing activities to establish an office of an ombudsman for child rights supported by UNICEF and the European Union.

**88. Cost sharing increases efficiency:** In Tajikistan advocacy materials (brochures, posters, and film) have been developed in cooperation with Save the

Children under a cost sharing arrangement. This is an efficient use of resources and increases the reach of the materials significantly.

89. **Initial gains should be protected:** As there are significant effects regarding awareness raising, development of interventions, and research the ILO – IPEC involvement in the CARs should be extended to see the effects materialize.

### **6.3. SUSTAINABILITY**

90. **In the CARs ILO – IPEC needs to build structures first rather than just support them:** Therefore the sustainability approach mentioned in the project document seems to be over ambitious. The Support needed for the foreseeable futures at both the political level as well as at the level at which children are withdrawn from WFCL.

91. **Commitment of stakeholders difficult to measure:** It is very difficult to assess what sustainable impact has been achieved regarding policy making. However, it seems that the projects achieved a significant raise of the visibility of the WFCL. The institutional landscape is changing with several institutions in the different counties trying to play a role. The Ministries of Education and Social Services, and Ministries of Labour through the Labour Inspection and Occupational Safety and Health centres can be champions. There seems to be some level of commitment of these, as well as in government in general.

92. **Local authorities not committed:** Local authorities on the other hand do not seem to be committed to the fight against WFCL yet. This might need significant longer until the central level policy making has some impact at the level of local government.

93. **NGOs committed but under-funded:** Some of the NGO partners of the PROACT – CAR and EYE projects seem to be genuinely committed to the fight against the WFCL but depend heavily on funding from the projects or international NGOs (mostly Save the Children). Some of the local NGOs seem to be less committed and see the ILO – IPEC projects as one source of funding to continue operations.

94. **Needs to achieve sustainability still substantial:** Additional advocacy is needed possibly beyond the end of the project as the level of awareness is rising it will need to remain high for longer to achieve the needed harmonization of the legislation, the Still need for more advocacy, the progress on implementing rules for the legislation, and to strengthen civil society to play an active role on the fight against the WFCL. Institutions that deal with WFCL need clearer mandate as well as capacity. It seems too early to think about phasing out and a need for additional intervention before sustainability can be guaranteed.

95. **Ownership of the process is growing:** While without the PROACT – CAR and EYE projects most likely activities to combat the WFCL would be very limited the national stakeholders are starting to take control of the process through the committees and planning efforts. Only those few NGOs that addressed child labour before the PROACT – CAR project already, have full ownership of their projects and activities. As this is a very thin base depending on few individuals in each of the CARs there is still a need to broaden this base of active national stakeholders.

96. **Knowledge has been built:** Knowledge has been built through the research, and is now available for policy making. However, there are still significant gaps that need to be filled, and overall the quality of the research should be improved.

97. **Financial capacity is lacking:** While some local and national stakeholders have good technical capacity, and maybe a deep commitment most local stakeholders (except the business women association in Uzbekistan) lack the financial resources to implement and replicate models tested under the PROACT – CAR and EYE projects. However, while the situation is bleak at the moment once the government machinery would be set in place to address the issue, financing might be available and the implementing partners need to be technically ready for this.

98. **Socio-cultural and gender aspects do not seem to endanger the sustainability:** Given the significant weaknesses still apparent in most other aspects of addressing WFCL neither socio-cultural nor gender aspects seem to be the main danger to project sustainability. Socio-cultural aspects influence the issue in mostly rural areas where children are playing a role in agriculture and housework. However, the poverty of many groups of population as well as the general turmoil during the transition period from a socialist system to a market economy seems to play a much larger role.

99. **Devaluation of education is one key contributing factor:** In the post soviet society, education long time valued in the CARs is becoming less important. This is mainly related to the weak link of education and the prospects to earn money. Child labour in the CARs is not a deeply rooted socio-cultural factor but a reaction to the changes in the labour market, and the need to feed a family or to feed themselves in the case of street children or other children that lost their families.

100. **Upstream work is crucial but needs long term commitment:** As in the CARs real political power is very much concentrated it is necessary to move the projects' focus as much upstream as possible. However, this needs time as without the leverage of big funding access to top level policy makers is not easy and needs long term trust building exercises.

101. **Concern regarding the sustainability of direct assistance** in those mini and action programmes that work with NGOs providing direct assistance to children. In those cases where the PROACT – CAR and EYE projects provide assistance to NGOs that are working directly with children there is significant concern regarding the sustainability. While the pilot testing of activities is important these should be handled very carefully if no continued support for these activities can be secured. Especially, working with street children in the Uzbek *Mehr Tayanchi* NGO through a mini programme for several months, showing good results, but at the same time not enabling the NGO to continue these activities has negative effects. The children need a stable environment in which trust can be build over a period of time. Likewise the assistance to *Youth House* in Tajikistan while very valuable for the NGO at the time is not necessarily sustainable if no other donors are willing to continue the intervention.

