



International Labour Organization

**IPEC**

International Programme on the Elimination of Child Labour

## ***IPEC Evaluation***

Regional Programme on Prevention  
Withdrawal and Rehabilitation of Children  
Engaged in Hazardous Work in Commercial  
Agriculture  
P 34000100050  
RAF/00/P51/USA

**An independent final evaluation by a team of external  
consultants**

Zambia, Kenya, Uganda, Tanzania

**April 2005**

### **NOTE ON THE EVALUATION PROCESS AND REPORT**

This independent evaluation was managed by ILO-IPEC's Design, Evaluation and Documentation Section (DED) following a consultative and participatory approach. DED has ensured that all major stakeholders were consulted and informed throughout the evaluation and that its independence was not compromised during the process.

The evaluation was carried out a team of external consultants<sup>1</sup>. The field mission took place in April 2005. The opinions and recommendations included in this report are those of the authors and do not compromise the ILO or any other organization involved in the project.

### **USDOL FUNDED PROJECT**

*Funding for this project evaluation was provided by the United States Department of Labor. This report does not necessarily reflect the views or policies of the United States Department of labor nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.*

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## LIST OF ABBREVIATIONS

ANPPCAN	African Network for Prevention and Protections Against Child Abuse and Neglect
AP	Action Programme
ATE	Association of Tanzania Employers
CARD	Churches Action in Relief and Development
CBO	Community Based Organisations
CCLC	Community Child Labour Committee
CCLPC	Community Child Labour and Prevention Committee
CINDI	Children in Distress
CCLC	Community Child Labour Unit
CLU	Child Labour Committee
COTU	Congress of Trade Unions
CPC	Country Programme Co-ordinator
CTA	Chief Technical Advisor
CWSK	Child Welfare Society of Kenya
DCLC	District Child Labour Committee
DDCC	District Development Co-ordination Committee
DLO	District Labour Officer
FAA	Financial Administrative Assistant
FKE	Federation of Kenya Employers
FUE	Federation of Uganda Employers
IA	Implementing Agency
IEC	Information Educational and Communication materials
ILO	International Labour Organisation
IGA	Income Generation Activity
IPEC	International Programme on Elimination of Child Labour
IRDI	Integrated Rural Development Initiative
KEC-CS	Kenya Catholic Secretariat
KPAWU	Kenya Plantation and Agricultural Workers Union
KUSPW	Kenya Union of Sugar Plantation Workers
MCTU	Malawi Congress of Trade Unions
MEDI	Malawi Entrepreneurship Development Institute
MoE	Ministry of Education (in general terms)
MoF	Ministry of Finance (in general terms)
MoGLSD	Ministry of Gender, Labour and Social Development
MoH	Ministry of Health (in general terms)
MoL	Ministry of Labour (in general terms)
MoLHRD	Ministry of Labour and Human Resource development
MoLYS	Ministry of Labour, Youth and Sports
MoLSS	Ministry of Labour and Social Services
MoLVT	Ministry of Labour and Vocational Training
NSC	National Steering Committee
NUPAWU	National Union of Plantation and Agricultural Workers of Uganda
PAF	People Action Forum
PLA	Platform for Labour Action
RUDECT	Rural development and Environment Conservation Trust
SWAAT	Society for Women Fighting Aids in Tanzania
TPAWU	Tanzania Plantation and Agricultural Workers' Union
UNICEF	United Nations Children's Fund
USEP	Uganda Association of Social Economic Progress
USDoL	United States Department of Labour
WFCL	Worst Forms of Child Labour
ZCTU	Zambia Congress of Trade Union
ZFE	Zambia Federation of Employers

## EXECUTIVE SUMMARY

1. The International Labour Organization's (ILO), International Programme on the Elimination of Child Labor (IPEC) has been implementing a child labour programme in Commercial Agriculture in Kenya, Uganda, Tanzania, Zambia and Malawi beginning early year 2002. The programme is part of the ILO/IPEC's effort to combat the worst forms of child labour (WFCL). The programme comes to an end on May 31<sup>st</sup>, 2005. Subsequently a consultancy assignment was commissioned to carry out the evaluation in the period January 24<sup>th</sup> to May 31<sup>st</sup>,2005.
2. The COMAGRI programme had three basic components: i) a start-up (preparatory phase); ii) capacity building for stakeholders; and iii) direct actions targeting child labourers and their families.
3. The evaluation was, in principle, guided by the overall evaluation concerns for technical cooperation as defined in the Guidelines for the Preparation of Independent Evaluations of ILO programmes and programmes (section 1.2, November 1997). It addressed such aspects as design and relevance of the programme, implementation, performance, achievements and sustainability.
4. The programme management mechanisms were in place and provided the appropriate technical support to the IAs. This showed in the work of project support to the conceptualisation of Action Programmes (APs), their approval and subsequent disbursement of funds.
5. The evaluation was able to confirm that the programme is operational at national level and activities have been undertaken in accordance with the (APs), although the not always according to schedule.
6. The planned baseline surveys were completed; 39 Action Programmes (AP) were developed and implemented; the implementing agencies (IAs) were trained; 14,637 children were withdrawn and 16,730 other children were prevented.
7. A majority of the children respectively withdrawn and prevented are either in school (community or government), or have been given skills and/or grants to embark on viable income generation activities or sustainable livelihood alternatives. These initiatives took long to establish and will have difficulties in becoming sustainable when having no future back-up.
8. All stakeholders have been strengthened as regards knowledge and establishment of structures and networks towards the elimination of child labour.
  - IAs have incorporated child labour issues in the action plans and community based structures, in the form of child labour.
  - Community Child Labour Committees (CCLCs) have been formed and functional in terms of identifying the targeted children for withdrawal, rehabilitation, and prevention. This includes parents/guardians and youths to participate in and benefit from economically viable livelihood alternatives. Monitoring and follow-ups are also conducted by the CCLCs.
  - Linkages with other organisations dealing with children and child labour issues have been established or strengthened though not yet fully functional.
9. Sensitisation meetings or workshops and media campaigns have been conducted targeting community leaders and members and various stakeholders using drama, discussions and brochures, and other Information Educational and Communication (IEC) materials.
10. Amendments to labour laws have been made through the involvement of the relevant IAs, especially the inclusion of commercial agriculture child labour issues. Some employers'/workers' organisations and government were already addressing the issue.

11. The mid-term evaluation recommended that “ *there is an overriding need for focusing on the health aspects of the withdrawn children in view of the absence of capacity by the ministry of health to provide the requisite services*”. It is evident from the evaluation that there was no structured intervention or effort by IAs, neither a push of IA from COMAGRI to ensure provision of health services to children withdrawn from work and those at risk of working prematurely.
12. The mid-term evaluation recommended that “ *a phase-out strategy be developed and shared with all relevant persons and institutions*”. There is however, no evidence of this recommendation being addressed directly and there was therefore no adequate phase-out strategy. This was partly due to the short programme period leaving activities with a very short time of implementation and therefore difficulties in a longer, stabilising phase-out period.
13. The programme has depicted some of its strategic characteristics especially focus on the prevention of child labour; targeted actions to combat child labour; a strong involvement of stakeholders and some level of feedback and exchange of experience. However, action oriented research and impact monitoring were not strongly exhibited.
14. Programme efficiency was enhanced through strong and constant backstopping from ILO Headquarter and national COMAGRI offices in conjunction with capacity building of the IAs in core management issues. Efficiency has, however, been compromised by: initial start-up delays and subsequent delays in disbursement of financial resources to IAs; lag in the approval process; capacity differentials across IAs. Implementation effectiveness was enhanced through: working with IAs that had experience with the target communities; working through community based structures; sharing resources with other ILO programmes and active counterpart contributions.
15. There is indication of some measures for the programme to sustain ongoing initiatives at national level without ILO funding as evidenced at different levels: National and community based structures established, strengthened and motivated; legislation on child labour is in place; relevant personnel being employed and child labour issues on national budget allocation. This is a good and necessary beginning, but its sufficiency to sustain the programme impact remains to be demonstrated. The workers’ and employer’ organisations have made definite steps in establishing sustainable measures against child labour. CCLCS and DCLCs are functional and will continue to operate irrespective of funding.
16. The mid-term evaluation observed that areas of research, information dissemination, gender analysis and policy advocacy were not being addressed, although the programme endeavoured to venture in these areas. It is indicative from the evaluation that these areas needed more emphasis and attention.
17. Some results and practices show worth replicating. This includes: selection of IAs which are multiple service providers on the ground for resources leveraging; though the IGAs are not yet sustainable, the idea of IGAs is no doubt worth replicating given the necessary time; use of community based structures (including involvement of traditional leadership) for programme implementation; mobilisation of additional resources; connecting IGA with credit programmes.
18. The focus on combating child labour and its activities did not comprehensively address poverty related issues and HIV/AIDS, which are the push factors.
19. The evaluation reveals that there was no adequate impact monitoring system in place, though the objectives concern viable alternatives.
20. The child labour monitoring system has not yet found a manageable shape.

It is recommended that:

- The programme management procedures be simplified.

- Technical and financial approval together with disbursement of funds is decentralised either to offices of local directors or to CTA office. To comply with existing procedures the Area Director Offices could be regarded as an extension with limitations to the ILO Headquarter.
- The programme design coheres with the programme strategy in terms of adequate timeframe, funds allocated and choice of core activities.
- Continued improvement of guidelines for basic functions e.g. for selection of partners, systems for screening programme proposals and simple systems for monitoring being easily applicable for IAs, too.
- The financial reporting system be simplified to make it manageable for the partners.
- Poverty comes to play the focal role in eliminating child labour eventually through involvement of powerful partners that have strong experience in the field.
- Basic materials on child labour issues be developed for advocacy and training at community level.

## 1. INTRODUCTION

The aim of ILO/IPEC is a progressive elimination of child labour, especially the worst forms. The political will and commitment of individual governments to address child labour, in cooperation with employers' organisations, trade unions, non-governmental organisations and other relevant parties in society, is the basis of ILO/IPEC action. ILO/IPEC strategy includes raising awareness on the negative consequences of child labour, promoting social mobilisation against it, strengthening national capacity to deal with this issue and support implementation of direct action programmes (APs) to prevent children from child labour and remove child labourers from hazardous work and provide them with appropriate alternatives.

International Program on the Elimination of Child Labour (IPEC) under the International Labour Organization (ILO) started implementing a National Programme on the elimination of child Labour in the target countries in November 2000. The implied governments through the Ministry of Labour signed a Memorandum of Understanding (MoU) with ILO. The programme implementation was delayed and was launched from mid 2002 to early 2003 depending on the country.

The programme mainly sought to create awareness on the negative aspects of employing children in the context of international and national instruments spelling out the case against child labour. The programme has been implemented in five countries: Kenya, Uganda, Tanzania, Zambia and Malawi. The programme has been working on the basis of partnerships with government, trade unions, employers associations, NGOs and communities.

The achievements in each country vary. The focal areas have been quite alike, so are the selection of IAs with Malawi as exemption having made successful use of the media, especially a certain radio channel. Despite the delay in launching of PAs all countries have exceeded the planned achievements as regards withdrawal and prevention.

According to the ILO regular procedures and as agreed with the donor, the programme is due for a mandatory independent final evaluation before its end. Since the evaluation concerned a sub-regional programme ILO/IPEC contracted one international consultant to gain a general overview to facilitate the compilation of the evaluation report, while five Local Consultants did the data collection and country reporting in their respective five countries. The work concluded at a regional workshop in Nyeri, Kenya in March 2005.

The evaluation findings and recommendations are the subject of this report.

## 2. BACKGROUND

In sub-Saharan African Countries, child labour occurs in plantations, on commercial farms, household farms and to some extent in processing factories located on or near the farms. Conditions of these child labourers are characterised by low wages – if any, as some children are paid with a non-nutritious meal a day, long working hours, seasonal unemployment, and minimum housing and sanitation standards.

A survey carried out in Tanzania showed that 70% of children were both working and attending school. Talking to IAs, CCLCs and pupils in the other countries this percentage showed to be generally representative. It should be noticed that children who (i) are tired when reaching school, (ii) are malnourished, (iii) have no proper place to sleep and (iv) have no kerosene for preparation of home work stand a little chance for benefiting from education. If having difficulties in benefiting from education, and so developing a low self-esteem, when being a laughing-stock in school. It is convenient then to drop-out and maybe return to labour, where the child can act as provider and feel successful.

It is obvious that hazardous forms of child labour has remained the long-standing agenda of ILO, with child labour under worst forms amounting to 180 million in developing countries and an immense need in the very same countries to develop a feasible macro-economy, presupposing an educated population. Through IPEC, ILO continues to provide technical assistance to governments, to workers' and employers' organisations and non-governmental organisations to help the various stakeholders initiate and implement programmes that deal with the problem of child labour. The COMAGRI focus has been on commercial agriculture, including family and household farms, which are known to harbour most child labour.

In the five programme countries the MoLs estimate a total prevalence of child labour in the target area to be around 16 million children in total.

At global level 70,4% relates to agriculture, hunting, forestry and fishing with 68,9% boys and 75,3% girls working in this sector. These figures proved to be quite representative in the five programme countries as well.

### 2.1. CHILD LABOUR POLICY

ILO works for universal ratification of Convention No. 182, for broader ratification of Convention No. 138, and for full implementation of all child labour instruments, in collaboration with other relevant ILO units.

To achieve this goal ILO has prioritised the following areas within research and policy<sup>2</sup>:

- To continue to strengthen national capacity to undertake research on child labour, using a variety of techniques that allow analysis and understanding of both qualitative and quantitative dimensions.
- To develop and apply new gender-sensitive tools, and participatory ways of using them, especially for hidden groups of children working in the worst forms of child labour, including illicit activities.
- To undertake analysis and share findings on hazardous work and its effect on children of different ages, sex, socio-economic and health status.
- To reinforce policy research and development in emerging areas of concern, particularly those relating to impact of HIV/AIDS and of other development shock of child labour.
- To strengthen "how to" knowledge in the monitoring of former, current and potential child labourers in workplaces and communities, including new multi-stakeholder approaches to monitoring in the informal economy and of the worst forms of child labour.

Most of these intentions are covered in the strategy of COMAGRI.

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<sup>2</sup> ILO: A future without child labour, Report I, 2002.

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### **3. PROGRAMME ORGANISATION**

#### **3.1. INTRODUCTION**

The COMAGRI programme was originally launched in November 2000, but the AP implementation was delayed until mid-year 2002, in some countries even further, mainly because of the resignation of the first CTA, which necessitated a new recruitment. To remedy resulting delays the implementation the programme was given a one-year no-cost extension, and recently another no-cost extension making the programme expire at 31<sup>st</sup> of May, 2005.

The total budget of the programme was US\$ 4,4743,658. The programme was funded by USDOL.

#### **3.1.2 PROGRAMME OBJECTIVES AND COMPONENTS**

With an original focus on commercial agriculture the objective of the programme was:

*To contribute to the elimination of worst forms of child labour in commercial agriculture in Africa*

Three Immediate Objectives represented the planned achievements:

1. *By the end of the programme, the capacity of governmental, non-governmental, community, employers' and workers' organisations will be strengthened, to identify and eliminate hazardous child labour in plantations;*
2. *By the end of the programme 5,000 children working under hazardous conditions in selected plantations in five countries will be withdrawn and rehabilitated and their families provided with viable alternatives to exploitative child labour;*
3. *A further 10,000 at-risk children prevented from prematurely entering the labour market.*

The planned number of withdrawn and prevented children was 7,500 and 15,000 respectively. The numbers were later reduced to encompass children working in household farms, which is more difficult to determine and influence.

The full LFA showing expected outputs and activities is found in Annex 4.

The components of the programme included:

- A start-up phase establishing the necessary logistics; carrying out baseline surveys, revision of country strategies; preparation of work plans and selection of IAs.
- Capacity building of relevant governmental partners, employers' and workers' organisations and of NGOs to help them identify child labour on household and commercial farms; initiation and follow-up on legislation and policies addressing child labour.
- Interaction with children, parents and communities through IAs with the purpose to (i) remove children for hazardous labour and provide them with relevant education, (ii) to improve the living conditions of the families through IGAs and (iii) to prevent child labour.

#### **3.2 PROGRAMME MANAGEMENT**

The programme components required involvement of a wide scope of partners ranging from Ministries of Labour in all countries to village committees in the target areas.

To select, capacity build and supervise partners the programme employed a Country Programme Coordinator (CPC) in each of the five countries and a Chief technical Adviser (CTA), which was based in Kenya together with the sub-regional Finance and Administrative Assistant (FAA). The sub-regional FAA did also serve as Kenya FAA.

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COMAGRI worked through implementing agencies (IA) having each their well-defined area of work covering legislation, awareness, establishment of structures, withdrawal of children and IGAs. Health issues were not directly targeted by any of the IAs.

To have funds disbursed the IAs report four-monthly, previously quarterly. They submit progress and financial reporting that are approved by the country office, thereafter by the sub-regional COMAGRI office in Nairobi.

The progress reporting is a narrative reporting of activities carried out in the past four months, while the financial reporting shows the details of the costs of the activities accounted for in the narrative progress report. The country office recommends disbursement of funds based on documentation of expenses from the latest four months and the progress report.

At the overall level IPEC Headquarter designed the project proposal and had it funded by USDOL. The area of work covered assessment of the approved projects to ensure that all necessary documentation and permits were produced and attached to the project proposals etc. Facing inconsistency in CTA staff the IPEC Headquarter came to interact directly with the programmes to ensure a continued and satisfactory implementation of the programmes and their projects. This included backstopping when National Offices had problems, site visits etc.

In addition IPEC Headquarter submitted detailed Technical Progress Reports to USDOL in March and September and shorter updates as Status reports in June and December.

### **3.3. PARTNERS AND THEIR ROLE IN PROGRAMME IMPLEMENTATION**

Each of the programme countries had to work with partners, or implementing agencies (IAs) at all levels, which included:

a) Governmental structures:

- Ministry of Labour
  - NSC
  - Relevant departments
  - Child Labour Units (CLU)
- Target districts
  - Relevant district officers
  - DDCCs
  - DCLCs
- Target communities
  - Village Leaders (Tanzania)
  - Chiefs (Uganda, Kenya, Zambia, Malawi)
  - Head Men (Zambia)

b) Employers' and workers' associations:

- Employers' Associations covering:
  - Tea
  - Coffee
  - Sugar
  - Tobacco
- Trade unions covering
  - Tea
  - Coffee
  - Sugar
  - Tobacco

c) NGOs, faith based organisations, media and other bodies already addressing community development in the target areas.

All partners had to contribute with 10% of programme expenses, which was in general contributed in kind.

The roles of the partners have in outline been divided as follows:

PARTNER	ROLE
a) Governmental bodies	<ul style="list-style-type: none"> <li>○ Legislation</li> <li>○ Employ and train relevant staff</li> <li>○ Ensure that governmental structures are capacitated and in place to eliminate child labour</li> <li>○ Inspection of work places</li> </ul>
b) Employers' and workers' associations:	<ul style="list-style-type: none"> <li>○ Strengthen capacity of members to identify child labour</li> <li>○ Production of necessary information materials</li> <li>○ Awareness creation of definition and effect of child labour</li> <li>○ Monitor workplaces to assess the stop of child labour</li> </ul>
c) NGOs, faith based organisations, media etc.:	<ul style="list-style-type: none"> <li>○ Awareness creation of the effect of child labour, of legislation etc</li> <li>○ Establishment (where not already in place) and training of Community Child Labour Committees (CCLCs) in distinguishing between child work and child labour, in sensitisation and in monitoring of child status as regards withdrawn and prevented children</li> <li>○ Withdrawal and prevention of children</li> <li>○ Establishment of IGA including skilled training and grants</li> </ul>

However, the division of roles is not entirely sharp as a trade union has withdrawn children, an employers' association/employer has established pre-schooling facilities in a coffee plantation to prevent child labour etc.

A detailed description of the activities of each of the IA in the five target countries is found in Annex 5.

## **4.EVALUATION METHODOLOGY**

### **4.1EVALUATION IMPLEMENTATION STRATEGY**

COMAGRI has been operational for four years with a long start-up phase leaving around 24-18 out of the planned 36 months for implementation of the planned activities.

According to ILO and donor procedures the programme is due for an independent final evaluation before expiry. This final evaluation should serve three basic purposes:

- a) accountability to the main stakeholders, including government agencies and social partners in the targeted countries, partner organisations and the donor, on what has been done and achieved. It is expected to provide credible and reliable information on the programme's impact and sustainability;
- b) learning from the experience to analyse the reasons for success and failure and to provide appropriate feedback as regards should also document lessons learned, models of intervention and good practices;  
The results will also be used by partners implementing child labour activities in the region, including USDOL, governmental agencies, trade unions, employers' associations, NGOs, community-based groups and international organisations;
- c) provide input for IPEC programming of resources related to child labour in agriculture, currently under preparation.

To suit the above purpose, it is expected that the evaluation:

- a) assess the overall performance of the programme with regard to reaching its objectives;
- b) the appropriateness of its strategies and priorities;
- c) the efficiency of implementation;
- d) the sustainability of the impact obtained and
- e) the unexpected effects on children, families, communities and at the national level.

Key informants in the evaluation are therefore IAs and the targeted families.

As COMAGRI covered five countries it was decided to have a Local Consultant in each of the five countries collecting most data and have one Team Leader visiting each country to gain an overview over similarities and differences. The evaluation lasted from January 24<sup>th</sup> to March 31<sup>st</sup>.

The Team Leader compiled all data and produced the final report, which was presented at a regional workshop in Nyeri for feedback from COMAGRI staff in March, 2005.

## **4.2. METHODOLOGY**

When carrying out an evaluation with several consultants, who are unknown to each other, and when having a wide and varied range of partners and data, it is essential to establish guiding principles for the work.

To end up with a clear and useful final report the below aspects formed the pillars of the work.

### **4.2.1. COMPARABILITY**

To ensure uniformity, and thus comparability of data, all Local Consultants worked with identical sets of basic data collection material, which provided the Team Leader with basic data. The material comprises partly statistical surveys and partly participatory evaluation questionnaires, which in total covered all issues stated in TORs.

For the participatory evaluation the consultants applied the same semi-open questionnaires, which set the scope of responses and thereby ensured the necessary comparability.

#### 4.2.2 PARADIGMATIC FRAMEWORK FOR THE EVALUATION

Elimination of child labour depends, as all other development interventions, on change of attitude. Change of attitude requires application of psychologically based methodologies and application of basic psychological knowledge when analysing response and results, as in this evaluation.

Behaviour change is not achieved simply through theoretical training of people in how to act differently. Behaviour change presupposes a stakeholder commitment that goes beyond the intellectual understanding of a problem and the best solution.

To assess if COMAGRI has applied methods that allow for change of attitude the below chain of effect was applied as tool for analysis:

DEVELOPMENT CHAIN	LINKING COMMENTS
<p style="text-align: center;">development ↓↑ change of attitude ↓↑ resources ↓↑ confident change pays ↓↑ self-esteem</p>	<p>irrespective of field it presupposes which requires which are only allocated if</p> <p>being confident about own capacity further presupposes presence of which develops when feel capable of setting the agenda for one's life</p>

Fig.

The chain is composed of an interdependent sequence of steps. To create sustainable development, it is essential to have change of attitude, but change of attitude is difficult and presupposes quite some resources. However, no individual chooses to invest energy in changes they either feel confident they will succeed in, or feel will pay in terms of money, esteem etc.

When having self-esteem individuals feel confident and engage resources in attitudes that pay. And if the change in attitude virtually pays that change will definitely be sustainable. No individuals give up gains unless something more profitable comes up.

Therefore the entry point to development is to create frameworks for development of self-esteem. This means cancelling of giving free tools, free seeds, grants – in other words providing everything and so take the role as a parent, implying that beneficiaries are inferior in capacity and insight. This does not build self-esteem and/or confidence in own capacity.

But the change of beneficiary attitude starts with change of attitude in the implementing agency believing that beneficiaries possess resources that should first of all be used and then later further developed.

As ILO/IPEC has chosen to work with change of attitude, it was assumed to be relevant to apply basic psychological knowledge to explain why people have not always changed their attitude.

The above sequence of steps illustrates what is required to change attitude and thereby what to take into account and which methodologies to suggest when designing projects in the future.

#### 4.2.3. SUB-REGIONAL VS NATIONAL DATA COLLECTION

The joint data collection material was to provide basic national data being directly comparative.

The Local Consultant collected, compiled and analysed the national data and presented these to the IAs and other stakeholders at the national workshop that were implemented in each of the five countries. The Team Leader collected other data, compiled all data, analysed all material and presented the totals to ILO/IPEC/COMAGRI staff at the international workshop in Kenya.

To have valid sub-regional results the Team Leader checked on and approved/disapproved the data collected before presentation at the workshop.

#### **4.2.4. DESIGN AND USE OF JOINT DATA COLLECTION TOOLS**

The data collection material was composed of 2 questionnaires and 5 surveys each having a brief guideline for application.

A one-page survey showed how all TOR questions were covered. All data collection materials with guidelines are found in Annex 6.

