

# Sakriya

2019-2022

***Civil Society Action to End Exploitative Child Labor***



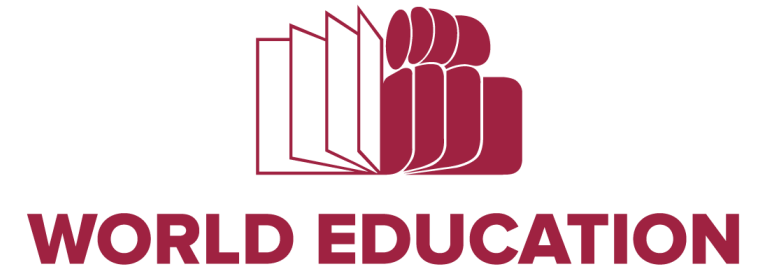
Office of Child Labor, Forced Labor, and Human Trafficking  
Bureau of International Labor Affairs  
UNITED STATES DEPARTMENT OF LABOR

Working to eliminate the worst forms of child labor,  
forced labor, and human trafficking worldwide through  
*international research, awareness, projects.*



# Who We Are

World Education is dedicated to improving the lives of the poor through education and social and economic development programs.





# World Education Nepal



Basic Education



Out-of-School Children



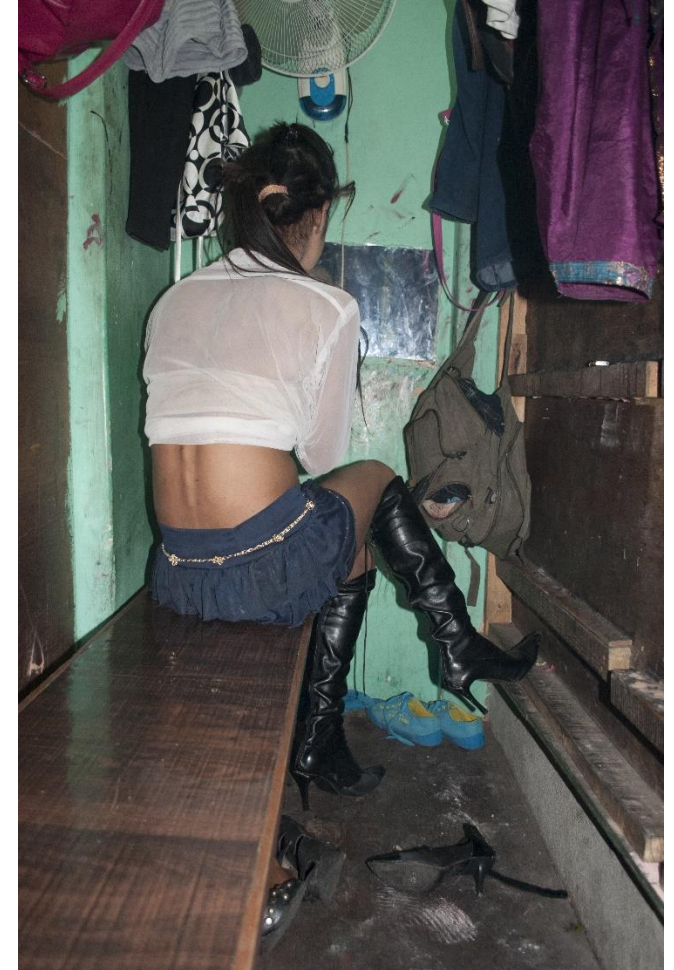
# World Education Nepal



Microfinance & Livelihoods



Child Labor



Trafficking

# Context

1. Transition to Federalism
2. COVID
3. Shifting Child Labor dynamics
4. NGO selection



# Project Level Objective

**Improve capacity of civil society to better understand and address child labor in the brick, zari (embroidery), and carpet sectors**



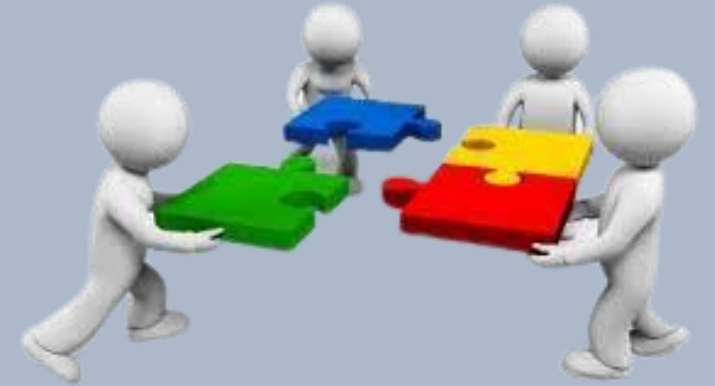
# Outcomes



**Identify and document, independent, and objective information on the nature and scope of child labor in a sector and/or supply chain**



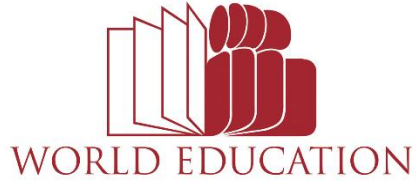
**Raise awareness for the protection of workers from child labor**



**Raise implement initiatives to address child labor**

# Project Approach

## Core Consortium



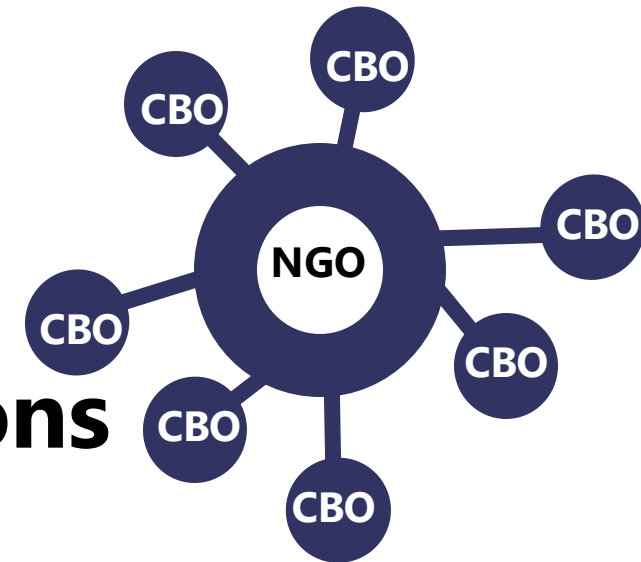
*Capacity assessment; technical assistance*

