

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

**MID-TERM EVALUATION
JUNE 2003**

**RUBBER PLANTATION SECTOR (KAMPONG CHAM)
BACKGROUND REPORT**

by

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EXECUTIVE SUMMARY

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

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

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

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

There are 3 action programs (APs) under the project in the rubber plantation sector in Kampong Cham province. Implementing these are a local NGO called the Kak Sekor Thmey Organization (KTO) and 2 government agencies, namely -- the Provincial Department of Social Affairs, Labor, Vocational Training, and Youth Rehabilitation (PDSALVY) and the Provincial Department of Education, Youth and Sports (PDEYS). The objectives of the 3 APs are:

- a) To capacitate and/or enhance and strengthen the capacities of the officers and staff of implementing agencies and partners (PDSALVY, PDEYS, KTO and other agencies/partners) and the involved sectors in the target villages to effectively and progressively eliminate child labor in hazardous work in rubber production;
- b) To actively strengthen the role and responsibilities of the PCCL in formulating provincial policies, plans and key strategies to address child labor in rubber production;
- c) To empower the rubber production communities and families of working children through their active participation and contribution to improve their standards of living, which in return will help to decrease crisis among vulnerable individuals and decrease child labor in hazardous work; and
- d) To remove at least 200 full-time working children from rubber work through non-formal education and reintegration to public schools, provision of vocational training, and provision of livelihood alternative/ income generation for parents of working children, and to prevent at least 750 at risk children entering into hazardous work.

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

The findings for the rubber plantation sector show that targets for capacity building, mobilization and empowerment strategies have not as yet been fully reached resulting in apparent low levels of awareness and understanding of the project in the villages.

Considerable work still has to be done for the removal and prevention aspects of the programs, and for its sustainability. Currently, some 17% (34 children in vocational training) of the 200 targeted for removal have been completely withdrawn from work; 35% of targeted children (70 children in NFE) have been temporarily removed from full-time or hazardous work; and 20% of children for prevention have received schooling assistance.

The strategies of the 3 programs have to be improved on and supplemented with target-specific measures to respond to emerging issues and problems in the target communities. Specific areas that need attention include the strengthening the capacities of the community-based monitors to undertake awareness raising on child labor and child rights; the speed with which SHGs have been organized despite low levels of understanding on the concept of the seed money and savings scheme; the delays in the release of the seed money for the SHGs, and the strengthening of the PCCL. Also requiring critical attention is the preparation of insightful documentation of program experiences to complement regular program status and periodic progress reporting.

At present, the implementing agencies, local authorities and target beneficiaries/communities still lack the means and capacity to implement and sustain the programs without external support. The project remains as the only effective intervention in the area in efforts to eliminate child labor in the rubber plantation sector.

Below are some recommendations to further improve the implementation of the programs:

- Improve the delivery of NFE services exploring the possibility of instituting mobile schools, varying the time schedules of the classes and ensuring effective implementation of the seed money and savings scheme;
- Increase the number, strengthen and build the capacities of community-based monitors to handle monitoring of all children;
- Conduct preparatory studies/activities for the seed money and savings aspect;
- Convene a meeting among involved agencies (Ministry of Finance, Ministry of Agriculture, and the MoSALVY with ILO-IPEC) to settle and resolve the issue of child workers in the rubber plantation;
- Strengthen the PCCL through a capacitating workshop and provision of budgetary resources; and
- Prepare project documentation outside of progress reports and holding of regular small workshops for experience sharing, learning and coordination work.

EVALUATION BACKGROUND

Project Background

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

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

The immediate objectives are two-fold:

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

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

Thus far, the project has carried out:

- a national seminar on child labor in the salt production, fishing and rubber plantation where action plans have been recommended for addressing child labor in the three sectors (November 28-29, 2001)
- a profiling of working children in the three sectors. Consisting of rapid assessments and baseline surveys, the findings were presented to the provincial committees on child labor in the three respective provinces and generated feedback on how to effectively address the hazardous conditions among working children in these sectors (December 2001 to June 2002).
- a training activity on project design, management and evaluation among the 10 intended implementing agencies (June 2002).
- a training workshop on capacity building for non-formal educators from provincial education offices and NGOs in the three provinces was held (August 2002).
- capacity building and enhancing among implementing partners to effectively run the activities for the seed money and savings scheme (February 13-15, 2003).