The methods were selected with due regard to the chosen paradigm.

Not knowing the selected Local Consultants and their individual field of specialisation it was necessary to choose methods that all consultants were assumed to be fully familiar with.

The questionnaires did not stand alone, but were to be used for focus discussions on issues raised in TORs. They were issue focused and gave no opportunity for yes/no questions. It was the respondents setting the agenda for what to discuss within the guiding frame of the given questionnaire.

The questionnaires were only limitedly applied as questionnaires, but far more as guidance for discussions and interviews ensuring a minimum of uniformity.

However, all consultants were encouraged to apply any additional method they knew would provide them with informative data and were free to involve any additional group of respondents as relevant and adequate.

Interviews, yes/no questionnaires and focus group discussions were intentionally avoided as a prime tool, as all three methods limit the respondents in their answering allowing only questions that are pre-formulated by an external consultant that cannot be expected to have a detailed understanding of the programme context. The scope of information would risk being inappropriately restricted.

As most respondents are too polite to exceed the frame of a given interview or questionnaire, the most educational information will then be left out. But when letting respondents fill semi-open questionnaires first, giving them opportunity to select and formulate issues of importance, the follow-up interview or focus group discussion will have a starting point and agenda set by the respondents. This does not exclude the consultant from adding questions that are of importance for the programme to have highlighted. It simply widens the scope of discussion.

The form for collection of statistics concerning number, age and sex of withdrawn and prevented children (S3 and S4) and the form registering family status (S5), were not properly applied, as a number of IAs had not registered the data with due respect to gender and even less to the other details figuring in the forms. These data are therefore not included in the reporting.

#### **4.2.5. SELECTION OF RESPONDENTS**

The selection of respondents was undertaken by each programme and approved by the consultants. The group of respondents came to comprise:

- All IAs
- CCLCs, DCLCs
- IGA beneficiaries (parents, schools)
- VT youth and withdrawn pupils
- Teachers, head teachers
- Other beneficiaries

#### **4.2.6 REVIEW OF LITERATURE**

All consultants have reviewed relevant literature. The literature review included:

- Programme document
- Review Report
- COMAGRI documentation
- All files containing programme proposals and reporting from IAs
- Relevant literature on child labour from ILO

The literature has been used to create a perspective of the congruence between major problems of child labour, the programme document, activities implemented and the consequent achievements.

Some literature studies took place in advance to enable adequate preparation of data collection material, choice of people and organisations to meet, while other studies and details were more relevant for having necessary details for the reporting.

Other material was collected during the work and has helped putting data into perspective.

#### **4.2.7 FIELD EXPOSURE**

Field visits were conducted in all IAs. This proved invaluable in respect to understanding the target, the different types of labour being performed by children in the various areas and the different stages that different IAs had reached in their implementation. It also gave an opportunity to interact with key informants and get their views on the programme implementation, networking and synergy. Target respondents and beneficiaries (withdrawn children, youth and parents/guardians) were also met.

#### **4.2.8. ANALYSIS, SYNTHESIS AND VALIDATION OF DATA**

Data were many and to serve their purpose they were to be accurately compiled and analysed.

The data compiling and analysis consisted of two steps, (i) synthesizing (or grouping) of synonymous data and (ii) validation of results.

To validate findings different types of results were interrelated – or triangulated.

The different types of data allow for various comparisons, but the overall comparison is the check of the consistency between: (i) what is factually implemented (quantity assessment), (ii) what positive and negative impact is experienced and (iii) how do implemented activities and impact correspond with the planned objectives.

The data were further validated by (i) cross checking numerical quantities when working on statistics, by (ii) cross checking perceptions/information against other perceptions/information, and (iii) perceptions against statistics.

#### **4.2.9. NATIONAL STAKEHOLDER WORKSHOPS**

To have results verified and to have a general feed back on findings and preliminary conclusions COMAGRI invited for a stakeholder workshop in each of the five program countries. The participants comprised relevant ILO/IPEC staff and COMAGRI staff and partners. The intention was to give occasion for comments, corrections of misunderstandings or faulty data, for discussions that will give the final touch of what to emphasize on in the report and how to do it.

During the first visit the content of the workshop was formed. Thus the implementation got the same content in all five countries without losing opportunity for participants to form the details of each of the four points.

The workshop consisted of the following subjects:

- Opening and presentation of programme history – CPC
- Introduction to framework for analysis and conclusions – Team Leader
- Presentation and discussion of achievements vs logframe – Local Consultant  
Break
- Group work: IA recommendations on future approach and best practices – Local cons.
- Establishment of which structures and activities are fully sustainable – plenary
- Winding up – closing by CPC or MOL

The workshops were very well attended with active participation and brought useful comments and corrections.

#### **4.2.10. SUB-REGIONAL WORKSHOP**

Further, the draft report was presented and discussed at a sub-regional workshop emphasizing on cross-country results and the efficiency of management, procedures and similar overall issues though with a close relation to the impact at field level.

The group of participants was composed of staff from ILO Head Quarter, ILO/IPEC and COMAGRI in the sub-region.

The objective was to have the implicated administrators reflect over and discuss issues that affect the results of the work from top to bottom. The workshop concluded on lessons learned and gave inputs to the final report writing.

#### **4.3 WORK EXPERIENCES**

It proved very functional and fruitful to have Local Consultants to do the data collection in a familiar setting. All preparations were in place on arrival of the Team Leader and made it easy to prepare for the national workshop.

The trips of the Team Leader proved valuable, as it put a perspective on similarities and differences in the five countries. Having to compile the final report, it was essential to have a feeling of the different environments.

This said it should also be brought forward that being Team Leader without knowing and working directly with the team. It was challenging to make the national compiling be timely and correct and it did cause some difficulties during the report writing. Some national consultants had already gone for other assignments and were not easy to contact or not available to finalise and polish the national report.

Finally it requires more time from end of data collection to submission of draft report to produce a satisfactory report. When combining information from many consultants, it takes time to refine the report. The increase in time does not necessarily require more man-days. It is more a question of having the opportunity to have a break in the work before re-reading the report and fill gaps, correct blurred information etc.

## 5. MAIN FINDINGS

### 5.1. INTRODUCTION

The organisation of the main findings corresponds with the questions posed in TORs, Annex 1.

Thus all headlines below represent questions in the order given in TORs. Where some questions highlight the same issue or interrelate directly the questions have been merged.

### 5.2. RELEVANCE OF PROGRAMME DESIGN

The design of the programme was in direct response to the dire need and hazardous situation of children in the worst forms of child labour in the five target country an having estimated 16 million children in labour. The target of withdrawing 1,200 children per country has been questioned across the IAs. But the number was determined with due regards to the budget and timeframe of the programme.

The objectives were relevant though the achievements in number of children respectively withdrawn and prevented exceed the target. All IAs, though, are now aware that it might be critical to have focused intensively on withdrawal/prevention and less on the viable alternatives.

The activities were all very relevant, but they require a longer timeframe for implementation, especially when presupposing stable change of attitude from government to community members.

The programme has had major achievements, but unfortunately much of it cannot be measured at this stage.

In the programme design many assumptions were made, which proved incorrect causing changes in focus of the programme implementation. Details are found in chapter 5.3.

The programme, having its roots in a labour framework, was neither able to work effectively with the root cause of child labour, namely poverty, nor with the most viable alternative being education. Both fields fall outside the direct scope of ILO/IPEC.

Having no capacity to construct classes, train teachers, support development of skilled training facilities the programme come to depend on organisations and ministries that fall outside the natural group of collaborators. This was not sufficiently taken into account in the project design.

The latter conjures a lot of concern in the community as class sizes develop beyond a level that most teachers can handle and provide proper education and where basic school equipment, such as desks and black boards, is not available. There is no chance for many of these teachers to pay the necessary attention to children with special needs.

All withdrawn and prevented children were provided with education, but not all children, teachers and parents felt comfortable about the difficult learning situation that is further made difficult by the less educated and more independent children entering the classes from child labour.

The programme design in general has caused comments throughout the evaluation. This concerns in random order:

- a) The low target for withdrawal of children
- b) The timeframe for the programme
- c) Inadequate phase-out strategy

Re. a)

The targets were low given the enormity and complexity of the problem of child labour in the target countries. Some key partners expressed directly that they did not view the planned outputs as serious. If having formulated the programme as a pilot programme saying “ Good practices for elimination of child labour developed”, the objective would have been measurable, it would not have created high expectations, it would cover what factually took place and it would not have been necessary to make separate studies on good practices.

As regards the combination of budget, timeframe and sustainability the target was appropriate. With more emphasis on the pilot dimension of the programme and on the IPEC expectations of partners using the pilot phase to find funding for continued efforts the stakeholder disappointments would have been avoided.

Re. b)

The three-year lifetime of the programme made it difficult to ensure sustainability of child withdrawal and IGAs, though extended to four years. Having an inception phase in the five countries of around one year before IAs were selected and could develop APs half the time had already gone before the IAs were operational in the field. It is evident that it is not feasible for IAs to have 8-24 months to implement 2-4 subsequent activities and make them become sustainable. However, the IAs have succeeded beyond what could be expected the timeframe taken into account.

Several of the assumptions concern change of attitude, which is a longer-term process that requires more time than the three years given in the programme. Referring to chapter 4.2.2. it appears that change of attitude implies building capacity and confidence of people, which cannot be expected to happen and prove sustainable even in the planned two and half to three years. The IAs feel that the request for knowledge about and support of activities eliminating child labour is exploding exactly at the moment of expiry. But even if the programme had taken off as scheduled, the two-year of IA implementation would not have allowed for a support of the high motivation neither as regards finances, nor other resources. The immense motivation was not planned for, which is paradoxical.

Re. c)

The lack of a formulated and clearly scheduled phase-out strategy in the programme design and in IA project documents has left IAs, communities, committees, children and beneficiaries with a paralysing feeling of being left hanging. When meeting the CCLCs and children they all express deep concern over the future for the children now attending school, as they have no idea of how to provide the necessary support. There are ways forward, but these should have been introduced one year ago to ensure sustainable school and VT attendance. Both schools and CCLCs could cover expenses and ensure viable support of the withdrawn/prevented children by establishing IGAs at schools and/or at common land. But to evaluate the sustainability these activities should have yielded at least once to show if the producers are capable of marketing their products and utilise the income as intended. This was not possible.

During the evaluation funds were still disbursed to have activities running until the very last moment to compensate for the late launching.

Neither are other IPEC programmes, nor collaboration with other agencies in place to fully cover the present response to withdrawal of children. A strategy for continuation of the work should have formed part of the IA projects, which could have (i) linked parents and CCLCs with credit programmes, and (ii) taught CCLCs and DCLCs where and how to connect to other organisations working in the field of education, poverty eradication and child health.

### **5.3 ADEQUACY OF ASSUMPTIONS AND EXTERNAL FACTORS**

The original programme design centred on restrictive child labour legislation and the anticipated community readiness to remove children from child labour were in most countries highly adequate assumptions.

Initially there was little family and community readiness, as many parents did not understand the issue of child labour. They saw it as family member obligation to contribute to the provision of the family if being capable. The awareness work therefore came to demand more time than anticipated, but it became very successful.

Further the design assumed that commercial agriculture was equal to plantations, while the problem of child labour proved to go beyond plantations to small household farms. Household

agriculture, being the mainstay of the target countries is totally unmonitored at district and community level, while big commercial farms and plantations are inspected by DLOs.

60% of commercial crops are produced at household farms, where most child labour is concentrated. So though the numbers of withdrawn and prevented children might be high, the number of children still subjected to child labour is presumably much higher.

Finally the design did not include assumptions as regards:

- a) Capacity of the communities;
- b) The readiness and capacity of IAs to strengthen horizontal and vertical linkages at all levels;
- c) The prevalence of HIV/AIDS and its importance for the prevalence of child labour.

Re. a)

A major part of the programme built on community involvement making the communities virtually responsible for the success of withdrawal and prevention of child labour. Without an unbelievable good-will from the communities the entire programme would have failed. Though building on community voluntarism the resources set aside for facilitating community members was minimal. Facilitation should be understood as provision of (i) training in advocacy and networking, (ii) necessary awareness materials, (iii) provision of simple and uniform monitoring system well described and thoroughly introduced and (iv) transportation in terms of bicycles, eventually shared among committee members to help movements in the area, as most target areas have no public means of transport. So far the members have walked long distances on foot. This is not likely to be sustainable. Complaints were many as distances are long. It should be acknowledged that the committee work is voluntary and the members are as poor as the families they monitor. They simply cannot afford to leave their productions repeatedly without having a replacement paid – eventually from CCLC IGAs.

Re. b)

As indicated previously the problems of child labour is complex and needs to be addressed from a holistic angle involving also influential and powerful IAs. When involving a number of strong partners the linkages and the resulting overlaps and gaps in work become determining for the success of the work.

Interviews and visits showed the importance of cross-sectoral understanding of the issues and so of cross-sectoral interventions. This worked well at district level in all countries, with some countries having budget-lines for child labour at district level.

At ministry level, however, all CLUs pointed at the lack of understanding from corresponding ministries represented primarily by MoE, MoH, MoA and MoF. The little interest from core ministries results in difficulties in having the necessary resources allocated to fight child labour. This includes viable solutions such as construction of class-rooms, employment of DLOs in all districts and facilitation of the same, health check of withdrawn children etc.

Re. c)

Though HIV/AIDS is a key external factor forcing parents and guardians to send children to work this cause-effect of problem is not reflected in the programme design or strategy. Numerous households are headed by single parents, grand parents or children and can therefore not be expected to have resources for keeping children in school after programme expiry.

In addition the psychological state of these families and children was viewed as an issue to address in the programme design and development of the strategy, as it forms the main cause of the scarce resources in the target families. The feeling of inability to manage their own lives causes various reactions such as passivity, defense, hopelessness and even aggressiveness. These reactions can lead to social exclusion because the community finds them mal-adjusted, when not participating in social events such as funerals, harambees and joint community activities. The social withdrawal and/or passivity, which is caused by a feeling of inability (re. 4.2.2.) unfortunately comes to form a vicious circle. Programme designs can hold activities and

methods helping breaking such vicious circles either directly through psycho-social counseling or indirectly, which is preferred, by successful involvement in activities enhancing family capacity in broader terms. It is determining that activities involve and built of existing capacities and avoid donor provisions, which only increases dependency and the feeling on inability.

Some of the parents, that had benefited from IGA, were asked to explain if they have extended their capacity – and indeed they had: they were capable of buying clothes for some children, to buy food at times and lastly to send children to school. The answers indicate the level of poverty prevailing in the families and explain the need for extra income.

To conclude on the adequacy of assumptions and external factors: if having included assumptions as regards (i) community personal and financial ability to play the focal role they came to play, (ii) the capacity and interest of corresponding ministries and (iii) the effect of HIV/AIDS concerning family need for having all healthy members generate income, the achievements of the programme as regards sustainability would have been very solid.

#### **5.4 SUITABILITY OF PROGRAMME STRATEGY**

The strategy held highly relevant and well-described core elements that, if they had all been carried out, would have ensured a lasting change in attitude. However, it was not realistic to have all the strategy implemented within a three-year period. With the delay in the inception phase, it became unrealistic to practise the strategy and some of the originally planned activities were given less emphasis (alternative education and health) to at least live up to the expectations in quantity.

The strategy developed for achieving the immediate objectives and the development objective was adequate.

The strategy held a strong component of involvement of other line ministries and development partners in establishing the required services as regards adequate educational options and health structures. The findings showed that this part of the strategy has not been fully implemented.

It was presupposed in the national Programme Documents that major implementing agencies (e.g. DFID, WPF, UNICEF and WB) would provide the necessary input as regards school feeding, support of formal and non-formal education initiatives, provision of nutritional services and technical training. In none of the countries were any of the above-mentioned major agencies involved as partners. It was further presupposed that relevant ministries (MoH, MoE, MoSS, MoA) would be part of the IAs. This has mainly happened informally at district level. Malawi, though, has had a direct collaboration with UNICEF, but not as IA.

Finally the programme document emphasises on the necessity of having gradual (re-)integration of children above 12 years, which has been practised by one IA in Zambia. The need for gradual integration was less than assumed, as a majority of the withdrawn children had previously attended school.

Emphasising on education (formal, non-formal and VT) as the evident alternative, it would have been natural to have a strong involvement of MoE and influential agencies working with the various educational sectors and departments. In order to prevent children from returning to child labour it is essential to work with MoE to understand reasons why a child wants to leave school.<sup>3</sup>

The problem of child labour is complex and originates from lack of parental capacity and the resulting poverty, wherefore a considerable reduction of child labour has to be addressed from the root requiring a strong and well-sequenced multi-sectoral approach.

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<sup>3</sup> Re. chapter 5.6.2.

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## 5.5 SUITABILITY OF MONITORING APPROACH

The Implementing Agencies, the DCLCs and the CCLCs submit regular reports of school activities, awareness reports and monitoring reports for accountability. This provides feedback on efficiency and effectiveness of project activities. Moreover, reports reflect usage of funds and other resources allocated for these activities.

Absence of measurable quantity and quality indicators for each of the ten outputs has made verification and validation of progress render difficult. The programme design had indicators at objective level, which was limited to nine indicators covering two of the four objectives only.

Moreover, only one out of the nine indicators were measurable. All other had indistinct aims such as:

- Increased number of social partners include CL.... (how many more is satisfactory)
- Improved health and nutritional status (how improved and compared to what)

For the COMAGRI programme itself and for all IAs it was impossible to know whether or not they were in keeping with impact expectations, when the expectations were not clearly stated.

Monitoring should serve as a guiding management tool, and with the short lifespan of this programme, it would have been helpful to have semi-annual quantity and impact monitoring practices to show the degree of progress in quantity and quality against programme expectations. Eventual inappropriate practices or sequencing would have been discovered and a timely adjustment been possible.

Assuming that all partners, ranking from Head Quarter in Geneva to CCLCs, have keen interest in timely learning from applied practices, it would have been evident to establish simple monitoring practices that show a full picture of the impact of procedures and activities. This, however, presupposes an ILO/IPEC development of

- formulation of measurable quantity and quality indicators for each of the outputs in the programme design
- a simple and valid quantity and quality monitoring system for reporting from IPEC offices to Head Quarter in Geneva
- a simple and valid participatory based quantity and quality monitoring system for IA reporting to ILO/IPEC and

### 5.5.1. SUITABILITY OF CLMS

The Child Labour Monitoring System In Commercial Agriculture booklet published by MoL and supported by ILO/IPEC contains guidelines that will greatly help in verifying if withdrawn children are withdrawn and are benefiting, and that workplaces are not hiring children.

The CCLCs have a strong need for having a simple tool to follow-up on the impact and verify if local elimination of child labour is on track.

The CLMS was originally developed by COMAGRI staff together with IPEC Head Quarter and was meant to cover COMAGRI indicators only. It was in the middle of the development process taken by other IPEC programmes and therefore had to cover more aspects, which made it develop into a comprehensive tool that was difficult to apply and analyse.

In addition the CLM tool was introduced late towards the end of the programme. As a result the tool did not have adequate time to reach its logical conclusion of data analysis report writing and dissemination.

A similar tool is now developed and applied successfully in West Africa.

## **5.6. RELEVANCE OF EACH OF THE PROGRAMME COMPONENTS**

### **5.6.1 TRAINING AND AWARENESS CREATION**

Training and awareness creation took place at all levels from ministerial level to CCLCs. The awareness has resulted in:

- MoL
  - Legislation on child labour in terms of enacting Childrens' Acts, code of conduct, allocation of staff and resources resulting in government intervention e.g. through police, if child labour is found either at plantations or at household farms
- Employers and workers associations
  - Awareness at plantation level, check-up visits, establishment of prevention activities on-farm e.g. pre-schooling
- NGOs, faith based organisations, media etc
  - Community awareness, TOT training resulting in massive community need for IGA to enable child withdrawal and stable school attendance.
- Programme training of IAs
  - Development of child labour policies in IA organisational policy papers
  - Establishment of child labour department

The programme built capacity of the implementing agencies, including training on programme monitoring and reporting as well as training on definitions used by IPEC for identifying a child as prevented or withdrawn. In the process of working together, the partners were able to carry out individual, joint and complementary capacity building activities in their action program areas. IPEC distributed materials on child labour and there is now a common and clear understanding of the concepts of prevention/withdrawal and of child labour/child work.

Administrative IA personnel was trained in ILO/IPEC accounting requirements. The provided training proved insufficient to have a functional disbursement of funds. In addition some administrative staff changed, which further hampered the functionality of the financial reporting.

The IAs have built capacity at community level. This concerns identifying child labour, formulation indicators helping selecting the most needy children, procedures for selection and monitoring, procedures for collaboration with DCLCs and other local authorities and awareness raising. A manual was developed and published to ensure that all IAs carried out a uniform training of DCLCs.

The strong capacity building and involvement of communities has resulted in local ownership of the fight against child labour beyond the programme period. Effectiveness will depend on establishment of CCLC IGAs to provide the necessary facilitation of the work.

### **5.6.2. SUITABILITY OF EDUCATION AS AN ALTERNATIVE TO CHILD LABOUR**

Education is an evident alternative to child labour. But the reality in Africa is that very few countries have a school system that is capable to receive and handle and the excessive increase in pupils. The constraints are many:

- School system incapable of coping with increased enrolment as regards e.g. number of classrooms, state of classrooms, distance to schools;
- Incapacity among teachers to handle the wide spread in pupil capacity;
- Poor state of school environment: construction, play grounds, sports grounds, teaching material;
- Children, that have never/shortly/sporadically attended school, do not feel comfortable in the formal school system. Their experience and lifestyle do not fit into formal systems and more academic thinking.

All of the five target countries have in recent years introduced free primary education. But acknowledging that even free education requires a certain financial capacity to pay maintenance

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of school buildings, uniforms, text books, note books etc. a number of parents are unable to send their children to school. Nyanza province in Kenya, for instance, recorded an additional 300,000 children in school during the January 2003 intake, when the free education was just introduced, but 30,000 have now dropped out and are presumably working in the commercial agriculture and other sectors. The problem of drop-out of children coming from child labour should be addressed through education matching the skills and capacity of the children. Example: Children above age 12 with a long record in child labour could be offered an education mixing theory and practise – not necessarily skilled training, but application of the ordinary subjects could be extended with e.g. agricultural subjects, and ordinary subjects be combined with practise e.g. by maintenance of buildings applying learning from maths to make measurements and calculations, from reading to understand simple written instructions.

The (re-)integration of children with physical and psychological problems in the ordinary school system has in some places caused problems. The number of pupils increases, while at the same time more pupils need extra attention, if having to benefit. The attention will be taken from children already attending school.

The teacher therefore need education in how to handling a multi-facetted group of students. This concerns psycho-social training, training in methods allowing for multi-level inputs in the same classroom, planning of the lessons allowing for deviances in temper, experience, maturity and ability to concentrate in longer periods.

The rate of success and good experience for the more mature children is fairly low, which might influence family and child perception of the value of education. This should be addressed to facilitate successful (re-)integration of children from child labour, which will require:

- Empowerment of parents to withdraw and support children
- Gradual integration via a combination of psycho-social learning and basic academic skills
- Expansion of school facilities including latrines and drinking water;
- Introduction of IGA at school level to support children while parents build up IGA, e.g. for a six-months period, whereafter others can have support;
- Training of teachers in handling a wider scope of children in the same classroom;
- Close monitoring with clear indicators of benefits for children and families.

The VTCs in the target countries are in general little operational, offer too few and uniform fields of education and/or are placed in major towns and cities far from the rural communities. Moreover, they require a certain level of academic skills, which are not always held by the target group.

The VT has in general been successful, ranking from two-week training in Malawi to six months training in e.g. Zambia and Uganda and introduction of apprenticeship systems in Uganda letting experienced craftsmen educate the youngsters. This was complemented with tool boxes and sewing machines to the graduates. The approach has created precedence and unforeseen IGA for local craftsmen, as capable parents are now paying craftsmen for training their youngsters.

The two-week training is far too short and has left the youngsters in a dilemma of not being able to compete at an overcrowded job-seeker market. Moreover they do not have tools or other mode of operation and do therefore have difficulties in establishing independent business.

Most of the longer youngsters have been succeeded in establishing business or be employed. Some efforts by youth to utilise their skills even without own tools need to be commended. This is done through work, eventually for someone with tools on some assigned task after which the youth is free to use the same tool for their own work. In some projects communal toolboxes were bought for group activity or individual work. One youth reported that he is now “able to raise money for rent and sending his young brother to a private fee paying pre-school”.

In Uganda all youths got the necessary tools.

In some countries the IAs revived VTCs and these are now serving other youngsters. The longer education in Tanzania and Uganda was certified by MoE.

To make VT meaningful it is essential

- To offer certified education in a wider and more innovative range of subjects;
- To combine skilled training with psycho-social skills and training in accounts, marketing, cooperation etc.
- To combine VT with adequate credit facilities at community level.