102. **Setting up systems is sustainable:** The interventions in Almaty with the mini and action programmes aimed at creating a better response to child labour are effective and most likely sustainable. The activities included training of police officers

regarding the response to child labour<sup>3</sup>; the development of modules to train various stakeholders such as government officials, teachers, parents, and social services; the development of an integrated approach of agencies in Almaty. These activities build capacity that most likely will remain with the recipients and can be used towards future programming.

103. **Recommendation 9:** Activities in the course of mini and action programmes that deal with direct assistance to children with a pilot character but long term perspective need to identify potential sources of funding for the continuation of the activity prior to their start.

#### **6.4. DESIGN AND PLANNING**

104. **Logical and coherent project design:** The project design of both the PROACT – CAR and the EYE project are logical and coherent. The menu of intervention approach identifies the most relevant interventions necessary to establish the WFCL in national policy making as well as starting to provide direct assistance. For the unprepared partners in the CARs this provides a relevant framework in which to work in.

105. **Projects were ambitious regarding the policy making:** Regarding the policy making and implementation the PROACT – CAR and EYE projects were very ambitious. The allocation of significant government resources to combat child labour during the project duration seems an indicator that is unrealistic, given the time it takes to change the policy and also the implementation and budgeting of government.

106. **The situation analysis of the projects remains largely valid:** However, the political resistances regarding possible interventions in the agricultural sector have not been highlighted enough in the project documents. Due to pressure from countries importing tobacco and cotton there is some movement on the issue that might show results in the more distant future. However, the rural situation will require a more detailed analysis identifying the stakeholders in agriculture and the potential resistance to change more clearly.

107. **Additional dimensions to the relevance of education:** The poor relevance of education for employment has been mentioned in the project documents. However, there is an additional dimension to this phenomenon. Not only is the actual education not relevant for the jobs that are available, but also the hiring process for most work is disconnected from the skills of the candidates, with loyalty and patronage being far more important. Therefore, improving the relevance of the education alone might have little effect on the situation except for even increased out-migration from the CARs.

108. **Almost complete lack of supporting institutions not taken into account in project design:** The project design does assume that the CARs have relatively functional civil societies, which can be mobilized to address the WFCL. The evaluator believes that the level of support available from existing organizations was overestimated. Likewise, community based organizations are largely absent, or a product of models transferred from other parts of the world that are not deeply rooted

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<sup>3</sup> The trainees thought this training was very relevant mostly because it was provided by practitioners from St. Petersburg that have gained significant experience still lacking in CARs.

in the societies of the CARs. If community based organizations were engaged in self help efforts these mostly addressed infrastructure needs, rather than addressing attitudes of society. The project could not rely on the support of NGOs but had to sensitize existing NGOs for the topic and start building capacity slowly. Only in the Kyrgyz Republic is there a relatively active and independent NGO sector, with NGOs in the other three CARs very weak and almost without capacity even to apply for ILO mini and action programmes, let alone to address the WFCL without assistance.

**109. The government approach of control rather than assistance:** Governments in the CARs used the approach of control, very much in line with citizens' expectations that government would solve problems for them. In this environment there is a huge need to change attitudes as well as to raise awareness and to provide technical assistance. The evaluator believes that the difficulties related to the general environment were underestimated in the project design.

**110. Activities cannot be handed over to communities:** The PROACT – CAR sustainability section intends to hand over started activities to communities to continue work after the end of the project. Communities in the CARs are not developed enough to be able to manage activities on their own at this point in time. Activities would have to be managed by NGOs or government for some time. Given enough time and pressure governments seem to be able to develop mechanisms to address the WFCL. NGOs will be able to play a crucial support role, if access to funding for their activities is ensured.

**111. Assumptions are relatively weak:** The assumption of economic growth in the CARs seems to be quite far fetched given the current politics both at the time of the preparation of the project proposal as well as today. Despite Kazakhstan, there is little hope that economic growth will lessen the pressure on poor families to engage their children in child labour. The assumption that funding will be available for skilled staff to stay in the organizations is partially correct. However, the lack of funding for activities addressing the WFCL in the CARs is severe, as there is no very active civil society to fund these activities, nor are governments in a position to provide funding in the near future. Government in the CARs at this point of time do not have the mechanisms in place to fund NGOs for action programmes, nor do they have the institutions that could provide direct assistance.

**112. Project design was flexible:** The interventions in the project documents were only loosely defined. The critical steps needed to achieve progress were clearly identified, but due to the limited activities of ILO and especially ILO – IPEC in the region the approach to project design was to allow flexibility for the actual approaches within the country. This actually proved to be very valuable, as only in the course of project implementation it became apparent which interventions exactly would provide the leverage to move the politic environment. For future ILO – IPEC activities in the CARs it will be possible to build on the experience from the ongoing projects and define the interventions more clearly.

**113. Timing too short to achieve all objectives:** The interventions are very valuable and great progress has been made towards the recognition of the WFCL in the CARs. However, the timing of the PROACT – CAR and EYE projects are too short to yield sustainable changes in some of the partner agencies.

114. **Limited activities prior to ILO – IPEC intervention:** The project design clearly acknowledged that there are only very limited activities already addressing the needs of children in the WFCL. The limited activities were rightly recognized and the project design built on these working with partner agencies already identified during project design. In the CARs however, these activities were and are very few and far apart compared to most parts of the world and the role of ILO – IPEC therefore needs to be more of an initiator rather than moderator.