## 15 NGO Partners

*Experiential learning; mobilization*

## Community-Based Organizations

*Access, relationships*

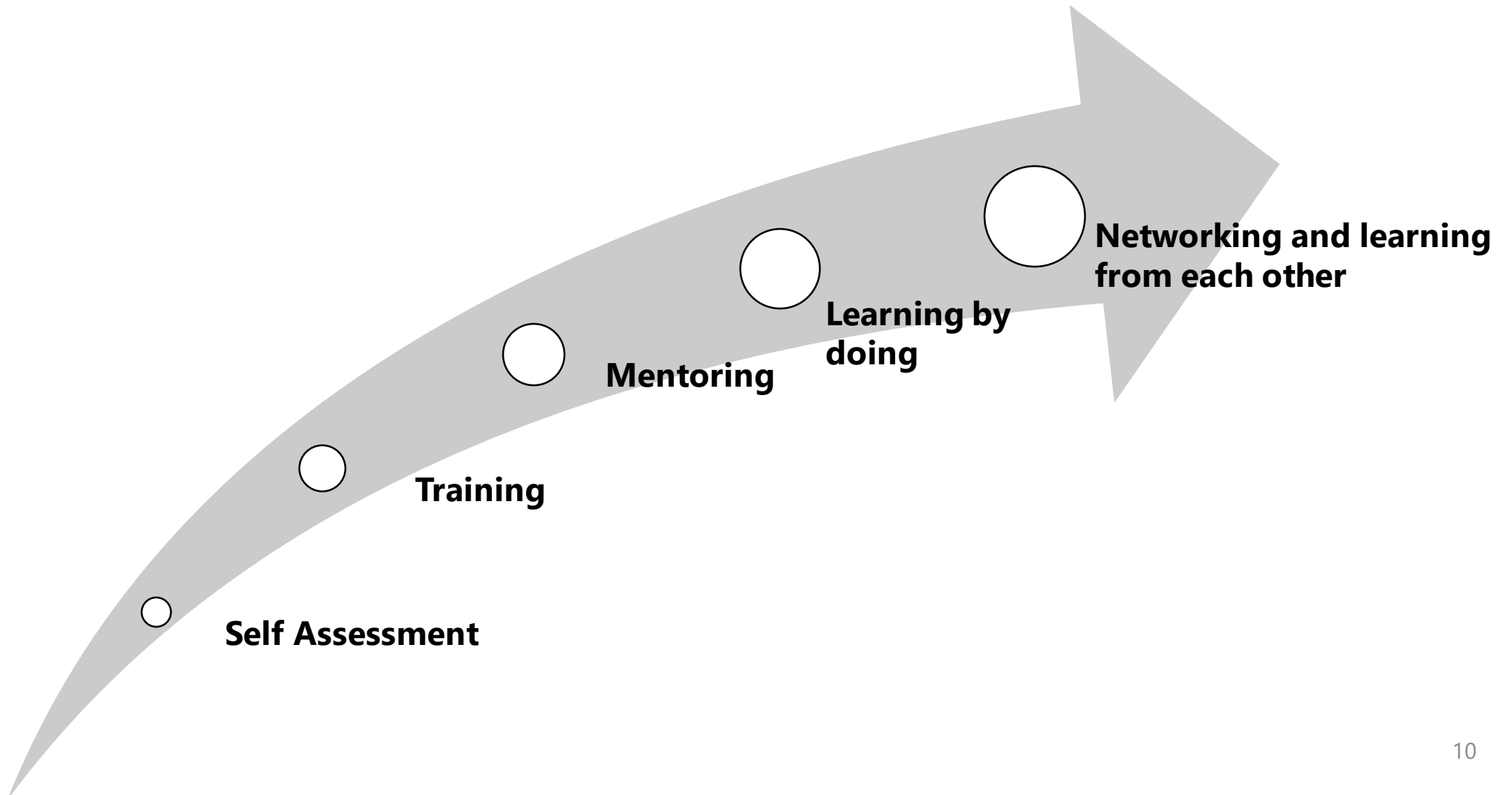




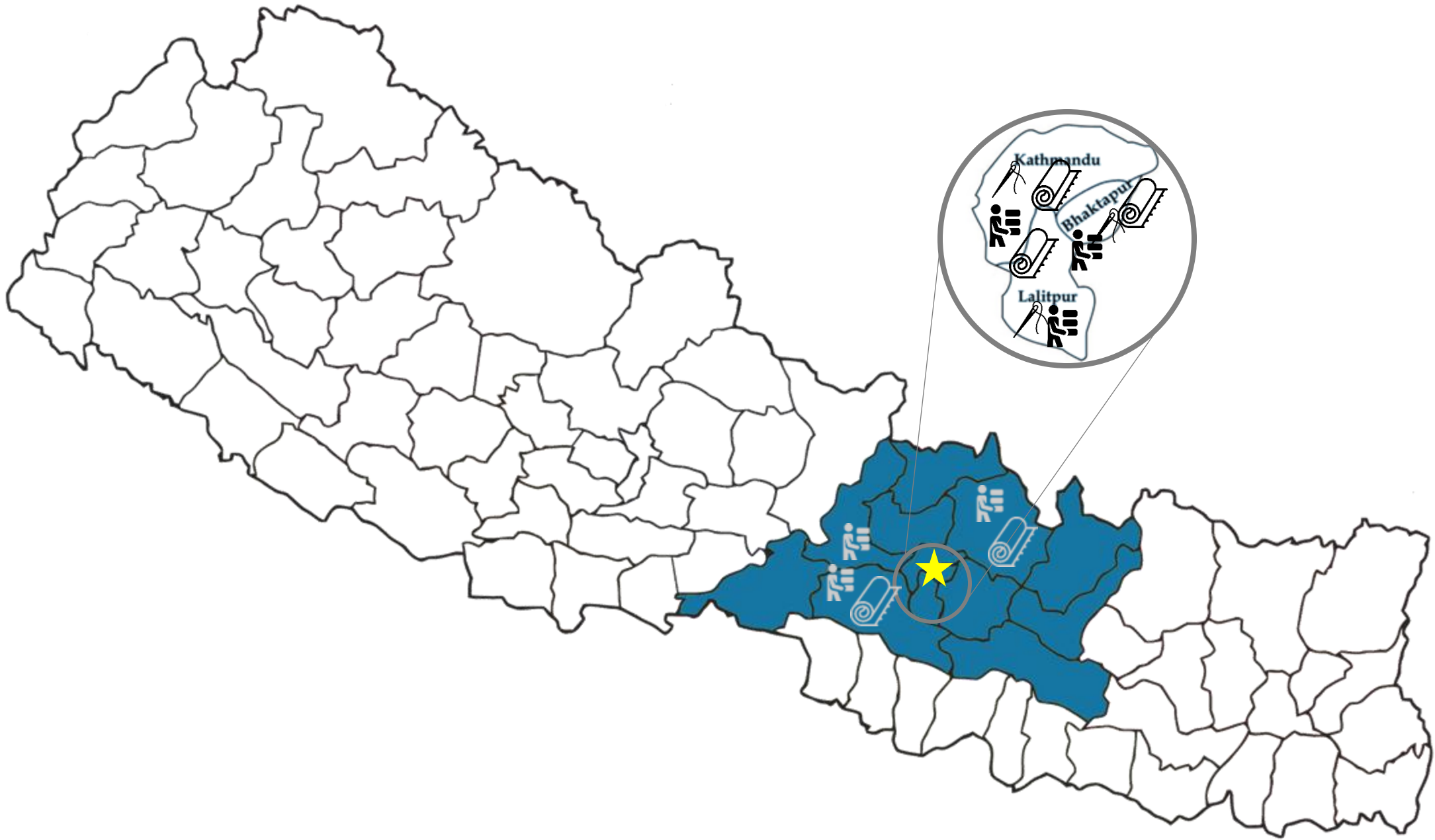
# NGOs

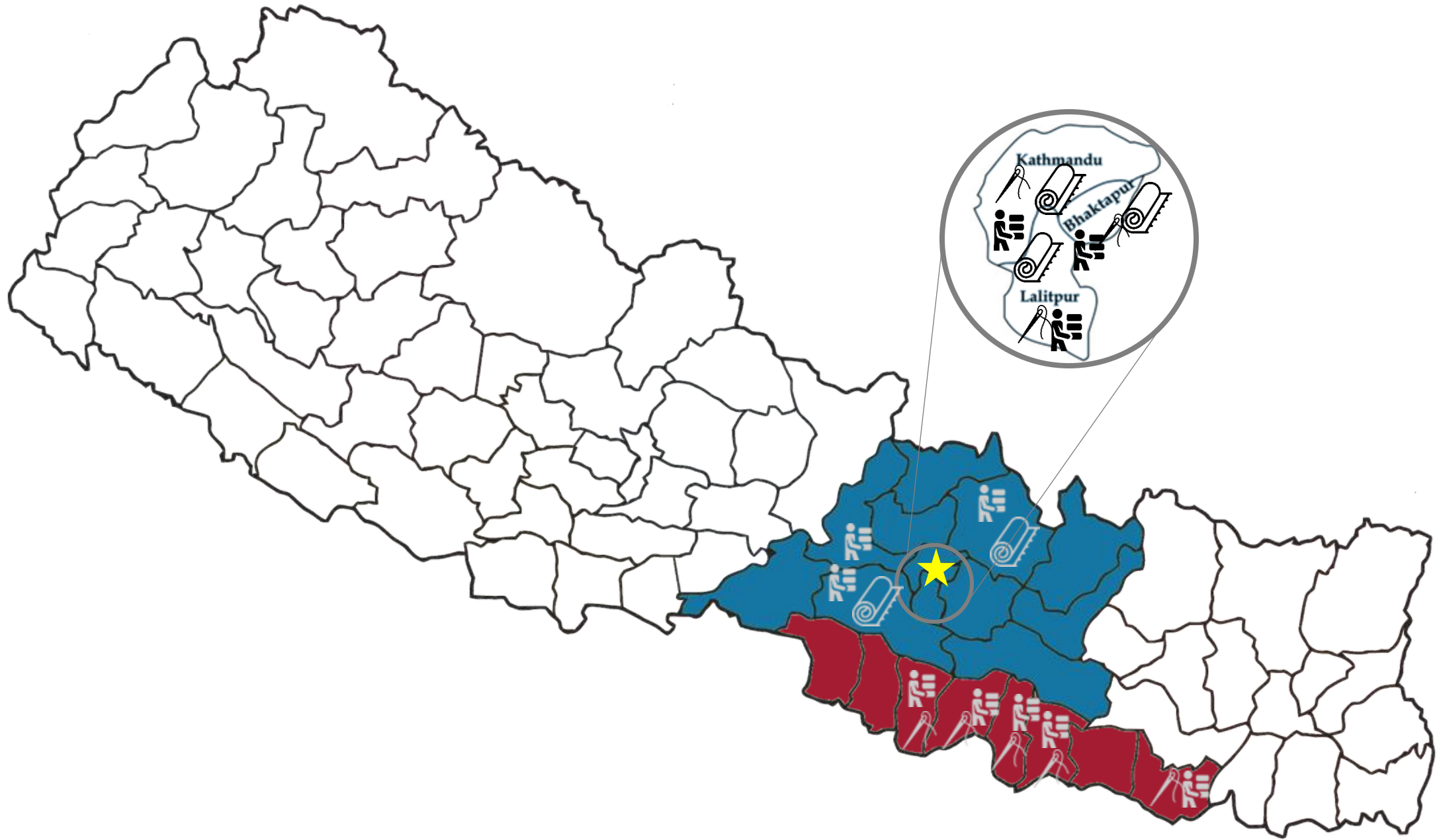
1. Save the Saptari (STS)
2. Aasaman Nepal
3. Social Development Center (SDC)
4. Child Protection Organization (CPO)
5. Rural Development Center (RDC)
6. Grameen Mahila Swawalamban Sanstha (GMSS)
7. Urban Environment Management Society (UEMS)
8. Child Development Society (CDS)
9. Mahila Aatma Nirverta Kendra (MANK)
10. PRAYAS Nepal
11. Dalit Human Rights Watch Committee (DHRWC)
12. Backward Society Education (BASE)
13. Banke UNESCO Club (BUC)
14. Tharu Mahila Uthan Center (TMUC)
15. Human Rights Awareness Center (HURAC)