### **5.6.3 SUITABILITY OF IGAs TO REPLACE INCOME FROM CHILD LABOUR**

The strategy for income generation was to introduce this activity quite late. Both families and partner organisations saw it as a highly relevant activity, but found it came too late to become viable. Further the approach covered relatively few families out of the ones having children in labour, which was not regarded as adequate and just. As regards school IGAs these did not cover all the schools, and with most parents having no alternative income at the time of project expiry, quite a number of the withdrawn children will have no future funding.

A high number of parents were trained, but only a minority was offered start-up capital, which has caused disappointment and suspicion on whether learning and change in attitude pays.

The IGA training, that was offered, was in many cases irrelevant the way it was implemented, as there might be (i) no or little market, (ii) high competition, (iii) requirement for expensive inputs, (iv) many people from the same area were trained in the same skills, which makes it difficult to generate income, while there were no innovative agricultural activities when land is already there. Why not introduce (i) resource-low innovative productions that require modest investments, (ii) alternative agricultural productions, (iii) local processing of products, (iv) joint transport of products to far, and (v) advantageous and stable markets?

The main types of IGAs that were introduced were:

- Agriculture – piggyery, chicken rearing, horticulture, fruit production, vanilla
- Vocational training: carpentry, tailoring, construction
- Small business: bakery, sale of fish

Some IGAs have late maturing e.g. four years for vanilla, which is highly inappropriate, when not combined with a short-term production. These parents have no other income for the next four years and can therefore not pay the necessary school materials until four years after project expiry – and only (i) if the production has succeeded, (ii) if there will be a lucrative market at time of maturity and (iii) if some organisations will help people market the products at a reasonable price to avoid exploitation from processor side e.g. in vanilla.

Chicken rearing, which is short term, was only seen in few places among others two places in Uganda.

To succeed with IGAs it is necessary to consider:

- Utilisation of available resources e.g. land;
- In agriculture it is crucial to introduce fast maturing productions as the first step and as second step combine these with other high-income productions to avoid failing totally if one of the productions fail due to pest, insects or weather conditions;
- To combine and relate training and adequate credit facilities.

It is concluded that the selected IAs in general had little practical experience with successful implementation of IGAs.

The idea of combining IGA with child labour elimination is obvious, while the implementation needs further refinement.

The difference in conditions among the target countries with one and two rainy seasons respectively need also be taken into consideration, as IGAs need double the time in Zambia and Malawi to become sustainable.

## **5.7 IMPLEMENTATION OF THE PROGRAMME**

Generally speaking, the programme was very well implemented in terms of management, coordination and collaboration with others and in creating synergies. The results obtained were above target in some aspects like the withdrawal and placement of children in schools, while the introduction of IGAs as viable alternatives was not efficient.

### **5.7.1. ADHERENCE TO WORKPLAN**

The adherence to workplan holds two levels:

- a) ILO/IPEC level and
- b) IA level

Re. a)

The profound delays in establishment of the programme delayed all subsequent operations in the programme. Despite the delay all major activities have been implemented apart from health services, but activities could not be implemented as intended in the Programme Document. This concerns mainly activities that touch directly on the target families:

- Education: develop appropriate curricula, assess capacity of existing schools/VT to absorb more/these children, set up education facilities (formal and non-formal) with relevant ministries;
- IGAs: identify need for training, conduct assessment of marketable goods and services, document quantitatively and qualitatively.

Project documents from IAs were approved by COMAGRI/IPEC without sufficient assurance of that all aspects of the strategy were covered. No IA projects paid significant attention to activities touching on basic and alternative education and few had health as a major component though both education and health form part of the immediate objectives.

The restricted timeframe could have made it necessary to approve projects that focused more on shorter term activities and on activities to implement in the inception phase of the programme.

Re. b)

The work plan was attempted adhered to by the IAs, but the delays in disbursements, due to poor financial IA reports, have resulted in that some activities were not completed/ implemented by the time of evaluation.

In general IAs followed their programme document and they have not changed sequence, content or timeframe for of activities. Only the issue of late launching followed by late disbursement have delayed initiation of planned activities.

### **5.7.2. IMPACT OF HIGH TURNOVER OF CTAs**

The programme has had three CTAs during the three-year programme period. This affected four areas of practise, namely:

- Programme management;
- Selection and collaboration with national offices, which again affect
- Team building and
- Development of joint footstep from CTA to CPC to IAs and their beneficiaries.

The delay in establishment of functionality is to a certain extent ascribed to the high turnover of CTAs. To bridge the gap the Desk Officer in the Programme Support Unit in Geneva acted as direct supervisor of the CPCs and gave strong support to ensure a continued implementation of the programme until the later employment of the Senior Programme Officer acting as CTA. During the period of the third Senior Programme Officer/CTA focus was mainly on start-up of programmed IA activities, monitoring, consolidation and identifying and filling in gaps in the programme.

Here at expiry the team spirit is high, collaboration between at all levels runs smoothly and profitably and the motivation for working with child labour is immense. Again the timeframe was too short to cope with change of CTAs (and CPCs).

Some resources should be allocated to unforeseeable problems, especially when entering into new fields of operation, not to hamper the development process due to shortage of resources. New initiatives are more vulnerable to gaps in staff and other input. To prevent inconsistency it might be feasible to employ a Programme Co-ordinator to assist the CTA. This person could

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have complementary qualifications to widen the expertise of the CTA office and to ensure consistency in back-up in case of long-term absence of resignations.

### **5.7.3.EFFECTIVENESS AND EFFICIENCY OF ADMINISTRATIVE AND MANAGEMENT SYSTEMS**

The delays in the programme implementation have affected the effectiveness and efficiency of programme implementation negatively. This has been strongly felt by the IAs that were to implement the activities that should fulfil the programme objectives.

Kenya has had the most efficient programme implementation, while Malawi was the last country to start operating and thus had little chance of living up to the wide-ranging strategy.

When the programme offices were operational the administrative and management systems turned out to be a bottleneck in some aspects. This concerns the long line of communication and checks in the internal ILO/IPEC system. Yet the internal ILO financial control system has not always detected problems in the early stages at country level before reaching Nairobi.

Efficiency was compromised by (i) initial start-up delays and subsequent delays in disbursement of financial resources to IAs, (ii) lag in the approval process due to long line of communication and submission of incomplete documents from national offices, and (iii) capacity differentials across IAs.

The high requirements on financial reporting combined with fairly modest funding and IA capacity for financial administration were a caused constant delay in operation and so stress and need for cutting some of the planned activities.

As regards IA programmes the efficiency has been ensured through backstopping by COMAGRI management as well as capacity building of the IAs in management for results.

Implementation effectiveness is enhanced through (i) working with IAs having experience with the target communities, (ii) working through community-based structures and (iii) sharing resources with other ILO programmes and active counterpart contributions.

The whole process of withdrawing children and securing that they get necessary provisions to be in school or vocational training has required a lot of resources in terms of finances, time, effort and capacities. Furthermore, communities and institutions require sensitisation, empowerment of parents and guardians, and activities need to be monitored and documented. Although some IAs were already operating on the ground and in touch with the community, child labour issues were not only an added dimension to their work, but also a relatively new field. It all calls for normative re-education and change of attitude at both IA and community level. The whole process requires more than the time and resources allotted to the programme to have fully effective structures in place.

The combination of high level of poverty at household level and initial lack of understanding of the child labour issue has affected the effectiveness of the activities. While it may not be possible to address poverty due to its structural and institutional nature, the interventions targeting the families could be advanced to help target families become capable of keeping their children in school.

The IGAs, that most households have embarked on, will not yield results at shorter term to bridge the resource gap that may have been created by the withdrawn child labourer. Further to this, some of the IAs did not conduct any market survey prior to initiating a particular IGA, hence no backing information on its viability, including market possibilities. Due to the apparent inadequate choice of IGAs the team made a simple check of the market for the IGAs and it showed that all beneficiaries in a given community were trained in one or two fields, which means they have to sell e.g. breads and cakes to each other. A simple check when meeting CCLCs and other parents showed that the most chosen fields, carpentry and tailoring, are quite common in the target communities, wherefore the beneficiaries, when asked, stated that market creation would probably render difficult.

### **5.7.4. RELEVANCE OF MANAGEMENT STRUCTURE AT COUNTRY LEVEL**

The programme management structure in the country was well-established and sound in terms of staff, organisation, adequacy, efficiency and effectiveness. A CPC, an administrative assistant and driver were all hired at the same time from the beginning of the programme.

The programme management was highly praised for always being supportive and having time to answer questions, help with problems especially on reporting, showing interest in field activities and for implementing regular coordinating and experience sharing meeting having all IAs participating.

#### **5.7.5. RELEVANCE OF MANAGEMENT STRUCTURES AT SUB-REGIONAL LEVEL**

Being a sub-regional programme, and so a big programme, the structures were bureaucratic and top-down having long lines of communication that delayed procedures and gave little room for decentralisation of approvals, especially financial approvals of IA projects would have speeded up disbursement of funds and so implementation of activities. Having had three CTAs during the three years of operation, it was necessary for IPEC Headquarter to have a stronger upper-hand on programme activities to ensure quality programme management. Procedures that can normally be handled at regional and/or national level in periods had to be handled at IPEC Headquarter level replacing the functions of the resigned or sick CTAs. This programme may therefore have experienced abnormal delays in approvals or lack of information of procedures for disbursement of funds.

The CTA offers technical assistance to five CPCs and reviews and endorses payment by ILO offices. The CPCs are responsible for the implementation of the country programme and manages the field operations implemented by a wide range of IAs and assist them in correct implementation inclusive of project management, reporting etc. The IAs have established structures at community level that have individual management structures, which again have to fit into the sub-regional management structure to ensure timely and correct reporting. It is evident that such long lines of operation challenge programme effectiveness and efficiency.

#### **5.7.6. ROLE OF FACTORS OUTSIDE PROGRAMME MANAGEMENT CONTROL**

There was especially one factor outside the control of the programme management that affected implementation and attainment of objectives.

This concerns the concurrent migration of families from some districts in Kenya to others due to rebel activities or tribal clashes over land issues. In order to survive, migrant families seek for employment on farms in the target community, which increased the the problem of child labour.

#### **5.7.7. SELECTION OF PARTNERS AND ACTION PROGRAMMES**

IPEC has procedures for selection of IAs. The selection process hold strong tendencies to select IAs that are known in the system and have received funding for a number of years, without further screening their actual capacities and achievements.

Meeting the IAs it was clear that they all have strong commitment to fight child labour. But a number of the IAs had implementation and management procedures that will hinder establishment of change in attitude and so in sustainable development. The habits include (i) changing to new pastures when a programme expires after 2-3 years, instead of seeking funding for continued and/or stabilising activities, (ii) internal communication, (iii) level of education and experience among IA staff, (iv) IA capacity in general, (v) choice of methods and (vi) lack of monitoring systems. All issues that could be checked on through a simple screening format for selection of partners assessing stability of a few core aspects.

The selection of APs was based on having appropriate coverage of the main fields of operation.

#### **5.7.8 STAFF AND PARTNER SENSITIVITY TOWARDS GENDER ISSUES**

IPEC has manuals on gender analysis, which has benefited the programme and IAs during planning and implementation.

The standard guidelines were generally followed, and upcoming child labour policy intends to include gender issues. Attempts were also made to balance gender especially with the beneficiaries. Implementing partners considered gender issues in their programmes from the development of action programs.

It is noticeable, though, that there is no system in place to follow-up on the gender issues. One thing is to establish gender sensitive activities, but it is equally important to know the impact of these activities. Targeting women can at times cause male violence, which should obviously be registered and cause immediate change of approach.

The IAs has clear indications of gender segregation in their project documents. But when evaluating only few IAs were capable of providing gender segregated data on e.g. IGA. When analysing the ILO/IPEC/COMAGRI gender sensitivity and repeatedly meeting female COMAGRI staff, it provokes some reflection of whether male issues are sufficiently answered to in job requirements. Most IA staff was male staff, while all CPCs were female without any male staff attached. Knowing the African gender set-up there might be male issues in the IAs and at field level that will not be grasped simply because of not having the male sensitivity and male ways of perceiving issues.

### 5.7.9 UTILISATION OF MID-TERM EVALUATION RECOMMENDATIONS

The mid-term evaluation finalised June 2003, which gave the programme and IA projects eighteen months to adhere to the recommendations. The recommendations were acted upon in different ways by the programme and the effects were varied.

The recommendation to have longer intervals between the reporting resulted in having four-monthly instead of quarterly reporting.

A child labour monitoring system was developed albeit late. There are those that were not acted upon such as the simplification of the reporting system, health of withdrawn children, HIV/AIDS (although there is now an opportunity under the new program of HIV/AIDS induced child labour), phase-out strategy etc.

A going through of the recommendations from the mid-term evaluation resulted in the following IPEC Head Quarter comments. Some issues are further commented on in the respective chapters.

- Process of approval and consequent release of AP funds in Geneva be expedited
  - CPCs were asked to ensure that documents submitted comply with strategies, formats and procedures so that approval would not take long. Although technical approval from Geneva often required some clarifications on strategies, this did not take long; delays with Procurement approval were experienced sometimes due to the workload at Procurement and sometimes because the contract documents did not comply fully with the required procedures and this had to be corrected. As far as the release of funds was concerned, CPCs were advised to ensure they put in their fund estimate requests into the ILO offices in good time and follow-up with the IAs to ensure bank accounts were in order. Delays continued with UNDP Malawi and even though the project followed up, this was beyond the control of the project.
- Plan for enhancing CPC management skills.
  - They participated in several trainings. The IPEC Programme Operations Manual introduced during the period provided further guidance.
- The Comagri period to be extended.
  - Requests were made to the donor for a second phase and even an extension with some additional resources and other donors were prospected for but to no avail.
- Efforts be made to identify regional structures that would be interested in taking over child labour in commercial agriculture when COMAGRI expires.
  - Efforts were made but, in the absence of resources for a second phase, to no avail. Some discussion was held with IUF (International Union for Food and Agriculture) and it seemed interested to work with IPEC but did not have resources to put in. It was also discussed with ECLT – the Tobacco Foundation – which is funding a complementary project in Tanzania and projects with other agencies in the regions, but ECLT too did not want to consider funding a second phase.
- A CLMS be developed and implemented.
  - This was done. Although the project had planned to keep the CLMS at the district and community levels, other IPEC projects in the countries were interested in Comagri taking it to the national level. They saw the Comagri CLMS as a base for the systems they would be developing. This was somewhat unrealistic for Comagri and hindered full implementation as the national levels did not deliver in most cases.

- The IPEC reporting system be simplified.
  - This was beyond the scope of the project. However, the project provided training to all its financial and administrative staff, the IAs and also recognized the need for on-going training and support to IAs where needed.
- Focus on health aspects of children withdrawn.
  - This could not be done in a systematic way given the time and resource constraints. However, several actions were taken to help communities and IAs focus on the issue. Also to note it is not easy to find available health professional networks or facilities in the target areas, who can take on this task without initial financial support.
- Special consideration to HIV/AIDS prevalence and its influence on withdrawal and prevention activities.
  - Some consideration was given and some APs did address the needs of this target group, but most programming and resource planning had been done by the time of the mid-term. However, Comagri provided input and support to the development of the HIV/AIDS project in Uganda and Tanzania and to studies in other countries, particularly Malawi.
- Programme venture into research, information dissemination (at higher level) and gender analysis/monitoring.
  - Information dissemination has been done through rapid assessment reports and workshops, newsletter, good practices reports are under preparation. Moreover, project staffs have contributed as resource persons, such as at the ECLT meeting in Mozambique, and the consultant who assisted with the CLMS in Kenya subsequently was a consultant to the IPEC Cocoa project (WACAP) in Ghana and thus the knowledge and experience were transferred there. Much of the experience of the project has provided a sound knowledge base on action to combat child labour in the agriculture sector and this is being used as an input into the IPEC Resource Kit on Agriculture, which will be widely disseminated. As for the rest, the project did not have the resources or time and further research was not within the scope of the project.

It is concluded that when feasible in terms of time, applicability and relevance the IPEC Headquarter has tried to react to a number of the recommendations. The lack of success in several cases can be ascribed to the very limited time to liaise with potential donors on second phase or with interested agencies in taking over some IPEC activities. Other recommendations relating to procedures prove to have a dual cause: procedures might be complicated and lines of communications long, which ought to be looked into to make programme activities run smoothly and effectively. But procedures can also be speeded up by ensuring from CPC side that all documents are correct and attached, when forwarding proposals for approval.

## **5.8 SYNERGIES AND COLLABORATION**

### **5.8.1 APPLICATION AND ADVANTAGES OF COMAGRI/IPEC COLLABORATIONS**

The ILO/IPEC sharing of facilities and responsibilities gave opportunity to create a conducive environment at programme level. This has been best practised in Zambia and Kenya, where the interaction between the programmes is frequent, strongly supportive and well organised.

The programmes have shared facilities and staff, but have also participated in functions of other programmes allowing for experience sharing, a match of programme activities and IAs, which has in some situations enhanced effectiveness and efficiency, while delaying and complicating procedures in other situations e.g. having two vehicles and one driver forcing long-term planning of meetings, which is far from effective or having to adhere to needs and interests of more powerful IPEC programmes losing the essence of less powerful programmes.

### **5.8.2 APPLICATION OF EXPERIENCE SHARING AMONG IMPLEMENTORS**

Well planned experience sharing is the stepping-stone to rapid and stable changes. Therefore a number of experience sharing meetings were held at various levels, among

- IAs and COMAGRI

Regular experience sharing meetings after activities were launched and functioning

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- COMAGRI with other COMAGRI programmes  
E.g. FAA support to Malawi, CPC Kenya trained IAs in Malawi in reporting procedures
- COMAGRI programmes with other ILO/IPEC programmes in the target area.  
E.g. IPEC training of OHS networks (Harara), IPEC consultative meeting on CLMS (Harara), IPEC gender training (Nairobi), IPEC training meetings in Arusha (2002) and in Turin (2004), joint regional training of FAAs in Nairobi by CBP in Nairobi.

The need for experience sharing was high and there was generally need for having had more site visits to other IAs in other countries to learn from practise. It can be difficult to imagine how things work on the ground if being told at centrally placed meeting far from the practises. As it shows above most meeting concerned training in a given subject and not direct experience sharing of e.g. how to make IGAs operational more rapidly, how CCLCs can be supported in carrying out a professional work etc.

Meeting the IAs it is visible that the spirit is high and they have now established a strong sense of the capacity of the others. Most IAs indicated that they have extended their network directly or indirectly because of COMAGRI. Ministries are collaborating with NGOs, employers' and workers' association are fighting for the same cause for the first time ever. The synergies and collaboration is still very fragile, but with support from other IPEC programmes the informal structures that do already exist are likely to develop into formalised structure for the benefit of the cause.

It is widely acknowledged that experience building plays a focal role, when launching programmes in new fields of operation. Profound, verified and validated experiences help speeding up stable development processes and cannot be valued enough. What is saved when not budgeting for extensive experience sharing is dearly lost when looking into value for money - or the degree of sustainability - at programme expiry.

A stronger system for experience sharing can ensure rapid and cheap dissemination of experience at field level. There could be budget for IAs travelling to other projects with a very specific purpose and obligation to report at next meeting on which ideas were developed and how and where they have been applied.

The same concerns CPC level. There is a need for regular inspiration on very specific issues (e.g. examples of alternative education, innovative IGAs etc.) to stay an inspired and inspiring CPC.

### **5.8.3 ANALYSIS OF LOCAL MANAGEMENT STRUCTURES**

The strongest local structure is the governmental structure. All Ministries of Labour have similar structures with a National Steering Committee (NSC) at the top, intentionally coordinating and supervising child labour activities, the DLOs and DCLCs and DDCCs at district level working with child labour. The quality and intensity varies from country to country. Details are found in annex 5. They have all been judged as the most effective structure to ensure elimination of child labour.

The CCLCs, building at community management structures, do further play a determining role in the fight against child labour. They are well-established, they originate in existing structures with the chiefs and other local leaders playing a very active and out-reaching role. The CCLCs need some polishing to become fully effective.

The CCLCs work in close collaboration with other community structures and with the DCLCs.

## **5.9 PROGRAMME ACHIEVEMENTS**

### **5.9.1 INTRODUCTION**

To achieve an overview over the wide scope of achievements this chapter is divided into five sub-chapters:

- 5.8.1. Achievements in total
- 5.8.2. Achievements as per country
- 5.8.3. Achievements versus logframe
- 5.8.4. Impact at family level and
- 5.8.5. Multiplier effect

Details of the role of the partners and their individual achievements are found in Annex 5.

### 5.9.2. ACHIEVEMENTS IN TOTAL

The quantitative objectives have been considerably exceeded, which is impressive taking the many constraints and delays into consideration.

The programme outputs were realistic, though the exceeding is significant. The far higher level of withdrawn and prevented children is not expected to be sustainable. A moderate number of withdrawals and prevention combined with viable alternatives, would have increased the likelihood of viability and been fully in accordance with the strategy. The identified direct beneficiaries were reached, and the action programmes did in general achieve their planned objectives making the overall objectives of the programme be fulfilled.

The major achievements of the programme are:

- a. Children withdrawn from commercial agriculture: 15,967 and number of children prevented: 18,573.
- b. Structures at community level for the continuity of activities and prevention are in place beyond the programme in the foreseeable future.
- c. Awareness of child labour and general understanding of child labour issues have improved considerably.
- d. The strengthened child labour policy and the framework conditions at all levels work towards combating of child labour.
- e. Families of the withdrawn and prevented children and youths were given business training.

Some families and youths received start-up support.

In figures the achievements were as follows:

COMAGRI TOTALS					
COUNTRY	WITHDRAWN	PREVENTED	VT	IGA	CCLC
UGANDA	2, 530	3,434	100	218	20
TANZANIA	2, 966	1, 186	167	540	17
KENYA	2, 254	4, 137	149	102	84
ZAMBIA	1, 291	2, 085	172	771	23
MALAWI	6, 926	7, 731	200	359	34
<b>TOTALS</b>	<b>15, 967</b>	<b>18, 573</b>	<b>788</b>	<b>1, 990</b>	<b>178</b>
<b>END TARGET</b>	<b>5, 000</b>	<b>10, 000</b>	<b>(none)</b>	<b>(none)</b>	<b>(none)</b>

The programme had no targets for number of VT, IGAs and CCLCs.

### 5.9.3. ACHIEVEMENTS AS PER COUNTRY

#### Uganda

At ministerial level Uganda has a very interested and contributing Commissioner, which will be a strong asset for the continued work against child labour. Legislative review has been undertaken to examine loopholes in the existing labour, education and child protection laws and bills for improvements are about to be presented in parliament.

The NSC has not played the expected role as coordinator of child labour activities.

The main sectors addressed were tea, coffee, vanilla, rice as either commercial or household farming. The employers and workers organisations are active and collaborate on child labour issues. Code of conduct for employers in place.

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At community level the CCLCs play a core role in fighting child labour through awareness creation and monitoring of withdrawn children. They have regular monthly meetings and records of CCLC activities are available.

As there is not always satisfactory VT in place at local level the IAs created an apprenticeship with local artisans to train withdrawn children.

The main achievements in Uganda are:

- 2,530 children withdrawn and 3,434 prevented;
- DLOs and districts officials trained in CLMS, which is about to be launched;
- Increased reporting on child labour in agriculture by media, district officials and local leaders;
- Social partners have included child labour in the policies;
- Five schools have established IGAs to support the expenses for withdrawn children.

### **Tanzania**

MoL has recruited and posted 20 DLOs. A child labour strategy, which is consistent with Child Development Policy, is pending. The Labour Law is reviewed and endorsed. The CLU is coordinating all child labour interventions. CLMS developed by CLU and social partners. PRS emphasises on poverty interventions, which means that there is budget for facilitation. MoL takes community leaders from passive communities to visit more progressive communities to initiate experience sharing.

As regards education the MoE is expanding number of classrooms by giving the construction material to the communities and engage them in the construction. The number of teachers in creases considerably. MoE attempts to have at least two-three secondary schools in each district. Teaching materials and salaries are covered by MOE.

The target sectors were tobacco and tea as either commercial or household farming. Plantation owners support schools and CCLCs.

Some IAs have revived VTCs, which are now having the next ordinary intake of youth.

At community level seventeen CCLCs are operational. The Village Leaders act as inspectors. They have been asked by MoL to report child labour to the DLO and they are punished, if failing to report cases.

The major achievements are:

- 2,966 children withdrawn and 1,186 prevented
- Child labour a cross-cutting issue under “vulnerable” segments of national PRS;
- DLOs trained and active in child labour issues;
- Improved inspection;
- Development of CLMS,
- IGAs prepared to form registered groups/CBOs to ensure sustainability;
- Health system represented in CCLCs.

### **Kenya**

A workgroup reviewed the Labour Law and there is a bill in place in draft form. The bill is expected to pass parliament without problems. There are plan to form an inter-ministerial committee to fight child labour. List of hazards produced, which helps district officers in identifying hazardous child labour. Sixty district officers trained in CLM.

The NSC did not play the expected role. Meeting were few and called with short notice.

The DCLC committees work in close collaboration with the CCLCs and representatives from the CCLCs participate in DCLC meetings. DCLC members participate in community awareness meetings. The DCLCs act as advisors to the CCLCs. DCs have made calls for elimination of child labour in plantations.