115. **Close cooperation on activities related to the UN Convention on the Rights of the Child:** Already in the project design the close relationship with the activities regarding the Convention on the Rights of the Child was recognized and also implemented during the project.

116. **Strategic planning was of limited use for project design:** As these were the first interventions in the CARs of ILO – IPEC the capacity of stakeholders to use strategic planning instruments for project design in the country were rudimentary. Only in future interventions strategic planning will be able to play a more prominent role in project design.

117. **Indicators are overall appropriate:** The indicators used in the PROACT – CAR project regarding the number of children withdrawn from the WFCL and prevented from the WFCL are not easy to use. Especially, using number of children prevented from the WFCL requires a quite subjective judgement on the situation of the children. Both kinds of indicators also lack a time frame as children might be initially withdrawn from the WFCL but after the intervention might go back to the WFCL. Indicators judging the creation of legislation, implementation rules, and the general functioning of institutions are less subject to subjective judgements.

118. **Linkage between inputs, activities, outputs, and objectives are clear:** The activities planned are clearly contributing to the outputs and objectives. Most of the action and mini programmes have a clear link to the objectives of the projects. The combination of initial activities to withdraw children from WFCL with advocacy and research seems to be an adequate. Action and mini programmes are closely lined to the strategy of the project and to the objective.

119. **Selection of geographic regions for action programmes includes main areas of WFCL:** Action programmes address mainly children in urban areas and in some of relatively clearly identifiable special areas. However, the main sector of child labour cotton and tobacco farming was not addressed in any of the CARs. The evaluator realizes that addressing the agricultural WFCL will require political preparation through the ongoing programmes and might only be addressed at a later stage.

120. **Sub-regional project enables exchange of information:** A huge advantage to have a sub-regional project in the CARs is that the situations regarding the WFCL are very similar, the administrative histories of the countries are very similar, and the cultures are similar as well. Therefore it is possible to transfer approaches between countries relatively easily. Methodologies developed in one country could also be used in the others, and the capacity building initiatives can benefit from each other. The countries are different enough to have slightly different approaches in each of the countries that contribute to a discussion on how best to address the issue.

121. **Labour migration confirms need for sub-regional approach:** Some of the WFCL are related to labour migration, from the Kyrgyz Republic, Tajikistan and Uzbekistan to the agriculture sector and urban economy in the richer Kazakhstan. In this respect there is a benefit of a regional approach as well.

122. **Sub-regional approach more expensive:** The additional logistical needs of a sub-regional project are undeniable. However, the evaluator believes that this is justified by the added benefits.

123. **Recommendation 10:** Analyse in detail the rural forms of WFCL taking into account the special interests in cotton and tobacco production.

124. **Recommendation 11:** Reassess who is the champion to continue activities on the WFCL. The assumption that activities would be taken over by communities does not seem to be realistic.

125. **Recommendation 12:** A discussion amongst stakeholders on the direction of the projects should be started. Especially, if it is worthwhile to identify a geographical region and implement all interventions there to create a model.

## **6.5. RELEVANCE**

126. **Capacity to formulate policies is crucially needed:** The first objective of the PROACT – CAR project, building the capacity to formulate policies to address the WFCL is crucially needed in all CARs.

127. **The approach is valid:** Starting with policy formulation is the best approach to address the WFCL in the CARs.

128. **Replication is linked to the availability of funding:** The potential to replicate actions is very much linked to the issue of sustainability. The initial assessments and awareness campaigns do not need to be replicated, as they are a unique step in the development of a programme addressing the WFCL. The more technical capacity building activities at the lower level can be replicated, but will still require outside funding, until awareness at government level, as well as government resources are large enough to cover these activities. This relates mainly to activities with the police force, the labour inspectors, the statistical offices, and with the social protection and education offices. At the highest political level more unique actions will be required that cannot and should not be replicated. For activities related to withdrawal of children from the WFCL resources are not secured for replication. Without an active civil society that has access to funding this will still require some time. However, the activities themselves have proven to be extremely relevant and could easily be replicated if funding is available.

129. **The problems and needs that gave rise to the project still exist:** Low awareness at policy making level still exists, although good inroads have been made. The implementation of actions is not institutionalised and it will need significant resources to do so.

130. **Sectors of great relevance have been identified:** The mining in radioactive waste, street children in the large cities, children in the tourist service. Big issue with largest numbers is cotton and tobacco, but direct interventions much more difficult awareness first.

131. **Locations selected relevant:** While the locations for implementation are relevant, there will still be a need to expand towards agricultural areas eventually.

132. **Project strategy only loosely linked to national plans:** The relative newness of the concept of WFCL to most major stakeholders in the countries, as well as the total lack of activities aimed at implementing ILO Convention 182 (ratified by all except Uzbekistan) in most of the countries, combined with lack of capacity and knowledge to do so, makes it crucial to spend effort on raising the awareness and assisting in building local capacity before other types of interventions are developed. National development plans focus on economic growth and at the time of the evaluation the long term effects of the WFCL for the economic development are not as much recognized as the potential short term gains.