# Project Strategy

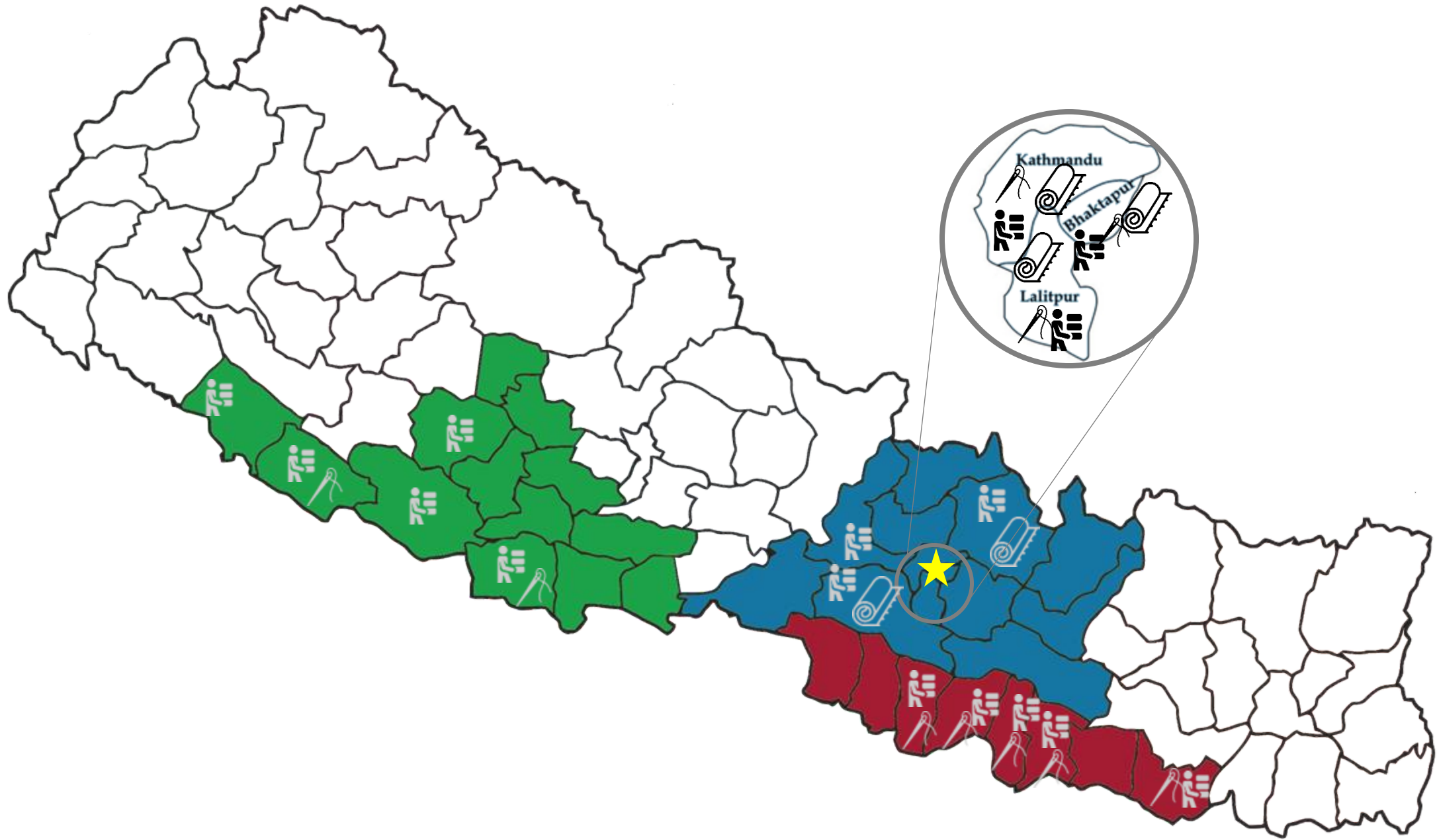












# Capacity Assessment

## It is not:

- An audit
- An external evaluation
- An assessment to determine whether the organization receives funding or not
- A scientific method for scoring an organization's capacity level

- 01 Systematic framework
- 02 Process for reflection and planning
- 03 Analyze existing capacity
  - In comparison to desired capacity
- 04 Facilitated self-assessment approach
- 05 Inform an action plan



# Capacity Areas

## Organizational Management and Strategy

- Organizational strategy
- Leadership
- Staff inclusion
- Child protection policy
- Resource mobilization
- Sustainability

## Understanding of child labor and mechanisms

- Organizational strategy in relation to child labor
- General understanding and engagement on child labor
- Technical expertise on child labor issues
- Technical capacities for awareness raising
- Technical expertise on research
- Community mobilization

# Capacity Areas

## Identification and documentation of child labor (Outcome 1)

- Defining child labor
- Identifying of child labor
- Data collection
- Methods for identifying and documenting child labor
- Data management and management information systems (MIS)
- Data for decision making
- Feedback and sharing



# Capacity Areas

## Awareness Raising (Outcome 2)

- Campaigns design and implementation
- Awareness raising strategy
- Target audience
- Key messages
- Media selection / use of media channels
- Outreach materials

# Capacity Areas

## Capacity to implement initiatives to address child labor (Outcome 3)

- Prevention of child labor
- Removal and rehabilitation of child laborers
- Protocols for rescue and removal
- Service delivery and rescue
- Mapping of services and referral system
- Knowledge and use of case management process
- Human resources for case management
- Grievance mechanisms
- Provision of legal services
- Holding responsible bodies accountable

# Capacity Assessment

## 5 domains and 35 Capacity areas

### Level 1:

Non-existent or nominal capacity

### Level 2:

Elementary or basic demonstration of skills, capacity, institutionalization; capacity or process may exist but not be uniformly implemented

### Level 3:

Intermediate capacity, but some areas for improvement remain

### Level 4:

Advanced capacity; high levels of skill, functioning, or institutionalization that can serve as a model for other organizations