Councillors address the issue of child labour in commercial agriculture.

The target sectors were tea, coffee and sugar in both commercial and household farms. FKE has held workshops for plantation managers to enhance capacity to (i) address child labour, (ii) establish the necessary logistics and (iii) realise the negative elements of child labour. FKE has further focused on education and has initiated construction of pre-school facilities in one coffee farm ensuring that children are not brought to the field.

Schools in target areas addressed when having high drop-out rate and poor completion rate.

The main achievements in brief:

- 2,254 children withdrawn and 4,137 prevented;
- 512 children underwent medical check-ups;
- Baseline study on causes, forms, consequences and alternatives to child labour;
- ANPPCAN study on safety and health hazards facing child labourers in Kenya;
- Legislative initiatives taken;
- Trade unions have included clauses prohibiting CL, while employers have developed guidelines as well as code of conduct in various sectors;
- Production of training manual and a CLMS field guide as well as other IEC materials
- Resource mobilisation by IAs. KEC-CS mobilised resources to provide medical check-up for all target children and referral for those, who required medical attention. ANPPCAN got resources for strengthening of local structures, while Kiambu DCLC raised funds through a luncheon:
- 60 district officers trained;
- 21 DCLC officers trained in TOT;
- Plantations have introduced signs at gate prohibiting child labour;
- Identification cards on entrance of the plantations for proof of age;

### **Zambia**

MoL about to employ the necessary DLOs, who will have a higher level of education than previously. Four ministries have worked on having legislation on child labour amended, which in parliamentary process. Commercial agriculture has been brought in and hazardous child labour issues made visible.

The NSC meetings have had short notices, so staff might be in the field without chance of participating. Joint publicity on child labour from MoL, CL and NSC. The interaction with other relevant ministries is limited.

There is no VTC structure in place, so IAs have revived some centres for the future benefit of other youths.

One IA worked very successfully with psycho-social training of youth and another have established collaboration with health service.

The CCLCs work effectively and from a strong structure at field level.

There were no target sectors. ZFE has website and will in future work with newspapers.

The main achievements were:

- Withdrawal of 1,291 children and prevention of 2,085;
- Legislative initiatives taken;
- The 23 CCLCs functional without the presence of DLOs;
- NUPAWU developed guideline for employment of workers,
- Development of media tools for advocacy and influence attitude.

### **Malawi**

In MoL the CLU, Bureau of Statistics and NSC work hand-in-hand. NORAD works with child labour in eleven of the twelve target districts, which has been a strong complementary factor. National Code of Conduct passed in year 2004. In process of defining hazardous child labour.

All DLOs trained in the eleven of twelve districts. Prosecution of employers employing children. MoE not ready to introduce non-formal schools. A mini-programme trained parliamentarians in child labour issues.

The main target sector was tobacco. Being mainly household farming, the farmers were also involved in other types of productions, typically maize and groundnuts.

Malawi worked more intensively with media than other country programmes.

The CCLCs form a very active a stable function meeting three times a month. There is total coordination of work between DCLC and CCLC. All CCLCs have Chiefs as members, who can intervene when detecting child labour. Law-breakers prosecuted or chased away from the area.

The main achievements in brief:

- 6,926 children withdrawn and 7,731 children prevented;

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- Legislative initiatives taken and strongly implemented;
- School attendance being gradually accepted by parents;
- CLMS functional in most supportive communities;
- Effective use of media.

#### **5.9.4 ACHIEVEMENTS AGAINST EXPECTED OUTPUTS**

**Output 1: Planning, co-ordination and implementation mechanism for programme intervention established**

A CTA was employed and five CPCs selected, offices established with the five FAAs and other necessary staff. The baseline surveys gave relevant information of the nature and extent of child labour, which set the frame for programming, selection of IAs and the development of Aps.

In total thirty-two partners were selected as implementers. The IAs have received general training in IPEC regulations during the process of AP development to ensure that APs were developed in accordance with IPEC requirements. The IAs further received training in financial management and gender analysis. The IAs, that were identified for implementation, were given withdrawal and prevention quotas.

The CPCs worked closely with other ILO/IPEC initiatives through sharing information, joint activity implementation, sharing resources such as office building, transport and other logistical requirements.

The National Steering Committee (NSC) intended to work as a forum for child labour issues allowing for broader interventions and experience sharing. But meetings were few, irregular and at times implemented with a very short notice.

As part of the information sharing a regional newsletter was published and disseminated to relevant ministries, research institutions and to implementing partners every four months. The third edition has just been published.

An implementation mechanism entails the establishment of a monitoring system. A simple monitoring system was supposed to be in place right from the formation of the CCLCs so that no experience was lost. It was supposed to further documentation and follow-up of children and parents, who are benefiting from the programme.

Efforts were made to develop a monitoring system, namely the CLMS, but it was shelved by most IAs when losing its original and intended simplicity.

All the IAs had some form of monitoring, which is rudimentary and does not go beyond figures.

#### **Output 2: Labour inspectors designated to provide advisory services to CCLCs in selected plantations**

The identification and training of DLOs was carried out prior to or at shortly after the launching of COMAGRI. It is, however noted that not all COMAGRI districts has a DLO. Other district officers were trained in the absence of DLOs. To ensure the necessary advisory support one CCLC co-opted a retired labour officer in their committee to provide the needed advisory services, while other IAs utilised their local networks.

It is worth noting that the MoLs, which do not yet have DLOs in place, are in the process of recruiting labour officers, some aiming at a higher educational level than hitherto practised. Such personnel will be highly valuable for the continuity of the programme.

#### **Output 3: Recommendations for effective legislative reforms drafted and proposed to governments.**

Child labour was not yet fully entrenched into the relevant laws in all countries, though all countries have Children's Acts and/or code of conduct in place. Working through and with the Federation of Employers and workers' organisations, progress has been made in the revision of legislative framework, developing codes of conduct, providing recommendations and promoting harmonisation with relevant international conventions. COMAGRI contributed in bringing the commercial agriculture dimension in focus, e.g. in legislative reforms in Zambia.

In some countries the MoL, in partnership with the MoH and a wide range of stakeholders, is in the process of listing the hazardous forms of child labour.

The achievement did not emerge in a vacuum, as there were efforts made by the Employers' or workers' organisations and governments around child labour issues before the launching of COMAGRI. The IPEC national programme did the groundwork in collaboration with social partners and had already created the impetus towards legislative reforms.

The achievements at the legislative side are noticeable acknowledging that government systems move at extremely slow pace

#### **Output 4: Partner organisations incorporate the issue of hazardous child labour into their policies and programmes**

The COMAGRI programme has contributed to making the hazardous child labour issues in agriculture more visible. Workshops for partner organisations have taken place from the time they were identified and started developing APs. The workers' organisations have included child labour as an issue of importance to address within agriculture and other sectors.

The interest is not only provoked by child labour harming children's lives making them miss educational opportunities, but also by the fact that children are paid much lower wages and so compete with adults on employment opportunities.

IAs have received training in and continue to communicate child labour issues to various community groups. The training has created awareness although more still needs to be done in order to reach a threshold that can keep child labour issues in the limelight.

As a result of having their capacity built, all IAs have incorporated labour issues in their policies. A few have solicited additional resources or written proposals for continued activities within child labour. This is not limited to withdrawal or prevention, but includes children's rights and advocacy issues.

At governmental level pronouncements reflect commitment to elimination of child labour.

#### **Output 5: Employers', workers' and community organisations sensitized on the hazards of child labour in selected plantations.**

All partners were involved in sensitisation activities not only in the commercial farm setting but also among the household farms, where children are either employed or work together with other family members. The type of sensitisation activities include community meetings, workshops, media campaign, drama, awareness material production and distribution and during departmental meetings, e.g. District Development Co-ordinating Committee meetings. Teachers and community leaders were also targeted. The topics covered child labour issues, Convention on Children's Rights and HIV/AIDS. The attendance during community meetings is high, especially where drama is also used, with an average of 100 people in Zambia.

The IAs reported having sensitised all the zones in their target areas. The sensitisation meetings or activities have resulted in a broader collaboration among various organisations working on children rights and welfare.

Field visits showed that some communities have difficulties in distinguishing between the wide scope of child issues. The confusion could stem from the fact that some of the organisations, that dealt with child labour issues, have been working in the same community on orphan and vulnerable children issues, delivering almost the same services.

#### **Output 6: Foundations for the creation of child labour free plantations established in selected sectors.**

The Community Child Labour Committee (CCLC) is one of the best practices in the strategy. The programme document provides broad guidelines on the selection and formation of the committee. IAs have selected CCLCs according to their local situation, with slight differences in the names. In some areas CCLC were already in place and functional. Some call them Community Child Labour Committees (CCLC) while others are called Community Child Labour and Prevention Committee (CCLPCs). In the registration in this report they all fall under CCLCs.

In total 148 CCLCs have been formed and are operating. The stipulated membership at formation ranged from around 15 to 30, depending on the composition and type of CCLC. Some CCLCs are composed of community leaders in terms of priests, head teachers, councillors

etc, which is little effective, as they have minimal time to engage in the work and they are often situated centrally having no means of transport to go monitoring the situation. Other CCLCs were composed of one member from each location, which is more practical, as it makes it possible for each member to walk on foot to the involved schools and families. Some CCLCs have established IGAs to facilitate their work, wherefore CCLCs in Malawi do already have bicycles. Some members have dropped out due to various reasons, which include lack of logistical support, long distances or unmet expectations such as sitting allowance. Conditions vary ranging from complete voluntarism to transport allowance or other small appreciations. Meeting the CCLCs is was made clear that without an in-built structure for basic facilitation the CCLCs will gradually fall apart, having a few idealistic members left that can and will pay expenses out of their own pocket and/or who are willing to pay a casual labourer to take care of their shambas, when carrying out CCCLC work. With the long distances one monitoring will often take a full day. To follow the situation in schools and families a proper monitoring requires several days of work for each CCLC member every month.

The idea of CCLCs is now introduced in other IPEC programmes.

To prevent child labour plantations could be encouraged to introduce full adult employment. HODI, Zambia, is in the process of experimenting with a Community Labour Bureau idea, a system of providing labour, which does not include children labourers.

The DCLCs have suffered a few challenges in implementing their activities effectively. Transportation has been very difficult though in some places the DC has been very helpful in providing transportation. Getting a quorum during meetings has been in some districts been difficult, because individuals are usually busy in their own departments, while other districts have a high level of enthusiasm, e.g. in Kenya. Lack of means for basic facilitation funding has resulted in restrictive report writing. Unfortunately some DCLCs have had many transfers or resignations, which has caused inconsistency in programme implementations.

#### **Output 7: Programmes developed and staff trained to provide services and viable alternatives to children and their families (education, VT, health service, IGA).**

Needs assessments were conducted by the CCLCs to identify the children and parents to benefit from the programme. Each IA developed their criteria of selection based on the reality on the ground. To ensure uniformity of the communication on child labour, it was proposed in the programme document that appropriate training materials for IAs be developed. Relevant literature and sensitization materials were provided to IAs for sensitizing the target families. Further, child labour guidelines were produced as also CLU, Uganda produced various materials.

The training comprised IAs, DLOs, DCLCs, CCLCs and decision-makers at all levels.

In some countries IAs have initiated community schools. A majority of the withdrawn and prevented children attend some kind of education, whilst the figure is unknown due to lack of adequate monitoring of the children and their families.

The number of youngsters that has received VT is in total 788. However, some youngsters have received two-week training only, which cannot be regarded a viable alternative. More details in chapter 5.6.2.

Finally, linkages with community based organisations and other bodies addressing child labour issues have been developed at the level of collaboration.

#### **Output 8: Former child labourers provided with (non-) formal education and VT in the selected plantations**

15,967 children have been withdrawn and are supposed to be in government and community school at the proportion of around 60% boys and 40% girls. This cannot be fully verified, as some IAs did not carry out gender-segregated registration. The IAs reported that some of the children have dropped out of school. This was also confirmed by the children themselves, who admitted that some of their peers have dropped out, even mentioning them by name. Where this has happened, statistics at the IAs and even the CCLCs indicate that all children are still in school.

788 of the withdrawn children have been provided with vocational training skills and a minority were given start-up capital to embark on IGA, which might force the youths to revert to available labour.

As was observed during the mid-term evaluation, the programme seems to take withdrawal more as an event as opposed to a process that needs a holistic approach. The children are counted as withdrawn when they have been removed from hazardous work situations and placed in an educational environment. Assumedly a majority of the children will go back to work gradually, because their basic needs in terms of food and clothing are not provided for after programme expiry. Interviews with parents and teachers indicated that children 11 years and above are more likely to miss classes, after having “tasted the goodness of money and having a relative independence, which may not require as much attention and concentration as a classroom setting demands”. Lack of interest, quality of educational structures and distance to the nearest school may also contribute to school drop-outs. The presence of non-formal schools having a gradual phasing of children into the formal school system helped absorb the withdrawn children.

In Malawi non-formal schools have the same curriculum as governmental schools.

The general demand for non-formal training or transition solutions was not as high as assumed, as a majority of the children had, irregularly, attended school for years working as seasonal labourers.

#### **Output 9: Parents (of ex child workers and children at risk) and older children equipped with skills and facilities to increase their income through diversification of their activities**

Most APs stipulated a replacement of income for the families, whose children have been withdrawn from the labour market in their programme document. So parents/guardians and youths have been given skilled, which include tie and dye, brick making, carpentry, floor polish making, tailoring, baking, sale of fish, oil expression, goat, chicken and pig rearing and other traditional agricultural productions and business management. As indicated in the table, at least 1,990 parents or guardians and 788 youths received training, a minority with start-up capital.

The relatively low level of funding for the purpose combined with long-term types of IGAs will not create the replacement of child income, as it was originally intended. Thus parents may not be able to continue supporting their children with education. Moreover, most IGAs were started last year, for which reason it is impossible to assess the impact at this time of implementation, although there may be indications that they may not be fully sustainable.

The programme document states that experience from other IPEC programmes that implement IGAs would be utilized. Nevertheless, it seems that each IA is using whatever experience they may have in this area, leading to use of untested and non-coordinated strategies. The idea of introducing development plans for the IGAs, that could give a clear picture of how long it will take for the families to support themselves, was not applied.

There are other gains of the IGAs that have already proved viable. This concerns the psychosocial gain from grouping and working jointly on a change of living conditions. The members share experience, establish bank accounts, make needs assessments, support each other directly, which all reinforce the self-esteem.

No documentation of quantity and quality impact of income generating programmes on the economic security at household level was carried out, as most of the IGAs are young, some less than 8 months to-date. The initial signs do not indicate any significant (if anything at all) contribution towards the livelihood at household level.

#### **Output 10: Health care services provided to children withdrawn from work, and those at risk of working prematurely**

The importance of addressing health care needs of the children was identified in the programme document. However, there was little structured intervention on this front. Delays in the implementation and the late disbursement of funds form the main reasons as cited by the IAs. When checking on the IA programme documents, though, very few held a health component – yet they were approved all way through the ILO/IPEC system. The collaboration with the MoH was usually a local arrangement without the knowledge and support from the decision-makers at

district level. Even were the IAs were reported to have counselling personnel and facilities, the health care needs of the withdrawn and prevented children were not addressed consequently.

#### **5.9.5 IMPACT AT FAMILY LEVEL**

The awareness of the hazardous of child labour at family level is now significant. But the beneficiaries of skilled training do not have stable income that can compensate the income generated from child labour. The children placed in schools are highly motivated, but the fear is that not all will thrive in labour again after having felt the challenges and pleasure of intellectual stimuli.

Statement of the children met showed deep poverty and immense frustration over neither belonging to the part of society that can ensure education, nor feeling attached to the former work mates.

The logic sequencing of activities combined with the programme timeframe left too short time for establishing viable alternatives.

As referred to in chapter 4.2.2. the psycho-social building is the starting point. It is therefore not only children that ought to be given a chance to recover from a hopeless situation, the parents do, too. Having been a parent that has never been capable of providing for the basic needs of the family, the parents/guardians do not see themselves as capable of raising their children and therefore sit waiting for a programme to take initiatives on their behalf to take good care of the children. To make withdrawal become sustainable it is crucial that the parents/guardians gain confidence in their own ability as caretakers and allocate resources to become able parents. Children need guidance and support many years ahead, not only in the period after a withdrawal. The parents/guardians are the natural supporters and should be given the psycho-social strengths and general insight to act as such in the time to come.

#### **5.9.6 MULTIPLIER EFFECT**

When introducing an entirely new thinking around basic needs and rights of children unforeseen side effects tend to appear. These can be multiplier effects as in this programme. The multiplier effects concern:

- Collaboration with farm management and research institutes (e.g. Jomo Kenyatta University of Science and Technology) and prisons department on farming techniques.
- Increased reporting on cases of child abuse and neglect with increased awareness of children's rights.
- Children winning other children from child labour to school.
- Children contributed money to help other children go to school.
- Non-target parents started sending their children to the apprentice trainers and paid for them to get the skills.
- The programme helped to reduce strikes in commercial agriculture as the interaction allowed workers to talk of their own personal problems.
- Membership in the workers union improved as children got withdrawn and replaced by adults in the plantations.
- More people have come to understand trade unions not just as people, who organise strikes, but that they are also ready to work for a total better of the people.
- The skills in agriculture and other IGAs are sought emulated by other community members.
- Parents have opened up individual bank accounts.
- Establishment of formal/informal groups and credit schemes.
- Cross-sector collaboration among district officials.
- 2 vocational training centres revived as result of the AP. Now having ordinary enrolment.

As it appears the effects are all positive, and can be utilised immediately by other programmes to gain certain achievements. In addition they are thought provoking encouraging a review of hitherto applied objectives and outputs and brings a wider perspective on the effect of working community based.

**5.9.7. SUITABILITY OF MEDIA**

Malawi and Zambia made effective use of media as a source of awareness creation. In Malawi the radio reports, when employers of child labourers are jailed. Thus the media had proved very effective both for awareness purpose, but also for constant information of child labour issues. As most people have radio as the only source of information, the radio becomes an effective for dissemination of information.

In the two countries the following has been produced:

- 3 documentary videos of different forms of child labour in commercial agriculture;
- 81 programmes on child labour aired;
- Phone-in programmes instituted with remarkable feed-back.

The effectiveness and the shape of the tool need to be further explored, as it means direct and cheap access to most homes in the target countries. The tool should be combined with on-ground activities and should act as a continued partner throughout the implementation phase.

**5.10 EVIDENCE OF SUSTAINABILITY AND MOBILISATION OF RESOURCES**

**5.10.1. ESTABLISHMENT OF SUSTAINABILITY**

The programme promoted local ownership and long-term sustainability of activities through setting up management structures and CCLM’s, and introduction of income generating activities. Some progress has been made in all these areas, but as pointed out earlier they came late. There are clear commitments (including resources) from local and national partners to continue the work on child labour. This includes legislation, clauses on child labour, code of conduct on child labour in worker’s and employers’ organisations and the continued focus on and limitation of child labour with possibility of prosecution

As noted by a senior government official, there is bound to be sustainability. What matters are the people, who have the will in this cause. He noticed that for those who were involved, commitment for CL is strong. Having stakeholders at all levels that have realised that development of micro- and macro societies imply building of the upcoming generation, ILO should consider how to help these stakeholders continue the fight for viable solutions to child labour.

The group of strongly motivated stakeholders includes most of the involved governmental officers, DCLCs and CCLCs. Unfortunately the institutional framework is not yet strong enough to eliminate child labour. Efforts should be made to establish strong vertical and horizontal linkages between governmental departments, local government, development agencies and sub-county bodies.

During the workshop the participants were asked to establish which activities and structures that are likely to be sustainable. The below indications cover the likely sustainability across the scope of partners. As child labour has to be viewed holistically, and as APs were overlapping in type of activities, it is not possible to account for the specific effect of each of the partners. Details on partner achievements are found in annex 5.

The below was agreed upon among all stakeholders:

GOVERNMENTAL/NATIONAL LEVEL	DISTRICT LEVEL	COMMUNITY LEVEL
<ul style="list-style-type: none"> <li>▪ Legislation on child labour issues has been done and more is in the process.</li> <li>▪ Participation of workers and employers organization involvement and inclusion of child labour issues in work plans.</li> <li>▪ Recruitment of District Labour Officers/inspectors under the MoL is in process and when on board and capacitated, will embrace and promote child labour issues.</li> <li>▪ The availability of the child labour unit under the MoL, with its intention to have it on full time</li> </ul>	<ul style="list-style-type: none"> <li>▪ Availability of District Development Coordinating Committee.</li> <li>▪ Constituency Development Funds</li> <li>▪ DCLCs</li> <li>▪ Child labour on district development plans</li> </ul>	<ul style="list-style-type: none"> <li>▪ CCLCs formed and functional;</li> <li>▪ Viable economic activities or IGAs which lead to sustainable improvement to livelihoods.</li> <li>▪ Availability of (non-)formal school structures and possibilities of school based IGAs;</li> <li>▪ TOT in SIYB means availability of cadre to train others.</li> <li>▪ Use of women, CBOs, traditional leadership;</li> <li>▪ CCLCs registered as CBOs getting funds for establishment of CCLC IGA to ensure facilitation</li> </ul>

basis, will continue advocating on child labour issues. <ul style="list-style-type: none"> <li>▪ Child labour on the national Budget.</li> <li>▪ Child labour made a cross-cutting issue at government level in some countries</li> <li>▪ National Steering Committee in place - needs strengthening</li> </ul>		
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As the survey shows there are many and viable structures in place, though most are still fragile. Not to lose what has been gained the structures need immediate support, eventually from ongoing IPEC programmes.

### 5.10.2. SUITABILITY AND APPLICATION OF PHASE-OUT STRATEGY

The mid-term evaluation report emphasised on the need for a phase-out strategy. This was never directly formulated, but all steps taken aimed at local take-over of responsibilities and areas of work.

A phase-out strategy could profitably have (i) had clear structures for who is, after expiry, responsible for which part of the fight against child labour ensuring that there are no gaps and overlaps, (ii) established strong co-ordination of initiatives through a coordinating board having representatives from all groups with funding of these activities in place as well, (iii) ensured that IA had linked with other NGOs and other bodies on the ground for take-over of e.g. IGAs and construction/rehabilitation of class rooms.

Finally there could have been clear links to other relevant IPEC programmes ensuring specified take-over of activities combined with the necessary logistics.

Most of this would have required needs assessment meetings and training for which the phase-out strategy should also account.

As each of the target countries have different work environments, a phase-out strategy should have had a part being country specific.

Despite all difficulties the activities require minimal support to succeed, mainly in terms of advising, for another year or two. This concerns primarily IGAs at all levels, as establishment of IGA at parental, school and vocational training level would all help generating the necessary financial support required to keep children and youngsters out of child labour, but does also include interventions in the education sector through adequate partners.

### 5.10.3. ROLE OF OTHER ILO/IPEC PROGRAMMES

As emphasised on in previous chapters a majority of the achievements are not stable at present, as they have recently been established. Other IPEC programmes should therefore come and fill in the gap that still exists to ensure sustainability of COMAGRI's significant and opportune achievements and they should resume while the spirit and motivation is still high.

The CBP can continue to build capacity of the partners and strengthen the institutional framework, while the HIV/AIDS programme could still target the poverty aspect – the most devastating effects of HIV/AIDS. It is well documented that the first to be sent in labour are orphaned children, wherefore the HIV/AIDS angle to the problem is very promising.

## 6. LESSONS LEARNED

The participants in the national workshops gave their point of view on lessons learned within the major programme components. The scorings below are divided into good practices and other lessons learned. A detailed study on Good Practices in COMAGRI is underway and will supplement this report.

The below is the result of the workshop scorings combined with evaluation findings

### 6.1. GOOD PRACTICES

The good practices refer to positive past experiences. The below shows what was appreciated by various stakeholders and the points are mentioned in random order; some hold impact components:

- Involvement of children to win other children from child labour to school.

- Establishment of IGAs in schools and CCLCs ensuring viable support of target children.
- Collaboration between partners making the work with child labour more effective and efficient.
- Tight and strict supervision of IAs has kept implementers on course ensuring optimum use of resources
- Circulation/sharing of reports and introduction of newsletter excellent for finding common footstep and understanding of others partners working for the same cause.
- Training of DCLCs and CCLCs in child labour issues made the work and interventions effective on the ground.
- Involvement of informal leaders in advocacy and prosecution of abusers is effective.
- Learning from other both at IPEC level and IA level.

## 6.2 LESSONS LEARNED

The lessons learned, which refer to negative past experiences, are sub-divided in accordance with their specific field of experience:

### *Programme management:*

- Programme bureaucracy a setback to implementation.
- All social partners should be selected when launching implementation of APs.
- Need for well-developed and integrated phase-out strategy to avoid a feeling from IAs of being left hanging.
- Monitoring tools too comprehensive, complicated and resource demanding.
- Programme duration should tie up with the activities. The time was not enough to ensure programme viability.

### *Financial administration and procedures:*

- The financial reporting system is complex and bureaucratic.