## **6.6. SPECIAL CONCERNS**

### **6.6.1. Gender**

133. **Gender issues will be more important at a later stage:** During the initial years of the intervention of ILO – IPEC and the data generation and advocacy, as well as building the capacity of partners gender issues are important. However, once the ILO – IPEC moves towards more direct implementation it will take an even more prominent role. Data generation has been done in a gender disaggregated way providing much needed gender sensitive information. When child labour in agriculture will be addressed there will be much more need for gender concerns as the role of boys and girls in agriculture is very different.

### **6.6.2. Complementarities of the Projects**

134. **PROACT – CAR and EYE to complement each other:** PROACT – CAR has in some ways paved the way for the EYE project. Project activities of both projects are complementary with the PROACT – CAR project taking the lead on advocacy and services for working in the WFCL and the EYE project investigating the linkages of education and the labour market.

### **6.6.3. Sharing Experiences**

135. **Sharing experiences among countries has been one of the driving forces of progress.** The opportunity of the stakeholders of the countries to exchange experiences and progress towards addressing the WFCL has been one of the key elements to promote progress. However several stakeholders pointed out that the training in Istanbul and sharing with countries outside of CAR has been less appreciated as the environment in the CARs is not comparable with most other parts of the world. Especially, the governments stakeholders point out that the situation is only comparable to other countries of the CIS and to some extent to Eastern Europe.

136. **Recommendation 13:** Carefully select the country groupings when training and sharing of experiences are concerned. Experiences from CIS countries and potentially Eastern European countries are most applicable for the CARs.

## 7. ANNEXES

### 7.1. COUNTRY PRIORITIES

#### 7.1.1. Kazakhstan

a) Awareness at different levels on the WFCL as self assessed during the stakeholder workshop

	National level	Oblast level	Rayon level
Administration	n. a.	n. a.	33 %
Employers' Organization	100 %	50 %	33%
Mass Media	33 %		
Ministry of Interior	n. a.		
Ministry of Justice	n. a.		
NGOs	50 %	n. a.	n. a.
Parliament	n. a.		
Police	n. a.	n. a.	n. a.
Procratura	n. a.	n. a.	n. a.
Trade Unions	100 %	33 %	8 %

Students	20 %
Children	10 %
Parents	5 %
Working Youth	5 %

b) List of Advocacy Materials available (self assessment):

1.	Legislation compilation
2.	Analysis of evening schools
3.	Analysis of working children in Almaty
4.	Hotline
5.	Definitions of WFCL
6.	Explanatory Sociological Survey
7.	Website about Child Labour

c) List of activities to address WFCL (self assessment)

1.	Hotline
2.	Contest
3.	Police Raids
4.	Shelter
5.	Phillip Morris activities (tobacco related)
6.	Community clubs

## d) Strength and Weaknesses of the projects (assessment during workshop)

<b>Strength</b>	<b>Weaknesses</b>
Information in Almaty	Not enough information in Kazak language
Exchange of Oppinion	Not enough information in regions
Key partner involvement	Not enough advertisement
National Coordination Council	Weak exchange of information
General Agreement	Lack of Social Activities
National Programmes	Not enough exchange of best practices
Partnership of Actions	Lack of exposure to international programmes
Training	
National Decent Work Agenda	
Vocational Training	
Awareness	
Responsive	
Mini and Action programmes	

e) The last session concerned the future of the programme, however, agreement was weak, and prioritization or best structure impossible:

1.	Information should be provided to everyone in parallel
2.	Curricula for school children should include WFCL
3.	Founding a Psychological and Social Committee
4.	Committee on the Rights of the Child
5.	More work directly with children
6.	Pilot testing in a small geographical region with a number of interventions
7.	Implement replicable models
8.	More money
9.	Implementation in Almaty and the South of Kazakhstan
10.	Working through a resource centre
11.	Working through the social services of Government
12.	Working with Children with Disabilities
13.	Providing additional information

### 7.1.2. The Kyrgyz Republic

a) Awareness at different levels on the WFCL as self assessed during the stakeholder workshop

	National level	Oblast level	Rayon level
Administration	n. a.	33 %	0 %
Schools	n. a.	n. a.	Only if they received training
Trade Unions	100 %	100 %	100 %

b) Legal issues have been identified as important (self assessment):

1.	List of activities that children can do is missing
2.	Most laws are in place
3.	Rules for implementation are missing
4.	Hours of work are not defined for children
5.	Probation periods to avoid regulations are a problem

c) List of activities to address WFCL (self assessment)

1.	Labour inspectorate has the right to inspect
2.	Labour inspectors need to announce visits which is problematic, only possible to inspect every five years
3.	Previously trade unions control work conditions but no more
4.	Research is available
5.	20 centres provide direct assistance in the area with varied interventions
6.	No agency has mandate in government
7.	WFCL has no organizational structure
8.	Only services for children at the moment is registration
9.	Action plan is without budget
10.	The New Generation initiative did have 20 million soum budget

d) Strength and Weaknesses of the projects (assessment during workshop)