# Capacity Assessment: Example

## Identification & Documentation (Outcome 1): Data for Decision Making

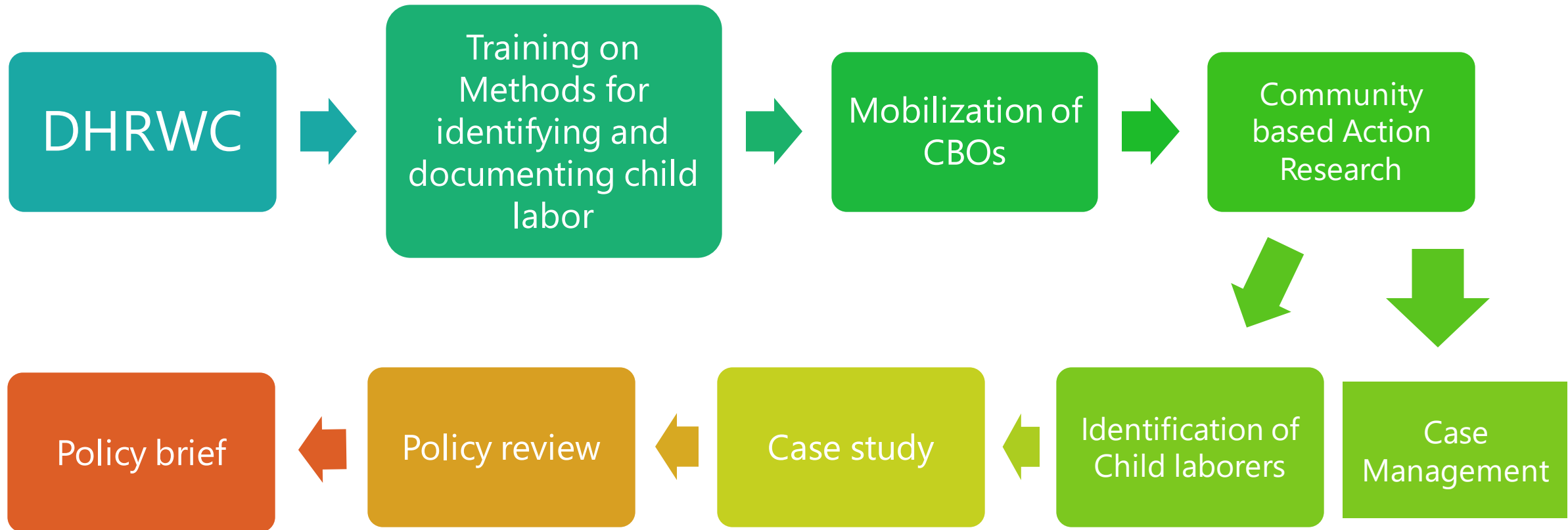
1	2	3	4
<b>Objective:</b> To assess the organization's ability to use data to inform activities and targets and monitor progress			
<p>The organization and/or its CBO partners <b>have limited or no historical data</b> against which current data can be compared to help in decision making. Data on child labor <b>does not inform</b> awareness raising or interventions.</p>	<p>The organization and/or its CBO partners <b>have a process</b> for comparison of achievement against goals and past progress. <b>But</b> the data and comparison results <b>don't lead to plans</b> to modify interventions on influence awareness raising.</p>	<p>The organization and/or its CBO partners <b>have a process</b> for comparing achievement against goals and past progress. The process <b>does not happen on a regular or consistent basis</b>. <b>Data and results are sometimes used</b> to inform interventions and awareness raising but the link between data and other activities is <b>not strong or only happens sometimes</b>.</p>	<p>The organization and/or its CBO partners <b>have a process</b> for comparing achievement against goals and past progress. The organization and/or its CBO partners <b>follow a procedure of time-bound corrective action and tracking achievements against plans in all areas</b> of the intervention. <b>Data consistently informs intervention</b> and awareness raising strategies.</p>

# Capacity Assessment: Example

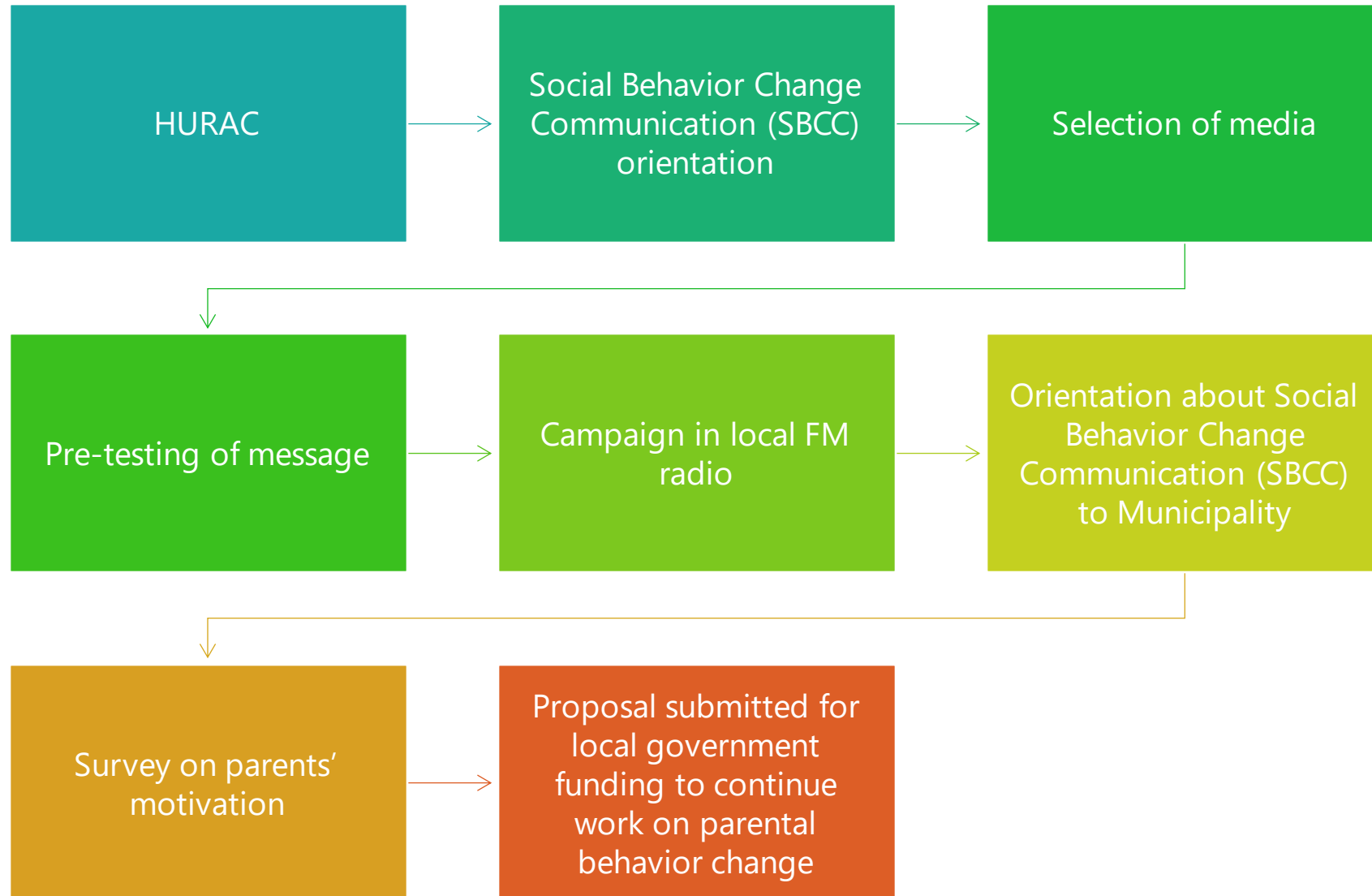
## Implement Initiatives (Outcome 3): Protocols for Rescue and Removal