### *Partner collaboration and network creation:*

- Knowledge gathering through exchange visits needed.
- Integration of MoL to be enhanced.
- Limited networking at district level.

### *Capacity building:*

- Provide training in monitoring and programme management.
- Institutional strengthening of IAs.
- Provide training in psycho-social methods.
- Train parents and children in advocacy.
- AP should be child owned in term of increased child withdrawal by children encouraging other children to return to school, involvement of children and youngsters in project design etc.
- Training of the implementing agencies in financial reporting should have been done before AP. Some late APs did not receive any training. The subject was not well understood.

### *Local management structure (Steering Committees, community structures etc):*

- The National Steering Committee did not provide direction.
- Facilitation of district officials and CCLC to monitor or conduct activities against child labour required.
- The community level structures should be closely linked with relevant district structures.

### *IGAs:*

- Establishment of IGAs should be more professional in approach, be allocated adequate resource, be supervised longer and be monitored to allow for beneficiaries and IAs learn from experience.
- Need for market assessments and training in business management.
- VT-graduates paralysed without start-up support.

## 7. RECOMMENDATIONS

The following recommendations reflect a merging of consultant findings and the preceding IA assessment of good practices and lessons learned.

The below recommendations address more superior issues, while recommendation on details are found in the respective chapters.

### IPEC Geneva:

- Ensure that future programme designs are needs' based and involves both (i) IPEC offices in the targeted countries, (ii) beneficiaries and (ii) potential and/or previous stakeholders. The design could be profitably be carried out by an external capacity with proven experience in the geographical area and core fields of operation.
- Develop procedures for ongoing IPEC programmes to act as safety net to activities from expiring IPEC programmes. The close collaboration, that is already in place, could have structures and procedures facilitating a functional take-over of expiring IPEC programmes.
- Decentralisation of financial approval and disbursement of funds to e.g. Area Director Office or CTA office.
- Coherence between programme strategy and allocated resources in terms of funds and time.
- Development of reporting procedures and formats having space for reporting on impact and constraints to facilitate early discovery of what works and what need adjustments. The reports, if circulated, could help IAs learn from each other without IPEC taking further initiative.
- Development of simplified financial reporting procedures and formats. Some of the major INGO could serve as inspiration.
- Programmes to be designed with distinct inception phase and implementation phase ensuring that implementation is not cut short due to eventual delays in programme establishment.  
If establishment of programme logistics delays or parents and local bodies need time to accept the idea of withdrawing children from labour, the timeframe for implementation will not be touched, when forming a separate part of the programme.
- Programmes intending to change behaviour should have a sufficient time set aside for introductory activities such as awareness and proper preparation of this, establishment of suitable programme networks etc, which (i) helps speeding up the phase of implementation and (ii) makes activities have rapid impact because of clear and common understanding among beneficiaries of necessity of activities and own role and benefit from the very same activities.
- To enable suitable phasing-out all programmes should have built-in phase-out strategy that IAs can adhere to in their planning. All APs should have phase-out-strategies in their proposals corresponding with IPEC strategy. Alternatively, when phases of implementation are short the strategy should include awareness and advocacy only and not activities requiring long time e.g. behavioural changes.
- Routines for capacity building and experience sharing for programme staff. Such meetin should touch upon actual problems and serve as experience sharing of IA procedures, methods and activities and should not comprise planning activities, which fall under management meetings.
- Development of methods, techniques, formats and structures for establishing and measuring both quantity and quality of programme interventions.
- Development of more detailed and comprehensive procedures and indicators for selection of partners defining partner capacity as regards staff capacity, management capacity, relevance of methods, previous results in the same field of work etc.
- There need to be a programme budget for facilitation in the phase of establishment of given activities combined with a clear strategy for how the expenses can be covered after e.g. one year of operation and well in advance of expiry.

- Each programme should have budget and strategies for credit/start-up support of all that have been given skilled training. If working with revolving loans, the amount set aside can be relatively modest and still help a high number.
- ILO/IPEC need to draw donor attention to the immense problems of child labour, which strongly hampers future development of the macro-economy in countries that donors already support aiming at viable changes.  
This could be done through e.g. debates of consequences viewing child labour from a holistic angle, through close collaboration with one and/or few countries setting the good and successful example of cross-sector interventions or through media coverage of examples illustrating the interrelation between child labour and education, health, economical development.

**Regional level:**

- All staff need further training in gender sensitivity and gender analysis.
- Regional production of relevant material for training and information purposes especially for the CCLCs and DCLS
- Establishment of regional structures that address child labour across all relevant sectors.

**Country level:**

- Future child labour interventions should involve relevant ministries in the fight against child labour incorporating their need for facilitation to help the ministries act as planned during the uniting work – eventually through involvement of UNICEF, UNAIDS, UNDP, FAO, human rights bodies, media etc.
- Strengthening of the NSCs that played a minor role in fighting child labour in all countries. This NSC should be dressed to be the body coordinating all initiatives on child labour across sectors and actors.
- More efforts be put into capacitating partners in project management through training, site visits and visit to other countries.  
The partner capacitating should be implemented as continued training e.g. 2 days a month in 12 months, serving as constant support or guide of good practices in management and implementation.  
This would not hinder other ad-hoc training to take place.
- Some gaps in coverage of objectives were experienced in COMAGRI. To prevent future gaps national offices should select APs in accordance with the emphasis in Programme Strategy.
- Establish and nurture strong and functional structures between the relevant core ministries.
- Selection of a wider range of partners e.g. media, a variety of adult training institutions and teachers colleges.

**Implementing agencies:**

- Should be experienced and have concept papers for how to address the problems for which they apply for funding.
- The IAs should demonstrate capacity in terms of skills, structures and resources to manage the proposed programme – or alternatively which additional resources to look for and how to integrate them in the work.
- Networking should be established from the launching of APs.

# **ANNEXES**

## **ANNEX 1 TERMS OF REFERENCE**

### **INTERNATIONAL LABOUR ORGANIZATION**

#### **INTERNATIONAL PROGRAMME ON THE ELIMINATION OF CHILD LABOUR (ILO-IPEC)**

##### **Terms of Reference Final Evaluation of the project:**

##### ***Targeting the worst forms of child labour in commercial agriculture in Kenya, Malawi, Tanzania, Uganda and Zambia***

(P 340 00 100 050- RAF/00/P51/USA)

#### **I. Background and justification**

1. The aim of ILO-IPEC is the progressive elimination of child labour, especially in its worst forms. The political will and commitment of individual governments to address child labour—in cooperation with employers' organizations, trade unions, non-governmental organizations and other relevant parties in society—is the basis for ILO-IPEC action. ILO-IPEC's strategy includes raising awareness on the negative consequences of child labour, promoting social mobilization against it, strengthening national capacities to deal with this issue and implementing demonstrative direct action programmes (AP) to prevent children from child labour and remove child labourers from hazardous work and provide them with appropriate alternatives.
2. The project *Targeting the worst forms of child labour in commercial agriculture in Kenya, Malawi, Tanzania, Uganda and Zambia* (COMAGRI) is a sub-regional intervention that aims at preventing and progressively eliminating hazardous child labour in selected agricultural sub-sectors of the targeted countries. COMAGRI started officially in November 2000 and its planned end-date is March 2005. The total duration of the project will therefore be 53 months. The total budget of the intervention provided by the donor, the United States Department of Labor (USDOL) amounts to USD 4,736,658. The immediate objectives of COMAGRI are the following:
  - The capacity of the governmental and non-governmental, community, employers' and workers' organizations will be strengthened to identify and eliminate hazardous child labour in selected plantations.
  - 6,000 children working under hazardous situations in commercial agriculture will have been withdrawn and rehabilitated and their families provided with viable alternatives to exploitative child labour.

- A further 10,000 at risk children will have been prevented from prematurely entering the labour market.
3. Despite certain delays and problems in implementation (mostly linked to the limited capacity of local partners) COMAGRI has made progress towards the achievement of its objectives. The project has worked with 32 national implementing agencies and in all cases built their capacity in terms of dealing with child labour issues. These agencies have included trade unions, workers organizations, governmental agencies and non-governmental organizations. COMAGRI has also interacted with many other organizations, especially at the district level. According to the latest figures available, the project has prevented 9,189 children from entering child labour and has withdrawn 9,589 children from hazardous work situations in agriculture. These children have been provided with alternatives of either education or vocational training. In addition, income generation opportunities have been provided for parents/guardians, in some cases through school-based activities.
  4. COMAGRI has also made progress in the revision of legislative frameworks, producing recommendations and promoting harmonization with relevant international Conventions. It has supported the creation of Child Labour Committees in selected plantations and estates to perform child labour monitoring and inspection activities. The project has also trained labour inspectors and officers in the five countries to enhance their capacity to perform child labour inspections and prosecutions. Community-based child labour monitoring systems are being pilot-tested in the five countries. Technical advice was provided to employers' associations and trade unions to negotiate and adopt codes of conduct and collective agreements including the prohibition of using child labourers. Finally, awareness raising campaigns have been conducted, leading to increase coverage of child labour issues in the media.

## II. Purpose and scope of the evaluation

5. According to ILO regular procedures and as agreed with the donor, the project is due for a mandatory independent final evaluation before its end. This evaluation should serve two basic purposes: a) accountability to the main stakeholders, including government agencies and social partners in the targeted countries, partner organizations and the donor, on what has been done and achieved; and b) learning from the experience to analyze the reasons for success and failure and to provide appropriate feedback to future planning processes in this area.
6. In general terms, the evaluation should assess the overall performance of the project with regard to reaching its objectives, the appropriateness of its strategies and priorities, the efficiency of implementation, the sustainability of the impact obtained and the unexpected effects on children, families, communities and at the national level. It should therefore focus on the project's implementation and its achievements. With regard to the action programmes developed as part of the project (executed by implementing agencies), each of them should be seen as a building block of the overall strategy and assessed accordingly.
7. This evaluation is particularly important considering that agriculture is the backbone of the African economy and one that employs the bulk of the child labourers in this continent IPEC management will use the evaluation results to revise the approach and strategy that has been followed in the commercial agriculture sector, especially in Africa, and to design future interventions replicating successful experiences. Therefore, the evaluation should provide credible and reliable information on the project's impact and sustainability and it should also document lessons learned, models of intervention and good practices. The evaluation results will also be used by partners in charge of implementing activities in the field or that support the national efforts against child labour in the region, including

USDOL, governmental agencies, trade unions, employers' organizations, NGOs, community-based groups and international organizations.

8. IPEC will also use the evaluation report as an input for the kit of programming resources related to child labour in agriculture, currently under preparation.

### **III. Suggested aspects to be addressed**

9. The evaluation should address the ILO established overall evaluation concerns such as relevance, effectiveness, efficiency and sustainability (please see *ILO Guidelines for the Preparation of Independent Evaluations of ILO Programmes and Projects, section 1.2, November 1997*).<sup>4</sup> Therefore, the evaluation should provide an assessment of the overall impact of the project at the national and sub-regional levels, including a review of the outcomes of the project relative to its objectives.
10. The following are some suggested key evaluation aspects or concerns that have been identified based on consultation with key stakeholders. Other issues can be added as identified by the evaluation consultants in accordance with the given purpose of this exercise and in consultation with IPEC's Design, Evaluation and Documentation Section (DED). One of the tasks of the consultants will be to decide, based on the evidence and available findings, which of the following issues are the most important aspects to be addressed in meeting the purposes of the evaluation.

#### **Design and relevance of the project**

11. Please assess the validity of the project design, including its gender-sensitiveness and feasibility, as well as its relevance according to the national context in each of the five targeted countries. Discuss the validity and relevance of designing a sub-regional intervention for dealing with child labour issues in commercial agriculture in East Africa.
12. Validity of project design:
  - a. Was the strategy presented for achieving the immediate objectives and to contribute to the development objective sound and solid? Was the sequencing of activities appropriate and the time allocated for developing specific components sufficient to produce sustainable results?
  - b. Were the objectives, target numbers and timing of the project realistically set?
  - c. How did the original design consider the assumptions and external factors that could influence the implementation of the project?
  - d. Have the identified indicators and means of verification, as well as the project's Monitoring Plan, been appropriate and useful for monitoring and evaluation? Was the data needed for the indicators readily available?
  - e. How well did the original project design take into account local capacity and national efforts already underway to address child labour and promote educational opportunities for all children in the rural areas of the five countries?

13. Relevance:

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<sup>4</sup> These guidelines can be found at <http://www.ilo.org>, under "Evaluation".  
Regional Programme on Prevention, Withdrawal and Rehabilitation of Children Engaged in Hazardous Work in Commercial Agriculture

- a. Was the project's strategy relevant according to the child labour situation in the targeted countries? Please consider the current patterns of employment of children in agriculture in Africa. Would a similar intervention continue to be relevant at the present time?
- b. Was the project relevant according to the identified needs of the target groups?
- c. Please analyze the relevance of the different components of the project's strategy. In particular, was the strategy for income generation (provision of grants as seed capital) relevant according to the families' and partner organizations' perceptions?

### **Implementation of the project**

14. Please analyze how the project has been implemented, in terms of management, coordination and collaboration with others, highlighting the synergies created. Assess especially the respect of and adherence to work plans and calendars and the overall efficiency of implementation (considering if the results obtained justify the costs incurred). Based on the experience of COMAGRI, please provide recommendations on how to avoid preventable delays in implementation of future projects and on how to efficiently fast-track specific activities. Additionally, please determine which areas proved to produce the greatest impact for the investment made and which showed the lowest returns on investment.

15. Management and coordination:

- a. Please analyze the main reasons for the high turnover of Chief Technical Advisers in COMAGRI and its impact on implementation.
- b. Please review and assess the efficiency of project implementation, including an analysis of the administrative and financial processes and backstopping / communication from ILO Headquarters and from the ILO field.
- c. Assess the efficiency of the administrative and management systems established to support project implementation.
- d. Please analyze the efficiency of the process for Action Programme approval and allocation of resources to Action Programmes.
- e. Is the project management structure in each country and in the sub-region, in terms of staff and organization, adequate, efficient and effective? Please analyze the mechanisms used for building internal capacity (staff training). Assess coordination mechanisms and information sharing between national and sub-regional staff.
- f. Assess the extent to which monitoring and evaluation tools have been developed and are being used to determine short-term and long-term project impact. As applicable, please evaluate the design and effectiveness of these measures.
- g. To what extent did factors outside the control of project management affect implementation and attainment of objectives?
- h. Analyze the project's staff and the implementing agencies sensitiveness to gender issues during implementation.
- i. How were the recommendations from the mid-term evaluation acted upon by the project and to what effect?

16. Synergies and collaboration:

- a. How did COMAGRI work with other IPEC projects being implemented in the targeted countries? How did the project take advantage of possible synergies and economies of scale created?

- b. In what way and to what extent did the project benefit from IPEC's global efforts to develop guidelines for establishing Child Labour Monitoring Systems?
- c. How effectively is the project leveraging resources (e.g. by collaborating with IPEC or non-IPEC initiatives)? What process is being undertaken by the project to identify and cooperate with other initiatives and organizations that could complement efforts by COMAGRI?
- d. How well did the local management structures (National Steering Committees, Local Steering Committees) work? Evaluate the level of project participation and commitment shown by government agencies, trade unions, employers' organizations, international organizations and NGOs working on the issue of child labour, sustainable agriculture or child protection in general.
- e. Assess the capacity building efforts made by the project with respect to implementing agencies, including training on project monitoring and reporting, as well as training on definitions used by IPEC for identifying a child as prevented or withdrawn. Assess the degree to which project staff, implementing organizations and other stakeholders have a clear and common understanding of these concepts.
- f. Was the selection of the implementing agencies appropriate? How could their performance have been improved?

### **Concerning the achievements of the project**

17. In general, analyze the quantitative and qualitative achievements of the project at the national and sub-regional levels in comparison with the planned objectives, indicators and targets. Are the project outputs of good quality and delivered timely? Have the identified direct beneficiaries been reached? Please assess the effectiveness of the various action programmes implemented under this project and the contribution of each one to its immediate objectives. The following are specific questions regarding project effectiveness:
- a. How effective was the project at building capacity to address child labour in commercial agriculture in each country? Which partners made the most progress in terms of increasing their capacity, and why? What lessons can be learned from this experience?
  - b. How effective was the project in implementing child labour monitoring systems (CLMS)? Please include an analysis of the actual and/or perceived effectiveness of the CLMS as a tool for child labour prevention and for the sustainable removal of children from hazardous work in agriculture. Was the CLMS concept clearly understood by partners and by IPEC staff.
  - c. Was the project successful in terms of raising awareness on the child labour problem and in promoting social mobilization to address this issue? Please assess the effectiveness of the project in building sustainable networks between organizations working to address child labour on the national and local levels.
  - d. How did the program measure the effectiveness of awareness-raising activities? Were parents' attitudes about child labour in commercial agriculture changed in the areas of implementation, as a result of the project? Does the evidence indicate that these are long-term or short-term behavioural changes?
  - e. How effective was the project in withdrawing children from work, in preventing hazardous child labour and in removing hazards (thus improving working conditions)? Please assess each of these three strategies in terms of outcomes and relevance, including whether differences can be perceived in terms of outcomes for boys and girls.
  - f. Did the project successfully increase family income through the planned income-generation activities? Have the beneficiaries of skills training been successfully linked to employment opportunities? If not, why? Was the time allocated for these activities sufficient, and if not, how much time would have been needed for maximum effectiveness? Make sure that the analysis is gender sensitive.
  - g. The mid-term evaluation noted that many of the withdrawn boys and girls were in need of health services, and that COMAGRI was experiencing difficulties with regards to the

implementation of health activities, since this component was dependent on the work done by other organizations and no project funding was attached to it. Were these activities completed? What impact did they have?

- h. Identify unexpected and multiplier effects of the project, for boys, girls, families and at the national level. What were the reasons for these effects to happen and how were they taken care of? If positive effects are identified, please provide recommendations on explicit strategies leading to the positive situations, to be incorporated in future programmes.

### **Concerning the perspectives of sustainability**

18. In general, please assess the project's actions and strategies to ensure the sustainability of the benefits generated, as well as its exit strategy. How has local ownership of the project and long-term sustainability of activities initiated under the project been promoted to date, and what progress can be identified so far? What kinds of exit strategies are being implemented by the project? What kinds of commitments (including resources) does the project already have from local and national partners willing to accept responsibility for specific areas? In particular:

- a. To what extent are activities initiated under this project likely to be sustainable by local actors, including the governments? How committed is the government in each of the countries to the goals of the project? Please assess policy-level changes that could lead to the sustainability of project's actions against child labour.
- b. How effective were the project's strategies for promoting local ownership and sustainability of efforts begun by the project? What lessons can be learned in this area from this project?
- c. Please assess the capacity and structure of local institutions to carry on with key activities of the project and the quality of IPEC's capacity building efforts in this respect.
- d. The mid-term evaluation report indicated the following: "*The programme does not have a phase-out strategy and may therefore have uncompleted business by the time of IPEC withdrawal. A phase-out strategy should be developed and shared with all relevant persons and institutions.*" How was this recommendation addressed? Was an adequate phase-out strategy developed?
- e. What should be the role of other IPEC projects and programmes in the targeted areas to ensure the sustainability of COMAGRI's benefits.
- f. Please analyze the sustainability and coping strategy at the family level, how the project has contributed towards this end and the remaining gaps. Are families likely to continue sending their children to school, even in situations of crisis?

19. The suggested aspects could tentatively be structured along the following main lines or axes, which could constitute chapters of the evaluation report:

Quality of the project design and relevance

- Implementation and efficiency
  - Management and capacity issues (distinctions by country to be made as appropriate)
  - Working with partners and creations of synergies
    - In general
    - In each country
- Achievements of the project

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- Main achievement of the project in relation to its objectives and indicators, by components and by country as appropriate
- Effects of the project
- Evidence of sustainability and mobilization of resources (distinctions by country should be incorporated as appropriate)
- Main findings and lessons learned (distinctions by country to be made as appropriate)
- Recommendations (including distinction by country and by stakeholder as appropriate)
- Potential / confirmed good practices

<b>Methodology and Time Frame</b>
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20. The following is the suggested methodology for this final evaluation. The evaluation team, if considered necessary and in accordance with the scope and purpose of this exercise as described above, can adjust the methodology as appropriate and in consultation with DED.
21. The methodology for the evaluation should consider the two levels of project implementation: national and sub-regional. Data gathering and analysis tools should consider this methodological and practical distinction.
22. The evaluation should include a **desk review** of appropriate material, including the project documents, progress reports, mid-term evaluation report, outputs of the project and action programmes and relevant material from secondary sources. The evaluation will also include **fieldwork** in the five project countries, where interviews with national officials, trade union and employers' organizations representatives and other partners will take place, and where visits to action programme sites will be undertaken.
23. The analysis of quantitative achievements will be mostly based on information produced by the project, although the evaluation is requested to assess the quality and reliability of such information. Additional tools for gathering quantitative information (such as structured or informal surveys) could be designed by the evaluation team if considered appropriate.
24. In interviews, focus groups and other information gathering exercises, the evaluation consultants should solicit the opinions of a wide variety of stakeholders, including beneficiary boys and girls and their families (mothers and fathers), teachers, government representatives, representatives from trade unions and employers' organizations, partners, implementing agencies and all major stakeholders, including IPEC and the donor.
25. The Team Leader of the evaluation is requested to conduct a telephone interview with USDOL's official responsible for oversight of the project after the desk review and before starting the field work.
26. The evaluation process will include five stakeholders' workshops (one in each visited country) in order to present the preliminary conclusions and recommendations and obtain feedback and additional information. The results of these meetings should be taken into consideration for the preparation of the evaluation report.
27. The evaluation process will also include a final debriefing meeting in Nairobi that will take place at the end of the field mission and prior to the preparation of the draft report, including project staff, IPEC and representatives from the donor.
28. It is expected that the Team Leader of the evaluation team will prepare a brief document indicating the methodological approach to the evaluation (the "evaluation instrument"), to be discussed and approved by DED at the start of the field mission.

### **Expected outputs and timeline**

29. The evaluation report in draft form and in English should be presented to DED for circulation ten days after the finalization of the field mission. The length of the report should not exceed 50 pages (excluding annexes). The structure of the report should broadly follow the axes presented in paragraph 19; the final decision on this corresponds to the evaluation team. The report should include a specific section on lessons learned from the project that could be replicated or should be avoided in the future in other IPEC projects. Finally, the report should include specific and detailed recommendations solidly based on the analysis and, if appropriate, addressed specifically to the organizations responsible for implementing them.
30. IPEC's DED Section will circulate this report to all relevant stakeholders for their comments. A consolidated document including all the comments received to the report will be submitted to the evaluation consultants two weeks after the submission of the draft report. The evaluation consultants should consider the comments for the preparation of the final version of the report, which will also be presented in English.
31. The timeline for the evaluation and the tentative itinerary for the international consultant (dates to be confirmed) are the following:
- Desk Review: January 24 - 28
  - Field mission: January 31 - February 25
  - Preparation of draft report: February 28 - March 10
  - Preparation of final report considering comments to draft – March 28 - 30
  - The final report should be submitted no later than March 31.
32. The exact itinerary and timetables of the national consultants will be specified in individual Terms of Reference. In general, the field mission at the national level will take place before the visit of the international consultant to the country.

### **Resources and Management**

33. The evaluation will be carried out by a team of one international consultant (Team Leader) and five national consultants (one per country) with extensive experience in evaluation of development or social interventions, preferably including practical experience on child labour issues, rural development and education. The consultants should have an advanced degree in social sciences, economics or similar and specific training on evaluation theory and methods. Working experience on issues related to child labour, education and children's welfare will be essential. Full command of English will be required.
34. The Team Leader will be responsible of providing methodological guidance and support to the national consultants, who will conduct most of the fieldwork. The Team Leader will visit the five countries and conduct interviews with the main stakeholders and visits to selected action programme sites. He / She will participate as well in the stakeholders' meetings in each country and in the final debriefing session. The Team Leader will be responsible for coordinating the work of the evaluation team, for producing the evaluation report and for ensuring that timelines and deadlines are respected.
35. The following are the resources needed for this evaluation, which will be covered by the allocated funds in the project budget:
- Fees for one international consultant during 35 working days

- Fees for five national consultants during 12 to 15 working days
- International travel for Team Leader to the five targeted countries
- National travel for national consultants and for international consultant
- Daily subsistence allowances at UN rates for international consultant and for national consultants during field missions.
- In-country travel expenses for IPEC officials accompanying the evaluation consultants as appropriate
- Costs of organizing the stakeholders' workshops and the debriefing meeting

36. The evaluation will be managed by DED. In-country management and logistics support will be provided by the CTA of the project and the projects' team as a whole. The project country offices will arrange the details of the itinerary and the agenda of the evaluation, including meetings with the main national stakeholders and field visits, in advance.