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

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

- the revision and printing, as well as conduct of training on and dissemination of a child labor advocacy kit to help combat child labor in the three hazardous sectors (February 2001).

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

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

Scope and Purpose of the Evaluation

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

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

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

Evaluation Methods

Quantitative and qualitative data provide the picture for the ongoing action programs in the salt sector. To obtain the relevant information and to have a good understanding of the project, the evaluation team employed three main methods that were specified in the Terms of Reference. These included a review of all relevant materials and documents, interviews with project participants, and observations during the site visits to the Chub Rubber Plantation and the villages within the plantation.

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

Review of project documents

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

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

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

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

Interviews and Observations

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

The evaluation team visited and held the interviews and exchanges with beneficiaries inside the Chub Rubber plantation in Kampong Cham province. The interviews drew upon pre-formulated guide questions (**Annex 2**), with probe questions being employed to clarify responses. Interviews with implementers were held in their offices. Among the beneficiaries, interviews were generally held with one or two individuals or with a group, while the rest of the respondents waited for their turn⁴. Discussions with the Project Coordinators and the Sector Coordinator were also frequent, especially in relation to the work plans and program targets and outputs. The Sector Coordinator was present in almost all interviews and meetings. The interview results are presented in **Annex 3**.

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

The evaluation team also observed 2 community learning centers, 2 villages inside the rubber plantation, the office of the rubber plantation operator, houses of SHG members and working children, and a primary-level public school.

Limitations of the Evaluation

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

Visits to the program sites and exchanges with implementers and beneficiaries were only for four (4) days, which also covered the time for traveling to the sites and for translating/interpreting the interviewees' responses. This shortness of time led the evaluation team to have most of the interviewees gather in one place (e.g., a school) to facilitate the interactions with the main stakeholders.⁵ This posed a disadvantage, however, in that some of the interviewees tended to repeat what they heard from those who were interviewed before them. There were also instances where the responses resulted from reminders and suggestions from the program implementing staff who accompanied the evaluation team, and from other people who were present during the interviews. The limited time for the data collection also meant that the evaluation team had to focus themselves on the guide questions, preventing therefore the asking of additional questions that could provide in-depth information on the many issues to be covered.

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

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

⁵ The arrangement was proposed by the Sector Coordinator in order for the Evaluation Team to meet more stakeholders.

THE ACTION PROGRAMS IN KAMPONG CHAM PROVINCE⁶

There are three (3) currently ongoing action programs (APs) in the Chub Rubber Plantation in Kampong Cham. These are being carried out in fourteen (14) villages of Chub, Thmar Pic and Chrap communes to address the situation of hazardous conditions among child workers in this sector. The table below presents the summary information for the 3 APs in Kampong Cham province.

Table 1. Summary information for APs in Kampong Cham Province

Working Title	Community Mobilization and Empowerment for the Elimination of Child Labor in Hazardous Conditions of Rubber Plantation Work	Strengthening and Mobilizing the Role of Teachers as a Part of Support for the Elimination of Child Labor in Chub Rubber Plantation	Strengthening and Capacitating Labor Inspectors and Committee on Child Labor in Combating Hazardous Child Labor in Kampong Cham Province
Implementing Partner	Kak Sekor Thmey Organization (KTO)	The Provincial Department of Education, Youth and Sport (PDEYS)	The Provincial Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation (PDSALVY)
Budget	IPEC: \$52,986, Local: \$ 5,220 (in kind)	IPEC \$20,600, Local: \$4,070 (in cash and kind)	IPEC \$18,740, Local: \$2,370 (in kind and cash)
Timeframe	18 mo.: 15 Dec 2002 – 14 Jun 2004	15 mo.: 25 Dec. 2003 – 24 Mar 2004	12 mo.: 01 Nov. 2002 - 31 Oct. 2003