1	2	3	4
<b>Objective:</b> To assess the organization's ability to develop and implement Standard Operational Procedures (SOPs)			
Organization <b>has no</b> Standard Operational Procedures (SOPs) in place for rescue and removal of child laborers.	Organization <b>has</b> Standard Operational Procedures (SOPs) in place for rescue and removal <b>but does not follow them or not all staff are aware</b> of them.	Organization <b>has</b> SOPs in place for rescue and removal <b>and process to determine the best interest of child</b> labor of child for rescue and removal.	Organization <b>has</b> SOPs <b>aligned with national standards</b> and <b>follows them except</b> in cases where they are not aligned with the best interest of child.

# NGO 1: DHRWC - Improvement in Capacity areas in "Identification and Documentation of Child Labor" domain



# NGO 2: HURAC - Improvement in Capacity areas in "Awareness Raising" domain

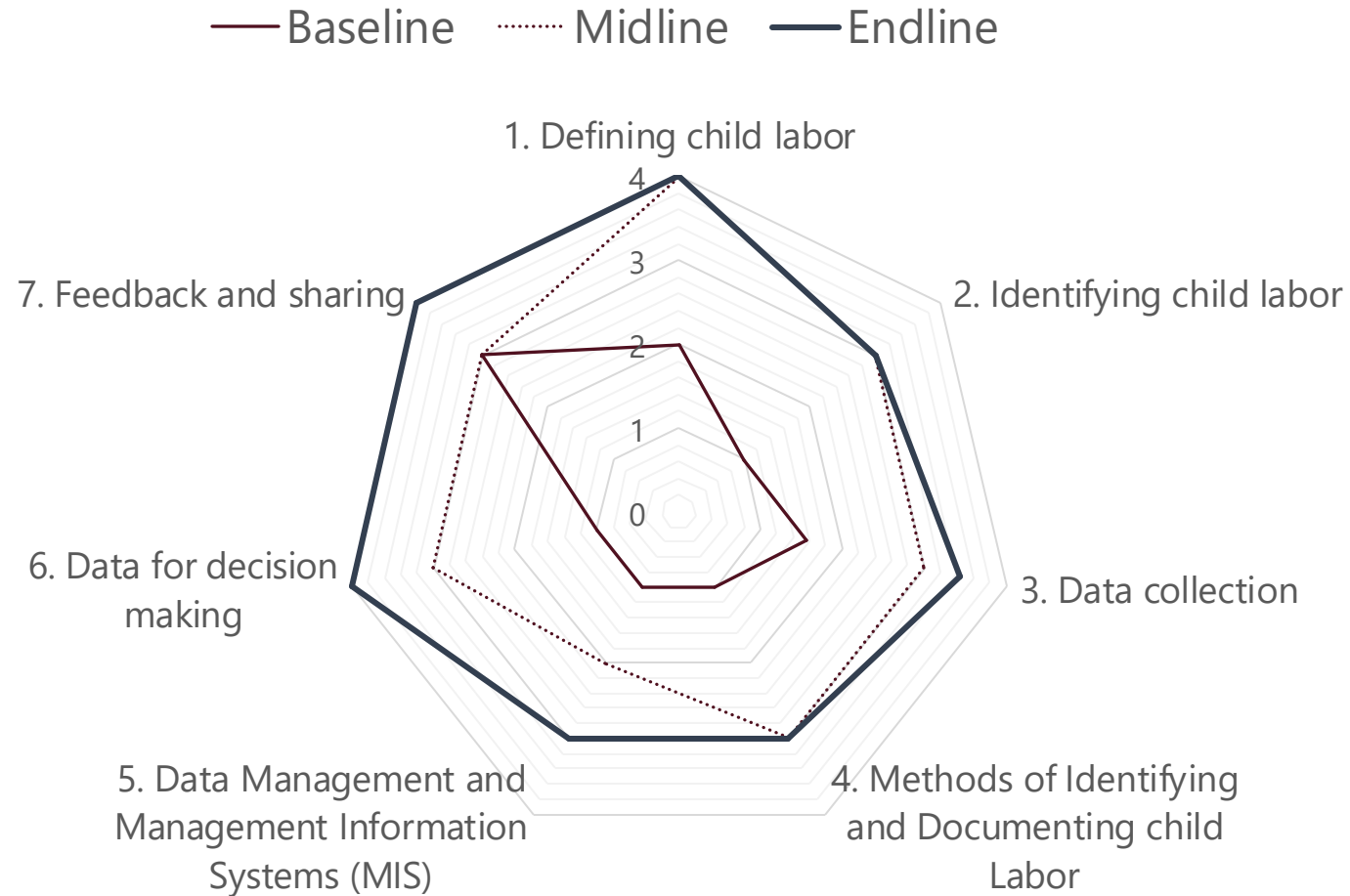




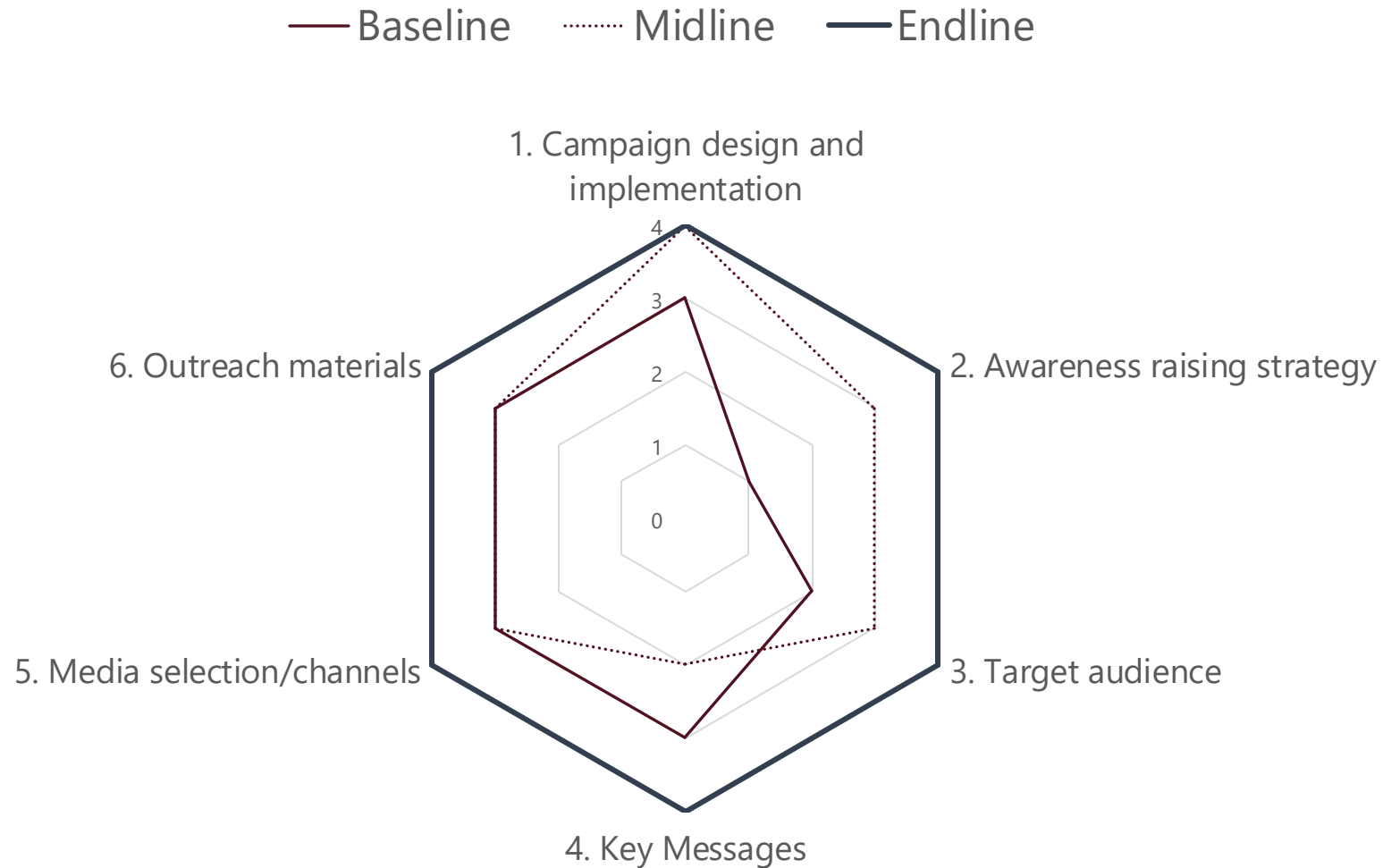
# NGO 3: CDS - Improvement in Capacity areas in "Capacity to implement initiatives to address child labor" domain



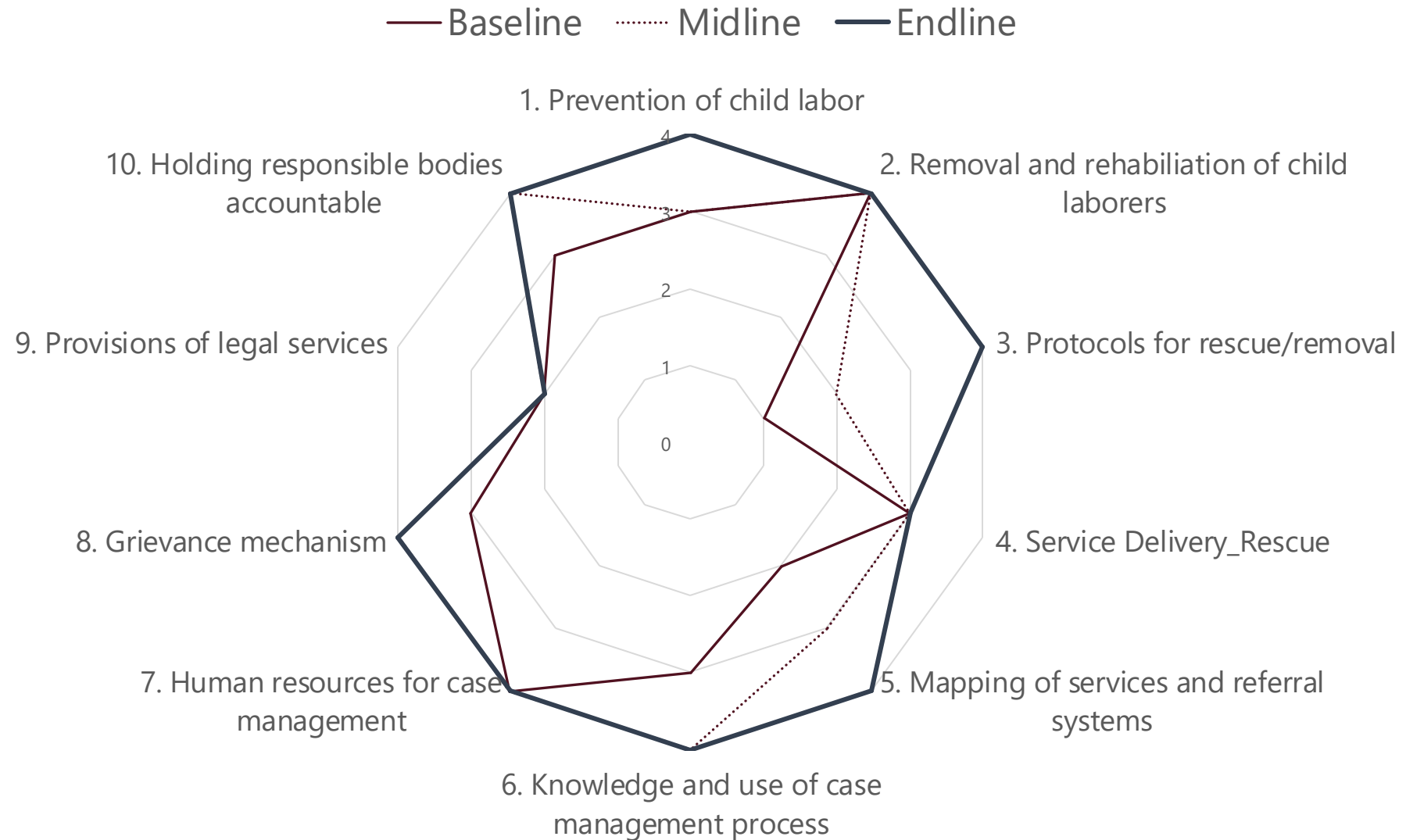
# NGO 1: DHRWC - Improvement in Capacity areas in "Identification and Documentation of Child Labor" domain