## ANNEX 2

### ITINERARY FOR THE EVALUATION

#### Proposed Programme for the Evaluation of ILO/IPEC Commercial Agriculture Uganda

No.	Activity	Date	Responsible
1	Desk review of the documents	17 <sup>th</sup> – 21 <sup>st</sup> January 2005	National Consultant
2	Interview USEP Officials in Kampala	25 <sup>th</sup> January 2005 10.00 a.m	National Consultant/CPC/USEP Officials
3	Meeting the with Manger Child Labour Unit – Simbamanyo, Kampala	25 <sup>th</sup> January 2005 2.30 p.m	National Consultant/CPC/Manager CLU
4	Meeting with FUE  Meeting with NUPAWU officials  Field visit to Doho-Tororo Discussion with CLC, Visit the IGA's (stay overnight Mbale)	27 <sup>th</sup> January 2005  8.30 a.m  10.00a.m  1.00 p.m	National Consultant/CPC/FUE Officials/NUPAWU Officials
5	Field visit to Mbale, IRDI AP	28 <sup>th</sup> January 2005	National Consultant/CPC/IRDI Officials
6	Return to K'la	28 <sup>th</sup> January 2005	National Consultant/CPC
7	Prepare a draft report	29 <sup>th</sup> – 30 <sup>th</sup> January 2005	National Consultant
8	The International Consultant arrives	30 <sup>th</sup> January 2005	CPC/AA/CD
9	Meeting with ILO/IPEC Officials	31 <sup>st</sup> January 2005 8.00 a.m – 9.00 a.m	ILO/IPEC Officials

10	Discussions between the International and the National Consultant, with support from ILO/IPEC Officials	31 <sup>st</sup> January 2005 9.30 a.m – 12.00 noon	International and National Consultant
11	Meeting with the Permanent Secretary MGLSD	31 <sup>st</sup> January 2005, 2.30 p.m	CPC/ International and National Consultant
	Meeting with Executive Director FUE	31 <sup>st</sup> January 2005 4.00 p.m	CPC/ International and National Consultant
12	Visit to USEP site Mukono District	1 <sup>st</sup> February 2005	International and National Consultant/CPC
13	Workshop to discuss the draft report	2 <sup>nd</sup> February 2005	International and National Consultant/CPC
14	International Consultant hold a end of mission meeting and travel to Nairobi	3 <sup>rd</sup> February 2005	International and National Consultant/ILO IPEC Officials
15	National Expert incorporates comments from the workshop into the draft report	4 <sup>th</sup> and 7 <sup>th</sup> February 2005	National Consultant

## FINAL EVALUATION OF ILO-COMAGRI PROJECT (RAF/00/510/USA)

Revised Programme (January 24 – February 9, 2004)

Date	Activity	Person Responsible
Monday, January 24	<ul style="list-style-type: none"> <li>Meeting with the CPC/COMAGRI</li> <li>Review Project Document</li> </ul>	<ul style="list-style-type: none"> <li>National consultant, CPC</li> <li>National Consultant</li> </ul>
Tuesday, January 25	Review Project Document	National Consultant
Wednesday, January 26	<ul style="list-style-type: none"> <li>Meeting with the Ministry of Labour, Youth Development and Sports, Child Labour Unit (CLU)</li> <li>Meeting with the Permanent Secretary, Ministry of Labour, Youth Development and Sports</li> <li>Meeting with Association of Tanzania Plantation and Agricultural Workers Union (TPAWU)</li> <li>Meeting with Association of Tanzania Employers (ATE)</li> </ul>	<ul style="list-style-type: none"> <li>National Consultant, CLU</li> <li>National Consultant, TPAWU</li> <li>National Consultant, Permanent Secretary</li> <li>National Consultant, ATE</li> </ul>
Thursday, January 27	<ul style="list-style-type: none"> <li>Travel to Korogwe</li> <li>Meeting with SWAAT and RUDECT</li> </ul>	<ul style="list-style-type: none"> <li>National Consultant, CPC</li> <li>National Consultant and CPC</li> </ul>
Friday, January 28	<ul style="list-style-type: none"> <li>Meeting with SWAAT and REDECT</li> <li>Field visit – Project sites</li> </ul>	<ul style="list-style-type: none"> <li>National Consultant and CPC</li> <li>National Consultant, SWAAT, RUDECT, CPC</li> </ul>
Saturday, January 29	Field visit – Project sites	National Consultant, SWAAT, RUDECT, CPC
Sunday, January 30	Travel to Dar es Salaam	National Consultant
January, Mon 31-Feb 1	Report writing	National Consultant
Wednesday, February 2	Meeting with International Consultant	National Consultant
Thursday, February 3	Meeting with International Consultant	National Consultant
Friday, February 4	<ul style="list-style-type: none"> <li>Workshop on COMAGRI supported interventions in Urambo district</li> <li>Courtesy call on the Director, ILO Office</li> <li>Meeting with the Ministry of Labour, Youth Development and Sports, Child Labour Unit</li> <li>Meeting with Tanzania Plantation and Agricultural Workers Union (TPAWU)</li> </ul>	<ul style="list-style-type: none"> <li>Consultants &amp; Urambo representatives</li> <li>Consultants &amp; Urambo representatives</li> <li>International Consultant, CLU</li> <li>International Consultant, TPAWU</li> </ul>

Saturday, February 5	<ul style="list-style-type: none"> <li>• Travel to Lushoto</li> <li>• Mabughai Vocational Training Centre</li> </ul>	<ul style="list-style-type: none"> <li>• Consultants, CPC</li> <li>• Consultants, CPC, RUDECT, ATE</li> </ul>
Sunday, February 6	PRIVATE	All
Monday, February 7	<ul style="list-style-type: none"> <li>• Field visit</li> <li>• Travel to Dar es Salaam</li> </ul>	<ul style="list-style-type: none"> <li>• Consultants, CPC, RUDECT, ATE</li> <li>• Consultants, CPC</li> </ul>
Tuesday, February 8	<ul style="list-style-type: none"> <li>• Meeting with the Ministry of Labour, Youth Development and Sport</li> <li>• Preparations for the workshop</li> <li>• Stakeholders Validation workshop</li> </ul>	<ul style="list-style-type: none"> <li>• International Consultant, Permanent Secretary</li> <li>• Consultants</li> <li>• All</li> </ul>
Wednesday, February 9	<ul style="list-style-type: none"> <li>• Debriefing meeting with the Director, ILO</li> <li>• Meeting with CTA – IPEC/TBP</li> <li>• Meeting with the CPC</li> <li>• Departure - Nairobi</li> </ul>	<ul style="list-style-type: none"> <li>• International Consultant</li> <li>• International Consultant &amp; CTA</li> <li>• Consultants &amp; CPC</li> <li>• International Consultant</li> </ul>

### ILO-IPEC COMMERCIAL AGRICULTURE FINAL EVALUATION ITINERARY FOR EVALUATORS - KENYA

Date	Time	Activity	Involved Persons
20-29 <sup>th</sup> January		<ul style="list-style-type: none"> <li>✚ Consultative meetings</li> <li>✚ Literature Review</li> <li>✚ Development of instruments</li> </ul>	TL, NC, MG, WI
30 <sup>th</sup> January -		✚ <b>Field Missions/Visits -Travel</b>	NC, WI
31 <sup>st</sup> Jan	8.30am-10.30am 11.00am-1.00pm  2.00pm-5.00pm	<ul style="list-style-type: none"> <li>- Bungoma – Meeting with DCLC</li> <li>- Visit one LCLC/Project school – Kuywa Primary School</li> <li>- Nzoia Sugar company (KUSPW)</li> </ul>	“
1 <sup>st</sup> February	8.30am-10.30am 11.00am-12.00pm 12.00pm-1.00pm 2.00pm-4.00pm	<ul style="list-style-type: none"> <li>- Butere Mumias – Meeting with DCLC</li> <li>- Visit one LCLC/School- Mushiangubu Primary School</li> <li>- Visit project polytechnic - Butere</li> <li>- KUSPW Kisumu-Meeting with the project team</li> </ul>	“
2 <sup>nd</sup> February	8.30am-10.30am 11.00am-12.00pm	<ul style="list-style-type: none"> <li>- Kericho District – Meeting with DCLC</li> <li>- Visit one LCLC/Project School – Kapngetung Primary School</li> </ul>	
	2.00-3.30pm 3.30-4.30pm	<ul style="list-style-type: none"> <li>- Nyando District – Meeting with DCLC,</li> <li>- Visit one LCLC/Project schools, - Jaber Primary School</li> </ul>	“

Regional Programme on Prevention, Withdrawal and Rehabilitation of Children Engaged in Hazardous Work in Commercial Agriculture

3 <sup>rd</sup> February	10.00am - 12.00pm	- KPAWU Nakuru- Meeting with Project Team	“
4 <sup>th</sup> February	8.30am- 10.30am 11.00am- 1.00pm  2.00pm- 4.00pm	- Thika District - Visit one LCLC/Project School - Kathambara Primary School - Visit one KPAWU project site/LCLC	“
7 <sup>th</sup> - February	8.30-10.30am 11.00- 1.00pm 2.00-4.00pm	<b>Visit to Implementing agencies by National Consultant</b> - FKE - ANPPCAN - CWSK	NC, WI

8 <sup>th</sup> February	8.30- 10.30am 11.00- 1.00pm	- Ministry of Labour - KEC-Catholic Secretariat - Report Writing (Afternoon)	NC, WI, NC
9 <sup>th</sup> February		✚ Report Writing	NC
10 <sup>th</sup> February		✚ ✚ Preparation for stakeholders workshop	IPEC team, NC
11 <sup>th</sup> February	9-10.30am 10.45- 11.30am 12.00- 1.00pm	<b>Visit to implementing agencies by Team Leader</b> - FKE - ANNPCAN - Ministry of Labour	TL, WI
14 <sup>th</sup> February	8.30- 10.00am 11.00- 1.00pm  2.00-3.30pm	✚ Field Mission - Kiambu District - Visit a LCLC/Project School – Machiri Primary School - FKE Worksite – Kigutha coffee Plantation	TL, NC, WI
15 <sup>th</sup> February	9.00am- 2.00pm	✚ Stakeholders workshop	AIs, TL, NC
16-26 <sup>th</sup> Feb		✚ Finalization of Report	NC
March 7-8		✚ Final regional meeting ✚ Visit Nyeri District – Gathirathiru Primary School	TL, ComAgri team

### **Schedule for Final Evaluation - CommAgri Zambia**

#### 4th to 23rd February 2005

DATE	TIME	PLACE	DESCRIPTION	WHO
04/2/2005	09:00hrs to 10:30hrs	ILO/IPEC Office	Briefing	
"	11:00hrs to 13:00hrs	ILO Area Office	Meeting with Former CPC/Director	
"	14:00hrs to 16:00hrs	M-Films	Meeting with M-Films	
05/2/2005	09:00hrs to 17:00hrs		Review Documentation	
06/2/2005	09:00hrs to 17:00hrs		Review Documentation	
07/2/2005	08:00hrs to 17:00hrs	HODI - Fiwila - Mkushi	Travel to Mkushi	
08/2/2005	08:00hrs to 17:00hrs	HODI - Fiwila - Mkushi	HODI -Fiwila	
09/2/2005	08:00hrs to 16:00hrs	HODI - Fiwila - Mkushi	Travel back from Mkushi	
10/2/2005	09:00hrs to 11:00hrs	ZCTU (Lusaka)	Meeting with ZCTU CL FP	
11/2/2005	08:00hrs to 16:00hrs	CINDI Katete	Travel to Katete	
12/2/2005	08:00hrs to 17:00hrs	CINDI Katete	CINDI Katete	
13/2/2005	08:00hrs to 16:00hrs	CINDI Katete	Travel back from Katete	
14/2/2005	08:00hrs to 17:00hrs	CINDI Kalomo	Depart for and arrive at CINDI	
15/2/2005	08:00hrs to 17:00hrs	CINDI Kalomo	CINDI and depart for Lusaka	
16/2/2005	09:00hrs to 13:00hrs		Review Documentation	
"	14:00hrs to 16:00 hrs	ILO/IPEC Office		
"	16:00hrs to 17.00hrs	MLSS		
17/2/2005	09:00hrs to 11:00hrs	HODI		
"	11:30hrs to 13:00hrs	PAF		
"	14:00hrs to 15:45hrs	CINDI		
"	16:00hrs to 17:30hrs	ZFE		
18/2/2005	08:00hrs to 18:00hrs	PAF - Mumbwa	Travel to PAF Mumbwa and back	
19/2/2005	09:00hrs to 17:00hrs		Workshop Preparation	
20/2/2005	09:00hrs to 17:00hrs		Workshop Preparation	
21/2/2005	09:00hrs to 17:00hrs	Blue Crest Guest House	Evaluation Workshop	
22/2/2005	09:00hrs to 17:00hrs	ILO/IPEC Office	Consolidation of Report/Follow-ups	

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23/2/2005	07:00hrs to 17:00hrs		Finalisation of Report/Departure	
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### CONSULTANTS FOR FINAL EVALUATION, MALAWI COMMAGRI

DATES	ACTIVITIES
FEBRUARY 20 <sup>TH</sup> – 24 <sup>TH</sup>	Field Visits a. - Mponela - MEDI - Kasungu – DSW (DCLC) - Lilongwe – MoLVT, UNDP, DOI - Blantyre – FM101, CARD, MCTU
FEBRUARY 23 <sup>RD</sup>	<i>Morning</i> With - Ministry of Labour (MoLVT) - UNDP <i>Afternoon</i> – Meeting between Local and International Consultant
FEBRUARY 24 <sup>TH</sup>	<i>Morning</i> - Field Trip to Mchinji <i>Afternoon</i> - Preparation for Workshop
FEBRUARY 25 <sup>TH</sup>	<i>Morning</i> - Final Evaluation Workshop, Mponela <i>Afternoon</i> - -
FEBRUARY 26 <sup>TH</sup>	
FEBRUARY 26 <sup>TH</sup> – 28 <sup>TH</sup>	Kamanga, Local Consultant

## ANNEX 3 LISTS OF PEOPLE MET

### LIST OF PEOPLE MET - UGANDA

Name	Position	Organization
	Mgr. Child Labor Unit	MGLSD
	FUE coordinator	FUE
	Assistant Cordinator	FUE
	Education Secretary	NUPAWU
	Director Women Affairs.	NUPAWU
	org secretary/ coordinator IPEC	NUPAWU
	Trade Secretary/Tea Desk.	NUPAWU
	National Treasurer	NUPAWU
	General Secretary	NUPAWU
	Pupil	Namehere Primary School
	Pupil	Namehere Primary School
	Pupil	Namanasa Primary School
	Pupil	Namanasa Primary School
	Pupil	Nampologoma Primary School
	Pupil	Nampologoma Primary School
	Pupil	
	Parent	Doho rice scheme
	Member	CLC DOHO rice scheme
	Member	CLC DOHO rice scheme
	Member	CLC DOHO rice scheme
	Member	CLC DOHO rice scheme
	Member	CLC DOHO rice scheme
	Secretary	CLC DOHO rice scheme
	Member	CLC DOHO rice scheme
	Chairperson	CLC DOHO rice scheme
	Chairman, SMC	Naminasa PS
	PTA member	Naminasa PS
	Chairman L.C I	Naminasa PS
	Member	Naminasa PS
	Vice C/man M.C	Naminasa PS
	Vice C/man PTA	Naminasa PS
	Parent	Naminasa PS
	Parent	Naminasa PS

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## LIST OF PEOPLE MET - TANZANIA

	Name	Title/Position	Organisations/Office
1.		Director	ILO/AO
2.		CPC	ILO/IPEC – COMAGRI
3.		Financial and Administrative Assistant	ILO/IPEC - COMAGRI
4.		Logistics & Driver	ILO/IPEC – COMAGRI
5.		Manager – CLU	Child Labour Unit MOLS & U
6.		Project Coordinator	RUDECT
7.		Project Coordinator	RUDECT
8.		Project Coordinator	TPAWU
9.		Training Coordinator	ATE
10.		Coordinator	SWAAT – Korogwe Chapter
11.		Ward Executive Secretary	Bungui/Mtindiro
12.		Bookkeeper (Part time)	SWAAT- Korogwe Chapter
13.		WCLC – Member	Bungu
14.		WCLC – Member	Bungu
15.		WCLC – Member	Bungu
16.		Parent (Supported)	Kwefingo Bungu
17.		Head Teacher	Dindira Primary School
18.		Technical Teacher	Dindira – VTC
19.		Village Chairman	Kwemanolo Village
20.		Primary School Teacher	Kwemanolo Village
21.		VTC Beneficiaries	Dindira –VTC
22.		Home Craft /Domestic Science	Dindira – VTC
23.		Beneficiaries with drown	Kwemanolo Primary School
24.		DCDO	Urambo District Council
25.		Programme Officer	ILO IPEC/UTSP – Urambo
26.		Principal	Mabugai – FDC
27.		DCDO	Lushoto District Council
28.		CDO	Lushoto District Council
29.		Coordinator of Studies	Mabughai FDC
30.		Project Officer	ATE
31.		VTC Trainees	Mabughai
32.		Head Teacher	Mponde Primary School
33.		Ward Executive Officer	Mponde Ward Office
34.		Ward Executive Secretary	Mponde Ward Office
35.		Village Executive Officer	Mponde
36.		Group members	Jitegemee Group

## LIST OF PEOPLE MET – KENYA

NAME	POSITION
<b>KUSPW Headquarters Kisumu</b>	
<b>KEC-CS</b>	Project officer Project secretary

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<b>Butere Youth polytechnic</b>	General secretary Project Accountant
<b>Bungoma DCLC</b>	
<b>KAPWU</b>	Secretary General Project Officer National committee member
<b>DCLC Thika</b>	Financial accountant Secretary
<b>Kia-ora Primary School</b>	
	Project Manager Project teacher
<b>Nyando DCLC</b>	
<b>Kericho DCLC</b>	DSDO DSDA BCC Information Office
<b>Nzoia KUSPW branch</b>	DPO
<b>DCLC Butere-</b>	LO
<b>MoLHRD</b>	DCO secretary CWSK
<b>Kiambu DCLC</b>	EO/DEOs Office CWSK
	National Treasurer Project Manager Accountant
	DLO Project manager Project assistant DPO EO DEO DC
	KPAWU Area Secretary Headteacher Shop steward KAPWU Teacher Committee member Committee member Project Officer Committee member Committee member
	Secretary Committee member Committee member
	Committee member CSWK CWSK

	DEO DDEO  DRYO DLO DLO DSDA Committee member AG Committee member EO DEO  Project officer Secretary of IGA Treasurer IGA Chairperson Vice chairperson Observer IRM-NSC LCLC secretary Book keeper for IGA Committee member Committee member Committee member  Chairman Committee member Committee member  LC ALC ALC child labour department.  DSO MOH KPAWU KUDHEIHA Information Kiambu County Council Child labour Project ANPPCAN DO headquarters Agriculture DDO Education
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**List Of People Met - ZAMBIA**

NAME	POSITION	ORGANISATION	DATE
	Community Mobilizer	Fiwila Development Trust	08.02.05
	Income Generation Facilitator	Fiwila Development Trust	08.02.05
	Assistant Trustee Administrator	Fiwila Development Trust	08.02.05
	Capacity Building Facilitator	Fiwila Development Trust	08.02.05
	Former Transitional Class teacher	Fiwila Basic School	08.02.05
	Acting Head Teacher	Fiwila Basic School	08.02.05
	Parent with withdrawn child	Mulungwe Community	08.02.05
	Members	Chibanga	08.02.05

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NAME	POSITION	ORGANISATION	DATE
	Secretary	Fiwila CCLPC	08.02.05
	Chair person	Fiwila CCLPC	08.02.05
	Secretary	Fiwila CCLPC	08.02.05
	Withdrawn Children	Fiwila Basic School	08.02.05
	District Planning Officer	Ministry of Education (Mkushi)	09.02.05
	District labour Officer	Mkushi	09.02.05
	Project Co-ordinator	HODI-Fiwila	09.02.05
	Director – Administration	ZCTU	10.02.05
	Deputy Secretary General (FEBA)	ZCTU	10.02.05
	Assistant Accountant	ZCTU	10.02.05
	Project Co-ordinator	CINDI - Katete	12.02.05
	Head teacher	Lupande Community School	12.02.05
	Secretary	Katete CLC	12.02.05
	Member	Katete CLC	12.02.05
	Member	Katete CLC	12.02.05
	Member	Katete CLC	12.02.05
	Member	Katete CLC	12.02.05
	Parent with withdrawn child	Lupande Village - Katete	12.02.05
	Acting Principal clinical officer	St Francis Hospital - Katete	12.02.05
	Community Development Officer	Ministry of Community Development and social services	12.02.05
	IGA beneficiary	Community member	12.02.05
	Youth trainees	Katete	12.02.05
	Project Co-ordinator	CINDI - Kalomo	14.02.05
	CLC member	Kalomo CLC	14.02.05
	V/Chairperson	Kalomo CLC	14.02.05
	CLC member	Kalomo CLC	14.02.05
	CLC secretary	Kalomo CLC	14.02.05
	CLC treasurer	Kalomo CLC	14.02.05
	CLC Member	Kalomo CLC	14.02.05
	CLC Member	Kalomo CLC	14.02.05
	CLC V/Secretary	Kalomo CLC	14.02.05
	CLC Member	Kalomo CLC	14.02.05
	CLC Member	Kalomo CLC	14.02.05
	Beneficiaries for IGAs	Kalomo	15.02.05
	Head teacher	Choonga Basic School	15.02.05
	Project co-ordinator	M-Films	16.02.05
	Production Manager	M-Films	16.02.05
	Technician	M-Films	16.02.05
	Child Labour Unit Officer	Ministry of Labour and social Security	16.02.05
	Executive director	HODI	17.02.05
	Executive Director	PAF	17.02.05
	Programme Manager	PAF	17.02.05
	CTA	Capacity Building Project (CBP)	17.02.05
	CPC	Capacity Building Project (CBP)	17.02.05
	Executive Director	Family Health Trust	17.02.05
	Research Officer	Zambia Federation of Employers	17.02.05
	Project Coordinator	PAF	18.02.05
	Member	Chilimboyi CCLC	18.02.05
	Youths (4)	Supported by PAF	18.02.05
	Teachers	Chilimboyi Community school	18.02.05
	Former CPC Comagri	Comagri	When needed
	Interim CPC Comagri	Comagri	When needed
	Finance and Administration Ass.	Comagri	When needed

#### LIST OF PEOPLE MET - MALAWI

NAME	POSITION	ORGANISATION	DATE
	Deputy Executive Director	MEDI	21 Feb 05
	Trainer	MEDI	21-02-05
	Trainer	MEDI	21-02-05
	Member / Labour Office	Kasungu DCLC	21-02-05
	Vice Chair / Education	DCLC for Kasungu	21-02-05

	Office		
	Member / Labour Office	DCLC for Kasungu	21-02-05
	Member / Labour Office	DCLC for Kasungu	21-02-05
	Member / Youth Office	DCLC for Kasungu	21-02-05
	Member / Gender Office	DCLC for Kasungu	21-02-05
	Principal Labour Officer	MoLVT	22-02-05
	Principal Planning Officer	MoLVT	22-02-05
	Finance & Admin Assistant	ILO/IPEC	23-02-05
	District Information Officer	Ministry of Information	24-02-05
	Project Officer	CARD	24-02-05
	Project Officer	CARD	24-02-05
	Planning Manager	CARD	24-02-05
	Producer	Radio FM 101 (Power)	25-02-05
	Project Officer	Department of Social Welfare	25-02-05
	Principal Secretary	MoLVT	23-02-05
	Commissioner	MoLVT	23-02-05
	Ass. Resident Repres.	UNDP	23-02-05
	<b>Beneficiaries:</b>		
	Withdrawn girl	In School Education	24-02-05
	Withdrawn girl	In School Education	24-02-05
	Withdrawn boy	In School Education	24-02-05
	Withdrawn boy	In School Education	24-02-05
	Withdrawn girl	Received tinsmiths training	24-02-05
	Withdrawn boy	Received tinsmiths training	24-02-05
	Withdrawn boy	Received bricklaying training	24-02-05
	Withdrawn girl	Received tinsmiths training	24-02-05