<b>Strength</b>	<b>Weaknesses</b>
Coordination	Slow application process
Working together	Trade Union would like to be more involved
Distribution of information	Not enough information available about other countries WFCL
Ministry of Labour and Social Protection is presiding	
Strong research	
Evaluation strong	

e) The last session concerned the future of the programme was reasonably structured in the Kyrgyz Republic, areas identified were:

Legal Assessment

Definition of responsibilities of agencies

Pilot testing of service provision

Advocacy

- Hukumat
- Teachers and educational institutions
- Children
- Ministry of Labour
- Parents
- Employers
- Joint ventures

Sharing information

Working with government agencies

### 7.1.3. Tajikistan

a) Awareness at different levels on the WFCL as self assessed during the stakeholder workshop

Participants believe that the administration is not aware of the WFCL, except partially at national level.

Children only know in the centres

Some schools know

Trade Unions believe they are aware at all levels

Ministry of Education is starting to get aware

b) List of Advocacy Materials available (self assessment):

1.	Legislation compilation
	Study on markets in Dushanbe
	Situation of working children in four Rayons in Khatlon
	MICS on health status
	Study on violence towards children

c) List of activities to address WFCL (self assessment)

1.	Seven centres in Dushanbe and two in the regions providing services on literacy, vocational education, licensing, medical and psychological services, rights, and life skills
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d) Strength and Weaknesses of the projects (assessment during workshop)

<b>Strength</b>	<b>Weaknesses</b>
Help on writing of project proposals	Slow and complicated procedures for mini and action programmes
Targeted and sustainable	
Coordination with everybody	
Consultations and listening to beneficiaries	
Monitoring included in project	
Social partnership	
Advocacy	
Capacity building	

e) The future of the programme, agreement was weak, and prioritization or best structure impossible:

1.	Addressing sustainability of the interventions
2.	Pilot activities
3.	Increased involvement of the labour inspectorate
4.	Improvement of the rules and regulations of the legal system
5.	Creation of incentives for local authorities to act
6.	Coordination of promoters of the fight against WFCL
7.	Information provision to general public on a regular basis
8.	Collection of reliable data on education
9.	(in the distant future) creation of a curriculum to include human rights in school education
10.	More physical, psychological and health related research
11.	Advocacy (legal literacy) for public servants
12.	Review and assessment of the legal system regarding WFCL, especially on the rules and regulations
13.	Advocacy for high level government officials and government in general
14.	Public legal awareness

f) Proposals on concrete actions

1.	Strengthening the national partnership especially the labour inspectorate
2.	Public awareness of the law enforcement structure
3.	Creation of a database of WFCL related studies
4.	Publication of detected offences against the labour law
5.	Research on how to best reach the general public
6.	Distribution of existing research and materials

### 7.1.4. Uzbekistan

a) Awareness at different levels on the WFCL could not be established in detail. Participants of the workshop believe that at the national level 50 % know about WFCL, with limited knowledge at oblast level and no knowledge at rayon level. However, at the same time the participants believe no one is currently really taking action.

b) Interventions of which the workshop participants were aware (self assessment):

1.	Assistance to street children in several centres
2.	Assistance to children with disabilities
3.	Work training for working children
4.	Occupational Safety and Health Centre work with Families and Children
5.	Labour inspection of the Trade Unions
6.	Mahalla Labour Inspection

c) Important activities that influence the EYE project:

The national system of education will change through a national programme covering eventually all children with compulsory secondary education.

d) Strength and Weaknesses of the projects (assessment during workshop)

<b>Strength</b>	<b>Weaknesses</b>
Advocacy and Awareness	Sustainability; only two times training but no capacity
Consultative group allows exchange with government	No stability for implementation no information how to get more funding
Information provision	No other funding available
Partnership	No institutional projects, the projects all died away
	More involvement of mass media necessary
	More work on legislation needed
	Process is too slow

e) The last session concerned the future of the programme, however, agreement and prioritization were weak:

1.	More money is needed
2.	Advocacy needs to continue and reach the highest level Cabinet of Ministers
3.	Advocacy needs to reach the local level
4.	Lessons from demo projects need to be implemented
5.	Problems are identified but need to be addressed
6.	Focus needs to be the level of decision makers
7.	Practical issues need to balance with theory

## **7.2. ToR**

### **7.3. EVALUATION INSTRUMENT**

#### **Background**

The mid-term evaluation of the Capacity Building Project: Regional Programme on the Worst Forms of Child Labour (PROACT) project was originally scheduled to take place in June 2006. Based on the process of implementation of the action programmes at that time it was decided, in consultation with key stakeholders, that the evaluation would be postponed to November 2006. The Combating the Worst Forms of Child Labour in Central Asia through Education and Youth Employment (EYE) project mid-term evaluation was scheduled to take place in November 2006. Following the postponement of the PROACT project mid-term evaluation ILO IPEC Geneva decided that the two projects work in tandem and complement each other the evaluations of the PROACT and EYE projects be conducted together. Therefore, this evaluation covers two projects namely PROACT and EYE projects. As the two projects are planned to complement each other in the countries of Central Asia, and have a joint project management structure for the purpose of this evaluation they are treated as one programme addressing the issue of child labour in four countries of Central Asia.