# NGO 2: HURAC - Improvement in Capacity areas in "Awareness Raising" domain



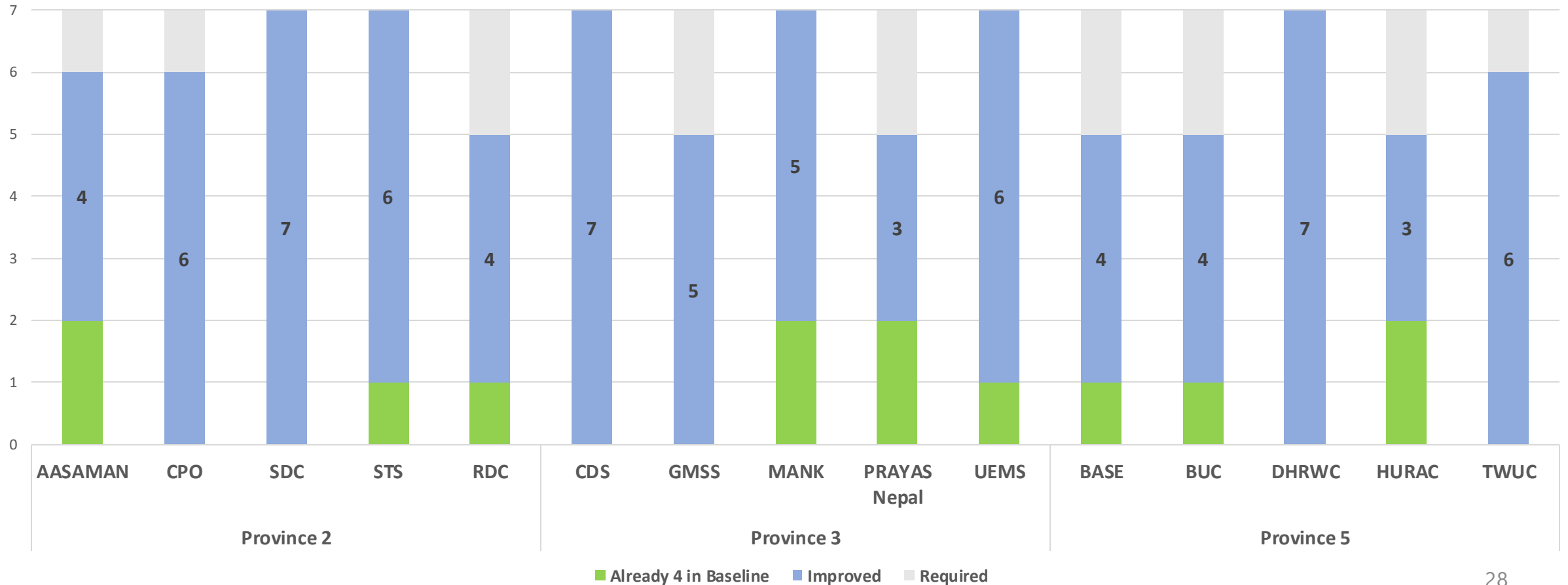
# NGO 3: CDS - Improvement in Capacity areas in "Capacity to implement initiatives to address child labor" domain





# Results – Third domain (7 Capacity areas)

Improvement in Capacity areas by NGOs in  
"Identification and Documentation of Child Labor" domain



# Achievements

## **Overall Project Indicator 1**

All 15 NGOs (100%) showed an improvement in at least three capacity areas in all five organizational groups (capacity domains).

## **Overall Project Indicator 2**

All 15 NGOs (100%) have completed more than two priority actions to address child labor in each organization group (capacity domains).

# Significant Achievements

1. Engagement with 45 municipalities (local governments)
2. Support in formation of 21 (of 45) Local and 293 (of 458) Ward Child Rights Committees
3. Supported 144 ward Child Rights Committees to form a grievance committee, appoint a focal person, and develop investigation procedures for handling grievances and referrals related to children's rights and child protection.
4. NGOs supporting local governments in the declaration of child-friendly local governance
5. NGOs have vision and mission to support the National Master Plan 2018-28 (2075-2085 B.S.) through their organizational child labor strategies
6. Capacity building of partners' staff and board members
7. Empowerment of community-based organizations (CBOs)
8. Guidelines, documentation and systems
9. NGOs have enhanced capacity to address child labor needs.
10. NGOs engage in advocacy at local, provincial and national level using data

# Significant Achievements (Continued..)

11. CBO networks identified and documented 11,298 child laborers
12. Emergency support and COVID relief support
13. NGOs provided relief support during COVID pandemic to 3,745 households affected by child labor
14. NGOs work with municipalities and provide support to 3,018 children in the most dire circumstances through case management
15. Support includes food supplies, emergency clothing and materials, medical treatment, educational materials and vocational trainings
16. NGOs ran 101 awareness campaigns through community radio, interpersonal communications, hoarding boards (bill boards), street drama, social media, interactions with local government stakeholders, and community mobilization



# Impact of the project

1. NGOs are well equipped to support the National Master Plan to eliminate all forms of Child labor by 2024 (five year strategy in place)
2. Local governments have the knowledge to practice the case management system
3. NGOs view case management and social behavior change communication as a cross-cutting theme with impacts on other projects and work in other sectors.

# Sustainability Strategies

1. Development of NGO child labor strategies
2. Linking child labor strategy with proposal development
3. Knowledge transfer to other projects and staff members
4. Strengthened networks of community-based organizations
5. Development of working relationships with local governments on child labor
6. Documentation of activities
7. Development of guidelines

# Lessons Learned

1. Online sessions have a large outreach and can facilitate creativity during challenging times.
2. During disruption (i.e. COVID-19), momentum of work needs to be maintained by doing whatever is possible even if there are limitations.
3. Learning by cross-learning and sharing enhances motivation and fosters new ideas
4. Peer feedback culture needs to be promoted for critical thinking
5. Capacity assessments are useful tools for self reflection and support the learning curve for organizations and people
6. Ownership of mechanisms at the local level paves the way for sustainable practices.

# Thank You!

Funding is provided by the United States Department of Labor under cooperative agreement number IL-32527-18-75-K. 100% percentage of the total costs of the project or program is financed with federal funds, for a total of 2.85 million dollars.

The project works across three child labor sectors in 45 municipalities and three provinces, with eighteen partners.

This material 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