# ANNEX 4

## COMAGRI LOGFRAME

<b>Objective:</b> <i>To contribute to the elimination of worst forms of child labour in commercial agriculture in Africa</i>									
<b>IO A:</b> <i>By the end of the project, the capacity of governmental, non-governmental, community, employers' and workers' organisations will be strengthened, to identify and eliminate hazardous child labour in plantations</i>			<b>IO B:</b> <i>By the end of project 5,000 (7,500) children working under hazardous conditions in selected plantations in five countries will be withdrawn and rehabilitated and their families provided with viable alternatives to exploitative child labour</i>			<b>IO C:</b> <i>A further 12,000 (15,000) at-risk children prevented from prematurely entering the labour market.</i>			
<b>A1 Output:</b> <i>Planning, coordination and implementation mechanism for project intervention established</i>	<b>A2 Output:</b> <i>Labour inspectors designated to provide advisory services to CCLCs in selected plantations</i>	<b>A3 Output</b> <i>Recommendations for effective legislative reforms drafted and proposed to governments</i>	<b>A4 Output</b> <i>Partner organizations incorporate the issue of hazardous child labour into their policies and programmes</i>	<b>A5 Output</b> <i>Employers', workers' and community organizations sensitized on the hazards of child labour in selected plantations</i>	<b>A6 Output</b> <i>Foundations for the creation of child labour free plantations established in selected sectors</i>	<b>BC7 Output</b> <i>Programmes developed and staff trained to provide services and viable alternatives to children and their families (education, VT, health service, IGA)</i>	<b>BC8 Output</b> <i>Former child labourers provided with (non-) formal education and VT in the selected plantations</i>	<b>BC9 Output</b> <i>Parents (of ex child workers and children at risk) and older children equipped with skills and facilities to increase their income through diversification of their activities</i>	<b>BC10 Output</b> <i>Health care services provided to children withdrawn from work, and those at risk of working prematurely</i>
<b>Activity 1a:</b> <i>Recruitment of CTA and setting up of office</i>  <b>Activity 1b:</b> <i>Recruitment of CPCs and establishment of COMAGRI offices</i>  <b>Activity 1c:</b> <i>Assessment of information needs</i>	<b>Activity 2a:</b> <i>Identification and training of labour inspectors</i>  <b>Activity 2b:</b> <i>Labour inspectors provide support and advisory services to the CCLC</i>	<b>Activity 3a:</b> <i>Analyse and review laws related to child labour</i>  <b>Activity 3b:</b> <i>Make draft recommendations and send to government</i>	<b>Activity 4a:</b> <i>Organise workshops for partner organizations to brainstorm ideas on specific sector strategies</i>  <b>Activity 4b:</b> <i>Promote preparation of policies and plans to combat child labour</i>	<b>Activity 5a:</b> <i>Organise workshops for workers and employers' organizations with a view to adoption of codes of conduct and collective bargaining agreements to prevent the employment of children</i>	<b>Activity 6a:</b> <i>Set up child labour committees</i>  <b>Activity 6b:</b> <i>Establish community based monitoring and verification system to ensure withdrawn children do not migrate to other</i>	<b>Activity 7a:</b> <i>Carry out needs assessments among families of the working children and existing support organizations</i>  <b>Activity 7b:</b> <i>Develop appropriate training materials for collaborating</i>	<b>Activity 8a:</b> <i>Carry out an educational needs assessment study and develop appropriate educational curricular for former child labourers</i>  <b>Activity 8b:</b> <i>Set up education</i>	<b>Activity 9a:</b> <i>Identify the needs for additional vocational skills and /or training small business development</i>  <b>Activity 9b:</b> <i>Conduct an assessment survey to determine marketable goods and</i>	<b>Activity 10a:</b> <i>Collect information on safety and health hazards, especially regarding use of agro-chemicals</i>  <b>Activity 10b:</b> <i>Carry out visits to check the health status of children who</i>

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<p><b>Activity 1d:</b> Identification of sectors to be targeted and criteria for selection of children and their families</p> <p><b>Activity 1e:</b> Newsletter published and disseminated to relevant ministries, research institutions and to implementing partners every four months</p>				<p><b>Activity 5b:</b> Organise intensive awareness raising campaigns focusing on mobilisation of the wider community</p> <p><b>Activity 5c:</b> Launch awareness-raising campaigns on hazardous work in plantations at schools on the plantations or in the vicinity</p>	<p>types of hazardous work</p> <p><b>Activity 6c:</b> Encourage social partners, particularly government and employers, to contribute to the setting-up and equipping of farm schools and training centers</p> <p><b>Activity 6d:</b> Conduct extensive awareness raising in the community to mobilize support and promote community ownership of the programme</p> <p><b>Activity 6e:</b> Encourage full adult employment on plantations in collaboration with workers' organizations</p>	<p>partners providing direct services to children and their families</p> <p><b>Activity 7c:</b> Provide teacher training and staff resources to collaborating partners</p> <p><b>Activity 7d:</b> Create linkages with other community based organizations and other ongoing development programmes targeting the same rural communities</p>	<p>facilities in collaboration with relevant ministries</p> <p><b>Activity 8c:</b> Provide appropriate formal and non-formal or vocational training to working children depending on age and assessed needs</p> <p><b>Activity 8d:</b> Monitoring teams to carry out regular visits to verify and record attendance as well as the quality</p>	<p>services</p> <p><b>Activity 9c:</b> Design and implement intensive courses (particularly for mothers) and provide business counseling services when required.</p> <p><b>Activity 9d:</b> Document both quantitatively and qualitatively the impact of income generating programmes on the economic security at the household level</p>	<p>formerly worked on the plantations and provide them with the free medical treatment as needed</p>
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## ANNEX 5

### ROLE AND ACHIEVEMENTS OF PARTNERS

ROLE AND ACHIEVEMENTS OF PARTNERS				
UGANDA				
PARTNER	TYPE OF ACTIVITY	GEOGRAPHICAL AREA COVERED	DURATION (From-to)	STATUS/ACHIEVEMENTS
1) Child Labour Unit, Ministry of Gender Labour and Social Development	<p>a) Build Capacity of labour inspectors, other law enforcement and district officials to investigate, monitor and address child labour in general and commercial agriculture in particular</p> <p>b) Raise awareness on the dangers of child labour in general and including commercial agriculture among labour inspectors, policy makers and the general public.</p> <p>c) Develop recommendations for legislative and policy guidelines on child labour in commercial agriculture</p>	<p>National but with a specific focus on the districts where the Commercial Agriculture project operates.</p> <p>National but with a specific focus on the districts where the Commercial Agriculture project operates.</p> <p>National but with a specific focus on the districts where the Commercial Agriculture project operates.</p>	31 <sup>st</sup> February 2005	<p>a) 1 National Workshop was held to develop child labour Monitoring tools targeting District officials and partners of the Commercial Agriculture Project. (40 PP reached)</p> <p>b) 2 regional workshops were held for District officials to review and train them on Child Labour Monitoring tools developed. (Total participants targeted 60)</p> <p>c) 6 District Child Labour Committees were formed in the districts where the Commercial Agriculture Project Operates (Mbale, Tororo, Jinja, Mukono, Kyenojo and Masindi). The membership to the committee includes at least the District Labour Officer, Education Officer, Probation and Welfare Officer, Agriculture Officer, Chief administrative Officer, and Trade Union and Employers representative where applicable.</p> <p>d) Awareness raising materials have been developed and shared with the partners. These include a guide for district officials, brochures and posters.</p> <p>e) A working Group on Child Labor in commercial Agriculture has been formed, a meeting was held once to enlighten members on Comagri.</p>

ROLE AND ACHIEVEMENTS OF PARTNERS				
UGANDA				
PARTNER	TYPE OF ACTIVITY	GEOGRAPHICAL AREA COVERED	DURATION (From-to)	STATUS/ACHIEVEMENTS
2) The Federation of Uganda Employers (FUE)	<p>a) Strengthen the capacity of the FUE (management and staff) and its partners (affiliate employers) to address the problem of child labour in their establishments</p> <p>b) Withdraw children from child labour from selected plantations.</p> <p>c) Prevent some others from joining child labour</p>	National with a focus on its members and Action Programme site	31 <sup>st</sup> February 2005	<p>a) Raised awareness among selected 40 employers from agricultural related enterprises on issues of child labour with a focus on commercial agriculture. Provided them with guidelines and Codes of conduct to follow.</p> <p>b) Trained 40 Change agents and teachers from FUE Action programme sites to build their capacity.</p> <p>c) Formed Community Child Labour Committees at the Action Programme sites.</p> <p>d) Withdrew children from child labour from rice and sugar sectors and provided them with alternatives.</p> <p>e) Prevented children from becoming child labourers due to sensitisation and continuous monitoring by CLCs</p> <p>f) Provided income-generating activities to the communities where the children were withdrawn from child labour (goats keeping and vegetable growing).</p> <p>g) Initiated school based income-generating activities at 2 of the schools to support children at school and provide practical skills for learning agriculture (Chicken rearing – 1000 birds).</p> <p>h) Produced IEC Materials, Calendars, brochures, posters, manuals etc</p>
3) National Union of Plantation and Agricultural Workers of Uganda (NUPAWU).	a) Strengthen the capacity of workers in identifying and combating child labour in tea and sugar plantations.	National targeting all workers in the commercial agricultural sector	February 2005	a) Raised awareness among its members and welfare officers on plantations. Total number of persons reached 40

ROLE AND ACHIEVEMENTS OF PARTNERS				
UGANDA				
PARTNER	TYPE OF ACTIVITY	GEOGRAPHICAL AREA COVERED	DURATION (From-to)	STATUS/ACHIEVEMENTS
	<p>b) Withdraw children from the selected plantations.</p> <p>c) Prevent some others from joining child labour</p>			<p>b) Trained NUPAWU Officials on elimination of child labour in commercial agriculture.</p> <p>c) Withdrew children from child labour in tea and sugar sectors.</p> <p>d) Prevented some other children from joining child labour through awareness raising and negotiations with management.</p> <p>e) Formed Community Child Labour Committees linking up the plantations and the communities.</p> <p>f) Provided 4 schools with school based income generating activities</p>
4) Uganda Association for Socio-Economic Progress (USEP)	<p>a) Build capacity of USEP, district and community leaders in identifying and dealing with child labour issues in Ngogwe and Ssi</p> <p>b) Withdraw children from child labour in Ngogwe and Ssi and provide them with alternatives.</p> <p>c) Prevent some others from being engaged in hazardous child labour in coffee and vanilla farms in Ngogwe and Ssi-counties.</p>	Two sub – counties in Mukono District (Ngogwe and Ssi)	February 2005	<p>a) Conducted 10 awareness raising workshops targeting local people in the communities reaching at least 400 people.</p> <p>b) Formed 10 child labour committees with memberships of 10 people per committee.</p> <p>c) Withdrew children from child labour and provided them with alternatives. (Schools and Vocational Training)</p> <p>d) Prevented some others from joining child labour.</p> <p>e) Provided beneficiary families with income generating activities.</p> <p>f) Produced IEC materials (Brochures, Calendars, T shirts)</p> <p>g)</p>
Integrated Rural Development Initiatives (IRDI)	Build the capacity of IRDI and its relevant stakeholders in identifying and addressing child labour issues in the coffee sector in Nakaloke and	Two sub counties in Mbale district.	February 2005	a) Trained IRDI staff in identifying and addressing child labour issues.

ROLE AND ACHIEVEMENTS OF PARTNERS				
UGANDA				
PARTNER	TYPE OF ACTIVITY	GEOGRAPHICAL AREA COVERED	DURATION (From-to)	STATUS/ACHIEVEMENTS
	Bukonde sub county			<p>b) Trained at least 120 members of the communities in Bukonde and Nakaloke in identifying and addressing child labour issues.</p> <p>c) Formed 2 child labour Committees 1 per sub county in Nakaloke and another for Bukonde.</p> <p>d) Formed school child labour clubs in 4 schools.</p> <p>e) Conducted a Social Mapping exercise to identify the needs of the community.</p> <p>f) Withdrew children from child labour and provided them with alternatives</p> <p>g) Provided 100 families with income generating activities.</p> <p>h) Formed a woman's group to empower the women and support one another.</p> <p>i) Use technology to replace children labour</p> <p>j) Held awareness raising talks on a local FM in Mbale.</p> <p>k) Produced IEC materials (Brochures, T.Shirts, Calendars, Posters etc)</p>
Platform for Labour Action (PLA)	Review existing labour legislation and policies on child labour, identify gaps and make recommendations to government.	National	October 2004	a) Labour Legislations and policies on child labour has been reviewed, gaps identified and recommendations have been made ready to forward to government.

ROLE AND ACHIEVEMENTS OF PARTNERS				
TANZANIA				
PARTNER	TYPE OF ACTIVITY	GEOGRAPHICAL AREA COVERED	DURATION (from-to)	STATUS/ACHIEVEMENTS
SWAAT	<ul style="list-style-type: none"> <li>a) Awareness creation on child labour effects and on HIV/AIDS consequences</li> <li>b) Children (orphans) withdrawing, integrating and giving education material support</li> <li>c) Grants / Credit to most resource-poor parents / guardians of the orphans for IGAs establishment</li> <li>d) Capacity enhancement at the community level</li> </ul>	<ul style="list-style-type: none"> <li>• Bungu Division in Korogwe District, Tanga Region</li> </ul>	<ul style="list-style-type: none"> <li>• October 2003 to October 2004</li> </ul>	<ul style="list-style-type: none"> <li>a) Meetings, seminars held / attended and use of media for dissemination</li> <li>b) 139 Orphans withdrawn (53 f + 86 m) integrated and supported</li> <li>c) 35 Resource-poor households supported (24 f + 11 m) after being trained</li> <li>d) One CLC established at ward level (Dindira) comprised of 5f and 9m members</li> <li>e) One VTC revived and made functional</li> <li>f) Consultations made and appropriately co-ordinated</li> <li>g) Gender has been taken into account</li> <li>h) Budget implemented as planned</li> <li>i) Processes well documented (on video)</li> </ul>
RUDECT	<ul style="list-style-type: none"> <li>a) Awareness creation on child labour effects and consequences</li> </ul>	<ul style="list-style-type: none"> <li>• In three Districts namely; Lushoto, Korogwe and Muheza</li> </ul>	<ul style="list-style-type: none"> <li>• July 2003 to December 2004</li> </ul>	<ul style="list-style-type: none"> <li>a) IEC materials designed, produced and distributed during meetings, seminars and workshops</li> </ul>

	<ul style="list-style-type: none"> <li>b) Children identification, withdrawing, integrating and giving educ material support</li> <li>c) Grants / Credit to most resource-poor parents / head of household for establishment of IGAs</li> <li>d) Capacity enhancement at the community level</li> </ul>	in Tanga Region.		<ul style="list-style-type: none"> <li>b) 645 withdrawn (236 f + 409 m) and integrated, 515 (189 f + 326 m) supported with educ materials</li> <li>c) 195 parents (118 f + 77 m) in 40 IGAs groups trained and supported with seed money</li> <li>d) CCLC formed, trained and supported with bicycles</li> <li>e) Trained 367 Youths (140 f + 227 m) in 54 formed YEGs</li> <li>f) 25 Children's Clubs established</li> <li>g) Budget implemented as planned</li> <li>h) Processes / events well documented (digitally)</li> </ul>
TPAWU	<ul style="list-style-type: none"> <li>a) Awareness creation on child labour effects and consequences</li> <li>b) Bridging the data / information / knowledge gap</li> <li>c) Stakeholders capacity enhancement</li> <li>d) Children identification, withdrawing, integrating and giving educ material support</li> <li>e) Grants / Credit to most resource-poor parents / head of households for establishment of IGAs</li> </ul>	<ul style="list-style-type: none"> <li>• 15 Villages in four wards in Urambo District, Tabora Region</li> </ul>	<ul style="list-style-type: none"> <li>• February 2003 to December 2004</li> </ul>	<ul style="list-style-type: none"> <li>a) IEC materials designed, produced and distributed during meetings, seminars and workshops</li> <li>b) A comprehensive Study Report produced and distributed</li> <li>c) 15 CCLCs formed, trained (73 members) and supported with 15 bicycles. ILO conventions 138 &amp; 182 translated. 100 teachers (30 f + 70m) trained</li> <li>d) 1000 identified, 412 (176 f + 236 m) withdrawn, integrated and supported with educ. materials.</li> <li>e) 171 parents (78f + 93m) in 19 IGAs groups trained and supported with seed money</li> <li>f) Gender has been taken into account</li> </ul>
ATE	<ul style="list-style-type: none"> <li>a) Awareness creation to plantation owners on child labour effects and consequences</li> <li>b) Children identification, withdrawing, integrating and giving educ material support</li> <li>c) Grants / Credit to most resource-poor parents / head of households for establishment of IGAs</li> <li>d) Capacity enhancement at the community level</li> </ul>	<ul style="list-style-type: none"> <li>• In three Districts namely Lushoto, Korogwe and Muheza in Tanga Region.</li> </ul>	<ul style="list-style-type: none"> <li>• August 2003 to November 2004</li> </ul>	<ul style="list-style-type: none"> <li>a) 6 workshops held, 270 participants reached</li> <li>b) 1022 identified (f + m), 170 withdrawn (72f + 98m). 120 integrated into Primary schools (54f +66m), 50 into VT (18f + 32m)</li> <li>c) 60 parents (18f +42 m) trained and supported with seed money for IGAs</li> <li>d) ATE - CCLC formed / trained</li> <li>e) Gender has been taken into account</li> <li>f) Budget implementation ongoing</li> </ul>
MoLYS - CLU	<ul style="list-style-type: none"> <li>a) Capacity enhancement across the levels</li> <li>b) Awareness creation and sensitisation</li> </ul> Putting Child Labour Monitoring system in place	<ul style="list-style-type: none"> <li>• In four Districts namely Lushoto, Korogwe and Muheza in Tanga Region, and Urambo District in Tabora</li> </ul>		<ul style="list-style-type: none"> <li>a) 20 DLOs recruited and posted, 2 motorcycles procured, 20 bicycles procured / distributed, 4 DCLCs formed &amp; trained</li> <li>b) CL Database established</li> <li>c) LIGuide developed</li> <li>d) IEC materials produced &amp; distributed</li> <li>e) CLMS piloted and trial rounds of data running carried out</li> </ul>

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ROLE OF PARTNERS				
KENYA				
PARTNER	TYPE OF ACTIVITY	GEOGRAPHICAL AREA COVERED	DURATION	STATUS/ACHIEVEMENTS
Ministry of Labour and Human Resources Development.	a) Creating a conducive policy environment b) Child labour inspection. c) Carrying out research on extent, reasons and alternatives to child labour.	Country-wide	From July 2002 to March 2005	a) Providing advisory services to CCLCs and ensuring no children work in plantations during inspection visits. b) Signs prohibiting the hire of children placed at plantations entrance and employers demanding Identity cards from workers. c) Training of 39 labour officers d) Documenting of hazardous forms of child labour e) <i>The education department assisted by labour officers has incorporated the monitoring on the school child labour project within the routine monitoring by school inspectors, which has improved accountability by the head teachers and efficiency, while reducing costs.</i>
African Network for Prevention and Protection against Child Abuse and Neglect (ANPPCAN).	a) Enhance capacity of dealing with child labour issues for the DCLCs by Creating awareness-raising workshops for. b) Identify and withdraw children engaged in hazardous work in commercial agriculture and provide them with formal or non-formal education. c) Prevent children from joining child labour in hazardous work in commercial agriculture. d) Provide micro-credit for income-generating projects.	Kericho, Mumias, Butere and Kiambu.	From November 2002 to March 2005.	a) Currently has 3 functional DCLCs and 2 divisional committees and Locational committees. 30 CCLCs formed in all districts and 30 primary schools supported in project. b) 893 children withdrawn, against a targeted 700. c) 2157 children have been prevented against a targeted 1050. Both the withdrawn and prevented children have been supported with uniforms, books, pens and counselling. d) 70 awareness meetings have been held in 10 primary schools and attended by parents, teachers and children all were made aware of child labour, project objectives and their roles in the project. Over 400 service providers have been trained on issues of child labour. e) DCLC submit regular reports of schools activities awareness reports and monitoring reports for accountability this provides

				<p>feedback in efficiency and effectiveness of project. Reports are also good indicators of proper usage of funds allocated for IGAs.</p> <p>f) 30 children aged over the primary school going age have been supported in each of the 3 districts and placed in Polytechnic at Kshs.5, 000 for a two-year course. The cost is shared with polytechnics through IGAs.</p> <p>g) Many schools testify that the withdrawn children are topping their classes. One child in Mumias-Butere passed with 391 points and was accepted in a provisional high school in Nakuru. Another child in Kiambu scored 409 marks and has been supported through IGA profits to join a provincial secondary school</p> <p>h) 20 children supported by Kiambu committee to access secondary education.</p>
Child Welfare Society of Kenya (CWSK)	<p>a) Strengthening the capacity of district and local child labour committee and CWSK staff.</p> <p>b) Hold project planning meetings with stakeholders.</p> <p>c) Identifying children involved in labour and providing them with basic education or vocational training.</p> <p>d) Provide micro-credit for income-generating projects.</p>	Bungoma and Nyando Situated in western Kenya and the Nyanza area, respectively.	From December 2002 to March 2005	<p>a) 20 CCLCs formed 10 per district.</p> <p>b) 797 children have been withdrawn.</p> <p>c) 784 children have been prevented.</p> <p>d) Both withdrawn and prevented children have been supported with uniforms, pens, school bags, shoes and examination fees in regard to their individual needs.</p> <p>e) 3 children have been supported medically with help from the MoH who are members of the Area Advisory Committee.</p>
KEC – Catholic Secretariat.	<p>a) Strengthen KEC-CS capacity</p> <p>b) Withdraw 500 children from child labour and prevent the same.</p> <p>c) Building capacity within community for sustainability and continual withdrawal and prevention of children from child labour.</p>	Thika and Nyeri situated in central Kenya.	From November 2002 to March 2005.	<p>a) Had two on site workshops in Nyeri and Thika for Child labour awareness creation and trained on project objectives and role of stakeholders.</p> <p>b) Formed two DCLCs one in each district and 16 CCLCs at schools and plantation level, eight in each district.</p> <p>c) 564 children withdrawn and all have been supported with books, uniforms and levies.</p> <p>d) 512 children (32 children per school) were given a medical check-up and some were referred to specialists. Schools have created Afya Bora (good health) clubs in schools where KEC-CS provided them with a First aid box but the school must maintain the kit.</p> <p>e) 20 children of ages between 15-18 have been supported with</p>

				<p>vocational training, 18 children have completed training and 1 died and another dropped out.</p> <p>f) 40 children some in vocational training received basic literacy within formal classes as extra tuition.</p> <p>g) 829 children prevented from child labour in 16 schools, eight per district.</p> <p>g) 16 teachers and 16 parents (2 per school) have been trained on IGAs and five families and 14 schools have been supported in starting with their IGAs.</p>
Kenya Plantation Agriculture Workers Union (KPAWU).	<p>a) Capacity building and sensitisation of union officials at branch and shop levels and of communities through seminars and workshops.</p> <p>b) Strengthening union through the recruitment of new members.</p> <p>c) Prevention of 200 children at risk of going into child labour.</p>	Kiambu, Thika, Kericho and Nyeri.	From December 2002 to March 2005	<p>a) Had a one-day workshop for union board members, which was attended by project staff.</p> <p>b) Awareness raising meetings conducted and attended by 100 branch secretaries, shop stewards and women workers.</p> <p>c) 507 more members recruited for union.</p> <p>d) 100 children prevented by support of uniforms, books and pens. Other schools have had new desks installed in their classes.</p> <p>e) 10 sensitisation meetings held with workers, parents and opinion leaders.</p> <p>f) Organisation participated on COTU child labour Policy formulation.</p>
Kenya Union of Sugar Plantation Workers (KUSPW).	<p>a) Fourteen one day workshops and four two-day workshops for awareness creation and capacity building.</p> <p>b) Starting IGAs for sustainability in withdrawing and preventing children in child labour.</p> <p>c) Recruitment of new members into the CCLCs for more effective combat against child labour.</p> <p>d) Monitoring of implementation of CBAs.</p>		From December 2002 to March 2005	<p>a) All union structures sensitised in child labour. 13 awareness creation meetings raised against targeted 14 over 1633 people reached. 3 campaign rallies held against targeted 4 and over 5500 people reached.</p> <p>b) Four CCLCs formed and trained. Each CCLC has a women's unit.</p> <p>c) 1281 new members recruited during the project against target of 600.</p> <p>d) 4 IGAs started for women with a total membership of 116 people.</p> <p>e) Project staff gained skills and experience through staff training by ILO/IPEC and this has led to formation of new child labour section and data centre for child labour.</p> <p>f) Child labour clauses in the CBA</p>

ROLE AND ACHIEVEMENTS OF PARTNERS				
ZAMBIA				
PARTNER	TYPE OF ACTIVITY	GEOGRAPHICAL AREA COVERED	DURATION (From-to)	STATUS/ACHIEVEMENTS
<b>People Action Forum</b>	<ul style="list-style-type: none"> <li>a) Strengthen the capacity of social partners and community members to perceive and respond to any child labour cases;</li> <li>b) Withdraw and rehabilitate children engaged in hazardous work in commercial agriculture in the district;</li> <li>c) Prevent some children from engaging in child labour;</li> <li>d) Strengthen the capacity of parents/guardians through provision of skills training and access to grants for income generating activities.</li> </ul>	One District in Central Province (Mumbwa)	18 months (From 1 <sup>st</sup> January 2003- June 2004 extended up to February 2005.)	<ul style="list-style-type: none"> <li>(a) Social mobilisation and awareness raising activities conducted targeting 31 village leaders and community members in two Catchment areas.</li> <li>(b) 2 Child labour committees comprising of 31 members formed and trained (current number is 18 as others have dropped-out without being replaced)</li> <li>(c) 335 children have been withdrawn and 500 prevented from engaging in hazardous work.</li> <li>(d) Trained 150 parents in polishing making, brick making, tie and dye and business skills</li> <li>(e) All the 150 trained parents/guardians to be given loans in batches of 50 (first batch received loans).</li> <li>(f) 65 youths have received skills training in carpentry and tailoring, organised in groups given loans.</li> <li>(g) 2 community schools with a number of children running in two project sites</li> <li>(h) Child profile cards for all children filled-in.</li> <li>(i) Collaborate and network with other organisations dealing with children issues.</li> <li>(j) Conduct psycho-social life skills and behaviour change training for the youths.</li> <li>(k) Health Issues were not addressed.</li> </ul>
<b>Zambia Congress of trade union</b>	a) Strengthen the capacity of National Union of Plantation and Allied Workers (NUPAW) members to identify child labour in commercial agriculture and contribute towards its elimination	National covering all unionized employees.	6 months (1 <sup>st</sup> January 2003 to	<ul style="list-style-type: none"> <li>(a) Sensitised workers and farmers in four target sites (Kalomo, Mumbwa, Choma, Mkushi and Lusaka) through workshops, distribution of T-shirts, brochures and other IEC materials;</li> <li>(b) Increase in membership to NUPAW; workers know their rights.</li> <li>(c) Action plans developed by the trained shop stewards in all the 5 target districts</li> <li>(d) NUPAW developed an instrument to guide in employing of workers.</li> </ul>