#### **Scope and Objective**

The mid-term evaluation serves as a learning tool for the project management. The main purpose of the mid-term evaluation is (a) to review the ongoing progress and performance of the project (extent to which immediate objectives have been achieved and outputs delivered) and its pilot activities, (b) to examine the likelihood of the project achieving its objectives and (c) to examine the delivery of the project inputs/activities and (d) to investigate the nature and magnitude of constraints and success factors.

The scope of the present evaluation includes all project activities of the two projects to date including Action- and Mini-Programmes. It examines the time from start up to the present time. The evaluation will examine the relevance, strengths and weaknesses of different model interventions used during the first phase of the project, and assess their potential for replication.

All stages of the project will be evaluated starting from the design and planning of the project, followed by the achievements of the project in terms of implementation and effectiveness, the relevance of the projects, the sustainability at local, national and regional level, and including any special concerns as they surface.

#### **Approach**

The evaluation investigates the standard ILO evaluation concerns of relevance, effectiveness, efficiency and sustainability. Special emphasis will be given to gender concerns during project implementation, investigating how these have been mainstreamed into the project implementation. The evaluation will take into consideration that the two projects are the first real intervention in the area of Child Labour in the Central Asian countries.

#### **Organization of the Evaluation**

The evaluation will be carried out using a desk review of appropriate material, including the project documents, progress reports, previous evaluation reports, outputs of the project and action programmes, results of any internal planning

processes in the countries and relevant materials from secondary sources. Before the field work starts the desk review of materials is complemented by interviews with IPEC DED, Geneva, representatives from the United States Department of Labour, and representatives of the ILO/IPEC headquarters in Geneva.

The main information gathering will be done during field visits to the project countries for consultations with project staff and project partners and other key stakeholders. Structured interviews will be held with project staff and project partners as well as with the stakeholders. The outline questions for the different groups of people are as follows:

## **a) Guiding Questions for Project Staff**

### **I. Project Approach**

1. The project history and project elements i.e. project strategy, project objectives, project components, project results, project activities, time frame.
2. How the project beneficiaries / partner organizations were selected.
3. What specific activities were undertaken and how did they link to meeting the project/programme goals and objectives.
4. What were the major achievements of the project and what resources did they require.
5. Project flexibility and changes in approach.
6. The structure and impact of the advocacy and direct action.
7. How did the project cooperate with other projects addressing similar issues?

### **II. How did we do? – Project organization**

1. The organizational set up of the project at central and national level.
2. How was information collection and reporting handled in the project?
3. How did the external partners participate in the project, what was the impact on partners?

### **III. Lessons learned - what worked and what didn't work?**

1. What strategies/project activities worked well for involving the beneficiaries in the project and having best results? Why?
2. Were there any external factors beyond ILO's control that may have influenced the achievement of the project results (including the opportunities and threats affecting the achievement of the results)?
3. Which gaps do still exist?

### **IV. After the project? – Sustainability**

1. In what way could the established structures function after the end of the project? Is there a commitment from any office to continue support of the established structures?
2. Will the outputs from the activities of the project be sustained?

## **b) Guiding Questions for Partners**

### **I. Project approach**

1. How long have you been involved with Child Labour issues?
2. How important is the mix of advocacy and direct action to you?
3. Should there be more advocacy or more direct action?

### **II. The Role of Child Labour in your Organization**

1. What is the main focus of your organization?
2. What priority does Child Labour have in the activities of your organization?

### **III. How did the project do? – Project organization**

1. Please describe how do you see the current/past project organization.
2. What do you see needs change in terms of better organization which will contribute to decision making process, if any?

### **IV. Lessons learned - what worked and what didn't work?**

1. What strategies/project activities worked well and contributed to decentralization process and having best results? Why?
2. Were there any factors beyond ILO's control that may have influenced the achievement of the project results that you are aware of – maybe regionalization or any other not enacted laws or regulations?
3. Which gaps do still exist at the national and local level?
4. What are the strengths and weaknesses of the project?

### **V. After the project? – Sustainability**

1. Is the issue of Child Labour well understood in your organization, and to what level of local organization is this the case?
2. Do you see any chance that continued funding will be available for the pilot test issues?

In country the information gathered will be verified during a half day workshop for each of the countries. Its main purpose is to gather and share information. This will be the main opportunity for the participants to present their progress, impressions, and their roles to the evaluator, and make suggestions on how the IPEC should develop from this point in time.

The evaluator will moderate the workshop and will establish how far the project has come, how much the present partners know about the issue of child labour, and where the partners see the project heading. The results of each workshop will be summarized for the evaluation report. Below the tentative outline for the Workshops in Central Asia:

<b>Time</b>	<b>Activity</b>
<b>15 Minutes</b>	Introduction to the workshop by the IPEC project manager
<b>15 Minutes</b>	Introduction of the purpose of the evaluation by the evaluator
<b>90 Minutes</b>	Presentations of the stakeholders: Their roles in the project, their

	impressions of the project, and the status of the project. (time to be given to stakeholders according to number of stakeholders and available time, preference is for communicative style of presentation, and not PowerPoint).
<b>15 Minutes</b>	Tea Break
<b>45 Minutes</b>	Group discussion on achievements of the project
<b>45 Minutes</b>	Strength and Weaknesses (Opportunities and Threats) of the project
<b>5 Minutes</b>	Break
<b>45 Minutes</b>	Group discussion where should the project go from the current point? Have the circumstances changed? What needs to be adapted?
<b>10 Minutes</b>	Wrap up

After all the materials are collected the evaluator will prepare the draft report to be sent to ILO IPEC DED for comments, and after receiving the comments the evaluator will produce the final report.