<b>HODI</b>	<ul style="list-style-type: none"> <li>a) Strengthen the capacity of social partners and community members to perceive and respond to any child labour cases or abuses;</li> <li>b) Withdraw and rehabilitate children engaged in hazardous work in commercial agriculture in the district;</li> <li>c) Prevent some children from engaging in child labour;</li> <li>d) Provide economically viable livelihood and sustainable alternatives to parents/guardians of withdrawn or at risk children.</li> </ul>	One district in Central province (Mkushi).	15 months (1 <sup>st</sup> September 2003 to	<ul style="list-style-type: none"> <li>(a) 19 community-based child Labour prevention Committee (CCLPCs) established and functional.</li> <li>(b) 10 child labour monitoring and review meetings were held;</li> <li>(c) Child labour and children's rights issues were addressed in 8 community meetings;</li> <li>(d) 4 transitional schools have been established.</li> <li>(e) Constructed 4 new (1X2 classroom block) community schools and extended 3 new classroom blocks through other funding support solicited;</li> <li>(f) 306 children (92 female and 214 male) were withdrawn from hazardous work situations and in either transitional classes or in formal classes (community and government schools).</li> <li>(g) 516 children of age 5-14 have been prevented from entering into the labour market through livelihood support interventions to their families.</li> <li>(h) 78 parents with children withdrawn from child labour activities belonging to 27 women groups with a total membership of 526 have been trained in self-help organisational skills, micro-enterprise and marketing skills and sustainable farming.</li> <li>(i) 95 parents of children withdrawn from child labour activities; were among the 323 women supported with farm inputs grants for food production</li> <li>(j) 261 women from groups with children prevented from child labour also benefited from farm input grants;</li> <li>(k) 117 young persons aged between 15-18 years who are at risk of engaging in child labour have been mobilised into 6 youth groups and trained in bee-keeping, timber logging and high value crops/vegetables.</li> <li>(l) Have developed a strong link to the traditional leadership system and are using the chiefs to reinforce some laws regarding child labour.</li> <li>(m) Collaboration and networking with relevant organs has been made and is on-going.</li> <li>(n) Health personnel were contracted to conduct medical checks to children, although exercise is not complete.</li> </ul>
<b>Family Health Trust, CINDI (Kalomo – Southern Province)</b>	<ul style="list-style-type: none"> <li>a) Strengthen the capacity of social partners and community members to perceive and respond to any child labour cases or abuses;</li> <li>b) Withdraw and rehabilitate children engaged in hazardous work in commercial agriculture in the district;</li> <li>c) Prevent some children from engaging in child labour;</li> <li>d) Provide economically viable livelihood and sustainable alternatives to parents</li> </ul>	One district in Southern province (Kalomo)	15 Months (from 1 <sup>st</sup> Sept 2003 to 30 <sup>th</sup> Nov. 2004	<ul style="list-style-type: none"> <li>(a) Social mobilization and awareness raising activities conducted including government ministries, traditional leadership and community at large.</li> <li>(b) 1 Child labour committee formed and trained</li> <li>(c) 321 children have been withdrawn and 554 prevented from engaging in hazardous work.</li> <li>(d) 84 parents trained in various skills such as business skills</li> <li>(e) 49 of parents empowered with grants.</li> <li>(f) 835 children withdrawn and prevented are now in either regular or community school;</li> <li>(g) Build 2 community schools in 2 project sites</li> <li>(h) Collaborates and networks with relevant NGOs and government</li> </ul>

				<p>depts</p> <p>(i) Health check-ups of the children were conducted in collaboration with the health personnel.</p>
<p><b>Family Health Trust, CINDI (Katete – Eastern Province)</b></p>	<p>a) Strengthen the capacity of social partners and community members to perceive and respond to any child labour cases or abuses;</p> <p>b) Withdraw and rehabilitate children engaged in hazardous work in commercial agriculture in the district;</p> <p>c) Prevent some children from engaging in child labour;</p> <p>d) Provide economically viable livelihood and sustainable alternatives to parents/guardians of withdrawn or at risk children.</p>	<p>One district in Eastern province (Katete)</p>	<p>15 Months (from 1<sup>st</sup> Sept 2003 to 30<sup>th</sup> Nov. 2004)</p>	<p>a) Social mobilisation and awareness raising activities conducted.</p> <p>b) 1 Child labour committee formed and trained.</p> <p>c) Child profile forms filled and register of identified children in place</p> <p>d) 329 children have been withdrawn and 515 prevented from engaging in hazardous work.</p> <p>e) Trained 103 parents in various IGA skills and business skills.</p> <p>f) 35 of parents and youths with grants</p> <p>g) Developed good rapport with district officials, especially from the hospital who are conducting health assessment on children;</p> <p>h) Have developed strong working relationships with the traditional leadership system and use it to support the community sensitisation drive.</p> <p>i) 4 community schools are running in 4 project sites</p> <p>j) Have accessed additional funding within the HIV/AIDS sector, which could also be used in child labour activities.</p> <p>k) Collaboration and networking with child labour organisations and traditional leadership.</p>
<p><b>M-Films</b></p>	<p>a) Develop media tools for advocacy that will expose the hazardous effects of child labour relating to children in agriculture, child streetism/OVC. Child prostitution, sexual abuse etc;</p> <p>b) Use media as a tool to influence attitude change within our society towards issues of child labour.</p> <p>c) Encourage interactive plat forms where children will be able to share their experiences in order to inspire others to break their silence on abuses suffered.</p>	<p>Three district (Chongwe, Kalomo and Mkushi)</p>	<p>3 months (August 2003 to January 2004)</p>	<p>a) Produced 3 documentary videos on different forms of child labour in commercial Agriculture and different aspects of the scourge developed;</p> <p>b) Developed and produced 3500 Child profile cards produced with testimonies of the children on the one side and explanation on what hazards the children are exposed to on the other;</p> <p>c) Have screened videos at various venues even on state media and have created a good interactive platform. – Resources mobilised through their own initiatives and made child labour issues more visible to community and the nation at large.</p>
<p><b>Ministry of Labour and Social security</b></p>	<p>a) Develop an effective, transparent and sustainable Child Labour Monitoring System (CLMS) to be adopted by MoLSS</p> <p>b) Conduct training of labour inspectors and other stakeholders on the use of CLMS</p> <p>c) Develop the CLMS, review the current database and develop the CLMS tool and manual</p>	<p>.</p>	<p>a) 10 months</p> <p>b) Mini program of training related to the CLMS</p> <p>c) Mini program</p>	<p>a) Pending completion of database development</p> <p>b) Pending completion of database development</p> <p>c) Tools and manual reviewed</p> <p>◆ Validation workshop held where suggestions on further review and simplification of the tools was made;</p> <p>◆ Task team has been set up to review the tools and manual</p>

ROLE AND ACHIEVEMENT OF PARTNERS				
MALAWI				
PARTNER	TYPE OF ACTIVITY	GEOGRAPHICAL AREA COVERED	DURATION (from-to)	STATUS/ACHIEVEMENTS
Department of Information	a) Mount Media awareness campaign b) Produce video documentary on child labour c) Prepare articles in the newspapers	Mangochi (Namwera) Kasungu (Wimbe and Santhe) Mchinji (Mkanda) Mzimba (Mpherembe)	June 2003 through November 2004	a) information on 800 children collected in the four districts, in equal proportion of boys and girls b) Produced a documentary shot c) documentary film produced and shown 8 times on Television Malawi d) Feature stories written and published e) Hard news stories were filed and aired on the national state radio, Malawi Broadcasting Cooperation (MBC) f) Awareness on child labour raised, the film reached out to approximately 120, 000 people. g) Capacity of communities, children , parents/guardians and other stakeholders strengthened h) Due to time constraints the film does not show the whole cycle of child labour in agriculture, however successfully depicts how hazard is child labour in agriculture plantations.

<b>FM101 Radio</b>	<ul style="list-style-type: none"> <li>a) hold group discussions and interviews with children, parents, and other stakeholders</li> <li>b) devise phone in and write in programmes to get views of listeners as well as disseminate information and ideas</li> <li>c) produce jingle with child labour messages</li> <li>d) Broadcast programmes on child labour</li> <li>e) design and administer questionnaires for feed back</li> <li>f) create a slot to air feed back</li> </ul>	<p>Visited: Mangochi Kasungu Mchinji (Mkanda) Mzimba (Mpherembe)</p>	<p>31<sup>st</sup> March 2003 through 31<sup>st</sup> April 2004 However Active Youth Initiative for Social Enhancement (AYISE) took over the sponsorship of the programmes after ILO and it is still running</p>	<ul style="list-style-type: none"> <li>a) Over 1195 Children (995 boys and 200 girls) and many people have been sensitized</li> <li>b) 81 programmes on child labour had been aired. These had interviews, talks, discussions, jingles and poems</li> <li>c) phone in programmes were instituted with remarkable feed back from listeners</li> <li>d) questionnaires for feed back was not designed and therefore could not be administered</li> </ul>
<b>Malawi Congress of Trade Unions (MCTU)</b>	<ul style="list-style-type: none"> <li>a) Development of materials and policy review</li> <li>b) sensitisation meetings</li> <li>c) training of negotiators</li> <li>d) Distribution of education materials</li> <li>e) formation of union structures</li> <li>f) Recruitment of 400 union members for both TOTAWUM and TUM</li> </ul>	<p>Mangochi, Mzimba, Kasungu and Mchinji</p>	<p>July 2003 through September 2003</p>	<ul style="list-style-type: none"> <li>a) awareness raising conducted</li> <li>b) union structures in the four districts identified, reviewed and sensitised</li> </ul>
<b>Malawi Entrepreneurs Development Institute (MEDI)</b>	<ul style="list-style-type: none"> <li>a) identification of training and market needs</li> <li>b) Development of training package</li> <li>c) Conducting training</li> <li>d) Link the trained Entrepreneurs to market and finance</li> <li>e) Provide on spot business advisory services to the trained entrepreneurs</li> </ul>	<p>Mchinji, Mzimba (Mpherembe)</p>	<p>April 2003 through June 2004</p>	<ul style="list-style-type: none"> <li>a) market needs assessment done in Mchinji and Mzimba</li> <li>b) business management training conducted for 990 beneficiaries in Mchinji and Mzimba</li> <li>c) 53 beneficiaries trained in bakery in Mchinji</li> <li>d) VT conducted for withdrawn children in Bricklaying, Carpentry and Joinery, and Tinsmiths</li> </ul>
<b>Department of Social</b>	<ul style="list-style-type: none"> <li>a) facilitation of grass root structures</li> </ul>	<p>Mzimba (Mpherembe)</p>	<p>May 2003 through May 2004</p>	<ul style="list-style-type: none"> <li>a) awareness meetings conducted and</li> </ul>

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<p><b>Welfare</b></p>	<p>b) conduct awareness campaigns and sensitize communities</p> <p>b) form CLCs and IGA groups and link IGA groups to Micro credit institutions</p> <p>c) withdraw and prevent children from hazardous work</p> <p>d) facilitate parental training and VT for children who could not go back to school</p>			<p>CLCs formed and trained</p> <p>b) 1,700 children withdrawn from hazardous work and put back to school, and those that cannot go back to school have received VT</p> <p>c) 30 IGA groups of 10 for parents formed</p> <p>d) 2,800 children prevented from child labour in hazardous work</p> <p>e) 300 families trained by MEDI</p> <p>f) 63 families provided with loans ranging from K2,000 to K5,000</p> <p>g) Relocation of beneficiaries identified and Five pre schools identified for children below 7 yrs old. 1,500 children relocated in primary schools.</p> <p>h) school materials provided to 1,500 withdrawn children who were relocated back to school</p> <p>i) 200 children were provided with VT training (60 by MEDI and 140 by Department of Social welfare)</p> <p>j) however health services were not provided to withdrawn children</p> <p>k) 16 parents trained as community facilitators to enable continuity of sensitizations at community level</p>
<p><b>Churches Action in Relief and Development (CARD)</b></p>	<p>a) facilitation of grass root structures</p> <p>b) awareness raising and capacity building among parents, children, employers, local leaders, and extension workers in the project areas and beyond</p> <p>c) Provision of education to withdrawn and prevented children</p> <p>d) support and facilitate income replacement strategies</p> <p>e) establish a district and community</p>	<p>Mchinji ()</p>	<p>April 2003 through December 2004</p>	<p>a) DCLC formed and members trained on goal and objectives of the project</p> <p>b) CLC formed and sensitisation campaigns conducted</p> <p>c) children withdrawn were 3536 and prevented were 4597</p> <p>d) 3000 pupils were allocated in non formal schools, 4980 were located in formal schools, 73 were offered VT, 404 received counselling, and other children received school materials and the needy</p>

	based child labour tracking system			<p>received school uniform. the ration of boys to girls almost the same. About 78% have gone back to school.</p> <p>e) training was provided to 12 CLCs, 270 committee members and 50 child labour monitors</p> <p>f) business advisory services provided to 706 beneficiaries</p> <p>g) IGA monitors trained in capacity building on Business management so they can supervise all loans disbursed. A total of 299 beneficiaries disbursed with loans.</p>
<b>Kasungu District Child Labour Committee (DCLC)</b>	<p>a) establish local structures and train CLCs in the impact areas</p> <p>b) conduct awareness raising campaigns and empower the committees with knowledge and skills</p>	Kasungu	December 2003 through December 2004	<p>a) formed and trained 22 CLCs, carried out community sensitisations of the evils of child labour</p> <p>b) conducted monitoring and supervision visits to impact areas</p> <p>c) investigated child labour cases reported by CLCs</p> <p>d) 1690 children withdrawn and 1253 of relocated to school education</p> <p>e) 334 children prevented from child labour and 120 went back into school education</p> <p>f) Repatriated withdrawn children to their respective districts</p> <p>g) community sensitisation of the evils of child labour</p> <p>h) Through the CLC monitor children withdrawn from hazardous work.</p> <p>i) lack of parental skills for IGA activities, no training was provided</p> <p>j) withdrawn children not given alternative IGAs,</p>

<b>Ministry of Labour and Vocational Training (MoVLT)</b>	<ul style="list-style-type: none"> <li>a) conducting training for DCLCs, monitors and CLCs</li> <li>b) developing manual / tools for monitors</li> <li>c) developing a child labour data base</li> <li>d) prosecution of child labour employers</li> </ul>	Mangochi, Mchinji, Lilongwe and Mzimba	July 2003 through December 2004	<ul style="list-style-type: none"> <li>a) tools and manuals for the data collectors developed</li> <li>b) a child labour data base developed</li> <li>c) trained the DCLC staff</li> <li>d) statistical child labour data and comprehensive reporting features</li> <li>e) provided cycles to monitors</li> <li>f) two child labour employers successfully prosecuted</li> </ul>
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## **ANNEX 6**

### **APPLIED DATA COLLECTION MATERIAL**

APPLICATION OF FORMS	
FORM NUMBER	COVERING QUESTIONS NUMBER
Questionnaire A	Project effectiveness 15 b-d, 15 f-l, 17 a-d, 18 f
Questionnaire B	Management effectiveness 15 b-d, 15 f-l, 16 b-e, 16 f2
Survey 1	Role of partners Filled by project, for overview when doing data analysis
Survey 2	Best practices Questions asked during follow-up interview and filled into the survey currently.
Survey 3	Prevention from child labour Filled by project/desk study. Used to put other data and discussions into perspective
Survey 4	Withdrawal from child labour Filled by project/desk study. Used to put other data and discussions into perspective
Survey 5	Family status 17 f-g

ROLE OF PARTNERS				
(COUNTRY)				
PARTNER	TYPE OF ACTIVITY	GEOGRAPHICAL AREA COVERED	DURATION (from-to)	STATUS/ACHIEVEMENTS
	a) b) c)			a) b) c)
	a) b) c)			a) b) c)
	a) b) c)			a) b) c)

SURVEY 1  
GUIDELINE:

Fill the first four columns jointly with the CTA to have an overview over partners of all kind that have worked with the project any time during the project period. Adjust data in accordance with eventual desk study of progress reports and when meeting the partners.

The form is filled before visiting partners to have a proper perspective on any communication.

The fifth column, achievements, is filled together with the partner. You can choose to let both the CTA and the partner answer to that question to have achievements verified.

Print more pages, if need be, depending on the number of partners that have been involved.

By partners is understood e.g.: MOSSL, DLO, DSSO, DEO, local and national labour organisations, NGOs, church based organisations and any other body that has collaborated with the project one way or the other thus having influenced the project achievements positively or negatively.

You fill a final form compiling all data in brief points. This compiled form will be used for presentation at workshop. The other forms will form the more detailed background information to facilitate comments, conclusions and recommendations.

BEST PRACTICES						
COUNTRY						
	MoL	CPC/CTA	ILO/LABOUR ORG	DLO	DEO	PARTNER ORG
PROJECT MANAGEMENT		CPC: CTA:	ILO: LO:			
LABOUR INSPECTION						
DEVELOPMENT OF REFORMS						
PARTNER COOPERATION						
SENSITIZATION OF ORGANISATIONS						

FOUNDATIONS FOR CREATION OF CHILD LABOUR FREE PLANTATIONS						

SURVEY 2

**GUIDELINE:**

Fill the survey as you collect the data. Extend the space if need be. Some of the columns will be filled by the TL (re Data Collection Plan). You have to conclude on more profound data and in points indicate the best practices within each type of activity, as the various stakeholders perceive it. Profound data is understood as statements on a given issue mentioned repeatedly by various partners

The data are collected through application of the forms and through the follow-up interviews and other interviews.

When carrying out individual interviews you use the survey as a guideline making sure that these questions are answered, but do not limit the interview to these questions.

PREVENTION FROM CHILD LABOUR							
COUNTRY							
PREVENTED			ACTIVE IN			HEALTH SITUATION	
Sex	Age	Total	School education	Other education	Other activities	Received services	Need services
Boys	→ 12						
	13-15						
	16-18						
Girls	→ 12						
	13-15						
	16-18						

SURVEY 3

#### GUIDELINE:

Fill in the total of children that have been kept out of child labour and divide the total into sex and age group. Further fill the numbers of children falling under each of the indicated groups of activities and finally fill the numbers that have received health care and the numbers that still need care.

This enables a comparison between

- the needs of working and non-working children
- assessing the impact of preventive activities
- assessing which sex and age groups are most easily be kept out of work
- compare the sex and age groups prevented with the ones withdrawn from hazardous work. E.G.: Are more boys than girls prevented or withdrawn, are younger children more easily prevented than mature children etc.

The data should be based on the most recent statistics. Use the most recent progress reports data from the project and from partners.

The data are used for partner discussions and as a part of the assessment of (i) the impact of various activities and (ii) sustainability

CHILD WITHDRAWAL												
COUNTRY												
WITHDRAWALS			WITHDRAWN FROM				SENT TO			HEALTH STATUS		FAILED
Sex	Age	Totals	Commercial farms	Household farms	Industry	Other	School education	Other education	Other activity	Received service	Need service	Drop-out
Boys	→ 12											
	13-15											
	16-18											
Girls	→ 12											
	13-15											
	16-18											
TOTAL												

SURVEY 4

**GUIDELINE:**

Numbers to be filled jointly with the project. The data should be based on most recent statistics. Use the form to enter the totals for the country. Do also calculate the totals under each group: Withdrawn from, sent to, health status and failed. The compiled results will be presented in the workshop with conclusions.

Fill the numbers of children that have been withdrawn in proportion to sex and age, the type of occupation of they have been withdrawn from, what type of activity they <are occupied with at present, their health situation and, finally, how many have gone back to work.

The survey enables an assessment of:

- Knowing where the best results have been achieved as regards, age and type of occupation
- Assessing where the children went when not working anymore
- Assessing the need for health care and if any organisations takes care of the specific need of children in hazardous work

FAMILY STATUS							
COUNTRY							
	TOTAL NO	CREDIT	TRAINING	OTHER SUPPORT	SELF-EMPLOYED	EMPLOYED	NEED FURTHER SUPPORT
FATHERS							
MOTHERS							
FAMILIES							
TOTAL							

SURVEY 5

#### GUIDELINE:

Fill the numbers of parents or families that have received support to create independent lives. Parents should be understood as the adult(s) taking care of a child.

Fill the totals, thereafter what type of support they have received, be it credit and/or skilled training or other support. You can indicate in separate remarks which other type support is the most common. Indicate what type of occupation the support has led to and if there is a need for further support. In your remarks you indicate what type of support will be needed and for approximately how many in percentage of the total number that has been helped.

Get the data from reports and recent statistics in the project and among the partners. Discuss the results with relevant stakeholders. Some are indicated in the Data Collection Survey, but do not limit the discussion to those groups, if you find that other stakeholders have useful contributions.

Compile all data and make a survey of the totals of your country.

As regards remarks, you do only put emphasis on e.g. type of support that has been mentioned repeatedly or other remarks that you meet repeatedly, which reflects the tendencies in a given country and so enable comparison of achievements. If there are special issues, you find need attention, irrespective of their occurrence, you make the necessary comments.

PROJECT EFFECTIVENESS		
COUNTRY		
ACTIVITY	EFFECTIVENESS (of procedures, staff, communication etc)	ACHIEVEMENTS (stated in short points)
Building capacity to address child labour		
Monitoring child labour (CLMS and other methods)		
Awareness on child labour problems		
Project building of networks with other child labour organisations		
Capacity building of parents		
Administration and procedures supporting project activities		
Addressing gender issues		
Changing parental attitude towards child labour		

QUESTIONNAIRE A (DDO, DEO, DSSO,DHO, CLCs, labour org., partner org.)

**GUIDELINE:**

Send the questionnaire in advance to selected stakeholders and let them have some days to fill it before you appear for interview. Then base your interview on their answers giving rise for elaboration. Check on TORs that all aspects are covered.

Alternatively let them start by filling the form as a part of your meeting. It is essential that the questionnaire is filled before you run any discussion to ensure that what matters to the partners form basis for any dialogue.

For others e.g. the CLCs and labour organisations you can ask them to fill the form as a group and then you run two focus group discussions in the afternoon, one with each of them. To have effective group works, when filling the questionnaire, the groups should have around 5 members – 3 are too few to have varied points of view and 1 person might overrule the others, while 7 members often lead to a subdivision of the group with some active members and others having their own private agenda.

For data analysis you compile the results and fill them into the questionnaire. Let each type of partner have a survey of compiled results to enable a cross analysis of e.g. answers from labour organisations in all 5 countries. In addition you make a fully compiling of all answers to provide a sense of the direction of each of the project activities.

<b>MANAGEMENT EFFECTIVENESS</b>		
COUNTRY		
ACTIVITY	DESCRIBE HOW IT WORKED	ACHIEVEMENTS (stated in short points)
Administration		
Financial processes		
Backstopping from project		
Action program approval		
Internal capacity building		
Mechanisms for sharing staff between national and sub-regional staff		
Development of monitoring and evaluation tools		
Use of M&E tools for determining impact		
Use of recommendations from mid-term evaluation		

Sensitiveness to gender issues		
Use of possible synergies between project and other partners		
Work of local management structures (National Steering Committee, Local Steering Committee)		
Commitment from partners		
How did factors outside control of project management affect the implementation and impact		
Building of capacity of local institutions		

Questionnaire B (MOL, CPC, CTA, staff, partners)

**GUIDELINE:**

Use the questionnaire as follows:

**Staff:** Let them fill the form individually for around 1 hour and run a focus group discussion elaborating on the answers. Make the time frame a bit limited to force participants to bring statements that really matter.

Compile the results and fill them into the form for presentation at the workshop.

Only repeated statements are recorded and entered into the form for presentation at the workshop.

**Partners:** Send eventually the form in advance through e-mail and discuss the answer when running an interview or focus group discussion later. You can, alternatively call e.g. relevant district officers (maybe jointly with labour organisations) for a joint meeting, where they fill the form individually, after which you run a discussion. Compile the answers reporting repeated statements only.