## **7.5. DOCUMENTS REVIEWED**

- 2006, *The Department of Labor's 2005 Findings on the Worst Forms of Child Labor*, Bureau of International Labor Affairs, U.S. Department of Labor, Washington
- 2006, *Technical Progress Report September 2006 PROACT*, ILO IPEC, Geneva
- 2006, *Technical Progress Report September 2006 PROACT - CAR*, ILO IPEC, Geneva
- 2006, *Technical Progress Report March 2006 PROACT*, ILO IPEC, Geneva
- 2006, *Technical Progress Report March 2006 EYE*, ILO IPEC, Geneva
- 2006, *Technical Note on Sub Regional Workshop on Labour Inspection Policies on Child Labour*, ILO IPEC, Istanbul
- 2006, *Minutes of the ILO IPEC partner meeting on December 2006*, ILO IPEC, Almaty
- 2005, *Technical Progress Report September 2005 PROACT*, ILO IPEC, Geneva
- 2005, *Technical Progress Report March 2005 PROACT*, ILO IPEC, Geneva
- 2005, *Rapid Assessment of Informal Employment of Children in Urban and Rural Areas of Uzbekistan*, UNICEF and ILO, Tashkent
- 2005, *Rapid Assessment of Child Labor in Urban Areas of Tajikistan (Dushanbe and Kurgan-Tube)*, ILO IPEC SHARQ Research Center, Dushanbe
- 2005, *Combating the Worst Forms of Child Labour in Central Asia through Education and Youth Employment (EYE): An Innovative Regional Programme – Project Document*, ILO IPEC, Geneva
- 2004, *DED Note 8 – ILO IPEC Principles and Processes for Project Evaluations*, ILO IPEC, Geneva
- 2004, *Car Capacity Building Project: Regional Programme on the Worst Forms of Child Labour*, Project Document, ILO and US Department of Labour, Geneva and Washington
- 2003, *DED Note 2 – Project Monitoring Plans*, ILO IPEC, Geneva
- 2003, *DED Guidelines 2 – Design and Preparation of Project Documents*, ILO IPEC, Geneva
- 2002, *DED Note 6 – Impact Assessment in IPEC – An Initial Outline*, ILO IPEC, Geneva
- 2002, *DED Note 5 – Process of Managing Evaluations in IPEC*, ILO IPEC, Geneva
- 2002, *DED Note 4 – Project Cycle in IPEC*, ILO IPEC, Geneva
- 2002, *DED Note 3 – Types and Levels of Evaluation in IPEC*, ILO IPEC, Geneva
- 2002, *DED Guidelines 5 – Strategic Programme Impact Framework*, ILO IPEC, Geneva
- 2001, *DED Guidelines 3 – Good Practices – Identification, Review Structuring, Dissemination and Application*, ILO IPEC, Geneva
- 2001, *DED Guidelines 1 – Identifying and Using Indicators of Achievement*, ILO IPEC, Geneva
- 2001, *List of hazardous occupations for children*, Ministry of Labour Uzbekistan, Tashkent

**7.6. FIELD SCHEDULE OF THE MISSION**

February 5	<p>Briefing with ILO project staff, Almaty</p> <p>Meeting with National Employers' Confederation, Almaty</p> <p>Meeting with project partners:  City Department of employment and social programmes,  NGO Center for psychosocial rehab of children and women  'Rodnik'  Almalinskiy rayon employment department,  Bostandyk rayon employment department,  Zhetysuskiy rayon employment department,  Medeu rayon employment department,  Turksib rayon employment department,  Auezov rayon employment department</p> <p>Meeting with project partners:  City Department of policemen working with minors,  NGO Childhood without borders  NGO Center for psychosocial rehab of children and women  'Rodnik'  City Department of internal affairs,  Almalinskiy rayon department of internal affairs,  Auezov rayon department of internal affairs  Bostandyk rayon department of internal affairs  Zhetysuskiy rayon department of internal affairs,  Center for temporary isolation, adaptation and rehabilitation of  children (TSVIARN)</p>
February 6	<p>Meeting with Almaty TU of agro industrial workers, Almaty</p> <p>Meeting with TU Federation of RK, Almaty</p> <p>Meeting with Kazakh National University,  'New generation" newspaper  UWIL, Almaty</p> <p>Meeting with Union of women of intellectual labour,  UWIL, Almaty NGO Confederation (AKNO),  Public Foundation 'ErAzamat',</p> <p>Stakeholder workshop:  Center "Rodnik", Union of women of intellectual labour,  Childhood without borders, Union of Crisis Centers of  Kazakhstan, NGO "Akkord", Almaty Union of trade unions  Sana Sezim, Union of entrepreneurs and employers of Almaty  Confederation of Employers, Asia-American Partnership,  Center of Alternative education "Dostizheniya molodykh",  Women legal center Department of Employment and social  protection, League of women of creative initiative,</p>

	<p>Department of internal affairs, Subdivision for policemen working with minors, Federation of Trade Union of RK, Crisis Center "Zabota", Trade unions of APK of Almaty, MoLSP, Ministry of internal affairs, Department of policemen working with minors,</p>
February 7	<p>Meeting with NGOs: National Union of crisis centers, Women support center in Petropavlovsk, NGO Center for psychosocial rehab of children and women 'Rodnik' , Center for development and adaptation "Fenix" in Ust Kamenogorsk, NGO Legal initiative, Almaty NGO Women's legal center, Almaty</p> <p>Departure to Tashkent</p> <p>Meeting with ILO project staff</p> <p>Site visit: Creativity Centre for Children with disabilities "SANVIKT", Tashkent</p> <p>Site visit: "Mehr Tayanchi" Children's Centre (street-children's drop-in Centre), Tashkent</p>
February 8	<p>Meeting with "Tahlil" Social Research Centre, Tashkent</p> <p>Meeting with Federation of Trade Unions of Uzbekistan, Tashkent</p> <p>Meeting with Agro-industrial Tus, Tashkent</p> <p>Meeting with Uzbekistan Children's Fund, Children's Parliament, Children and Media, Tashkent</p> <p>Meeting with Republican Centre for Social Adaptation of children, Tashkent</p> <p>Meeting with Occupational Safety and Health Centre, Ministry of Labour and Social Protection, Tashkent</p> <p>Meeting with Legal Problems Research Centre, Tashkent</p>
February 9	<p>Meeting with Chamber of Commerce and Industry, Tashkent</p> <p>Meeting with Centre for Secondary Specialized Professional Education (VET), Tashkent</p> <p>Meeting with Ministry of Higher and Secondary Specialized Education (HSSE, Tashkent</p> <p>Meeting with VET Center, Minister of Higher Education, Tashkent</p> <p>Evaluation workshop</p>

	Information and Analysis Department on Education, Healthcare and Social Protection, Cabinet of Ministers, Tashkent
February 10	Departure to Bishkek
February 12	<p>Meeting with ILO project staff, Bishkek</p> <p>Departure to Orlovka village</p> <p>Meetings with project beneficiaries and partners: medical facility in Orlovka , village administration , NGO «“Union of good forces» «Keminski Ecological Public Fund» Employees of medical facility, Orlovka</p> <p>Meetings with the MLSP, Bishkek</p> <p>Meeting with Confederation of the Employers, Bishkek,</p> <p>Meeting with the National Council of KR President’s Administration on the issues of women, families and gender development, Bishkek</p> <p>Meeting with Federation of Trade Unions, Bishkek</p>
February 13	<p>Departure to Cholpon-Ata</p> <p>Meetings with project beneficiaries and partners Directors and teachers of Cholpon-ata and Sary-oy schools, Cholpon-Ata city administration, Cholpon-ata, Issyk Kul region</p>
February 14	<p>Stakeholder workshop, Bishkek</p> <p>Positive Help NGO</p> <p>Adults Education Centre</p> <p>VET Director’s Association</p> <p>Education Initiatives Foundation</p> <p>Youth Labour Exchange</p> <p>Employer’s Confederation of KR</p> <p>State Labour Inspection</p> <p>Intercultural Education NGO</p> <p>Ministry of Education, Department of school and pre-school education</p> <p>Secretariat on women, family and gender development at the President’s Administration</p> <p>Rehabilitation Centre of the Bishkek</p> <p>Municipality</p> <p>Ministry of Labour and Social Protection</p> <p>Trade Unions Federation</p> <p>State Labour Inspection</p> <p>ILO-IPEC National Project Coordinator</p>

	Departure to Dushanbe
February 15	<p>Briefing with ILO Project Team, Dushanbe</p> <p>Meeting with National Association of Small and Medium Business, Dushanbe</p> <p>Meeting with Ministry of Labour and Social Protection, Dushanbe</p> <p>Meeting with Trade Union Federation, Dushanbe,</p> <p>Meeting with NGO RCVC, Dushanbe</p> <p>Meeting with Association of Employers, Dushanbe</p> <p>Meeting with Employers' Association, Dushanbe</p> <p>Meeting with NGO Nasli Navras, Dushanbe</p> <p>Meeting with NGO Aurora, Dushanbe</p> <p>Meetings with IAs (for EYE and WFCL Projects), Dushanbe</p>
February 16	<p>Stakeholder workshop with IAs (for EYE and WFCL projects), Dushanbe</p> <p>Meeting with Strategic Research Center under the President of the RT, Dushanbe</p> <p>Meeting with NGO Samo, Dushanbe</p> <p>Meeting with NGO Youth House, Dushanbe</p> <p>Meeting with VET Department, MOE, Dushanbe</p> <p>Departure</p>