Objectives of the 3 Action Programs

The three APs have a development objective and immediate objectives. The development objective of the 3 APs is to contribute to the progressive elimination of child labor in hazardous working conditions in the rubber plantation sector of Kampong Cham Province. The immediate objectives are:

- To capacitate and/or enhance and strengthen the capacities of the officers and staff of implementing agencies and partners (PDSALVY, PDEYS, KTO and other agencies/ partners) and the involved sectors in the target villages to effectively and progressively eliminate child labor in hazardous work in rubber production;
- To actively strengthen the role and responsibilities of the PCCL in formulating provincial policies, plans and key strategies to address child labor in rubber production;
- To empower the rubber production communities and families of working children through their active participation and contribution to improve their standards of living, which in return will help to decrease crisis among vulnerable individuals and decrease of child labor in hazardous work; and
- To remove at least 200 full-time working children from rubber work through non-formal education and reintegration to public schools, provision of vocational training, and provision of livelihood alternative/ income generation for parents of working children, and to prevent at least 750 at risk children entering into hazardous work.

⁶ This section freely draws upon the Terms of Reference, the Master Project Document (Project Proposal), and the Action Programs for the rubber plantation sector.

Strategies and Measures Adopted by the APs

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

1. Awareness Raising/ Advocacy, Sensitizing on Child Labor and Child Rights
2. Community and Workplace Monitoring
3. Income generation/seed money for starting and expanding business and savings mobilization
4. Vocational Training
5. Mobilization of School Teachers, Administrators and School Professionals and Improvement of enforcement of "education for all" policy
6. Non-Formal Education Program
7. Policy Development
8. Development of an Action Plan against child labor in hazardous sectors

Target Outputs of the 3 APs⁷

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

Community Mobilization and Empowerment for the Elimination of Child Labor in Hazardous Conditions of Rubber Plantation Work

- Child Labor Community Monitoring and Networking Teams, and their structure established, and enhanced;
- 750 part-time working children will be prevented from dropping out of school and moving into hazardous working conditions through community networking and sensitizing activities;
- 20 self-help groups (families of working children) in Chub, Thmar Pic and Chrab bases established and functioned;
- At least 170 families of working children in Chub rubber plantation regularly received direct support through their self-help groups aim at the removal of their children from hazardous work conditions and prevent other children from entering into hazardous working activities;
- As a minimum 60 full time working children age between 15 -17 years old will be removed from hazardous work conditions and have access to vocational skills training; and
- Access to education of 750 part-time working children and/or endangered children from dropping out of schools in rubber plantation will be improved and stabilized.

Strengthening and Mobilizing the Role of Teachers as a Part of Support for the Elimination of Child Labor in Chub Rubber Plantation

- 40 school teachers/administrators/professionals (in 20 schools) trained on how to provide information about child labor prevention to 6,514 school children (2,942 females) as well as able to identify the risk groups;
- 6,514 school children (2,942 females) well informed;
- Six Community Learning Centers (CLCs) (two for each sub-sector) established in Rubber Plantation areas for multidimensional uses; and

⁷ Taken from the Action Program documents for the Rubber Production Sector.

- As a minimum 140 full time working children in hazardous conditions, especially working girls, have access to non-formal education activities and be integrated into formal schools.

Strengthening and Capacitating Labor Inspectors and Committee on Child Labor in Combating Hazardous Child Labor

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

Inputs/ Assistance of ILO-IPEC to the APs

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

Table 2. Technical Inputs of ILO-IPEC

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

FINDINGS: STATUS OF THE PROJECT IN KAMPONG CHAM PROVINCE

The description of the current status of the 3 APs in Kampong Cham province is largely based on information from the interviews and discussion with the implementers (KTO, PDEYS, PDSALVY, and the PCCL) and the beneficiaries (children, parents, Self-help Group members, employers) of the 3 APs. It will be recalled that progress reports on the 3 ongoing APs were prepared in January 2003, hence information contained therein did not reflect the APs' actual status at the time of the evaluation.

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

Community Mobilization and Empowerment for the Elimination of Child Labor in Hazardous Conditions of Rubber Plantation Work

Child Labor Community Monitoring and Networking Teams and their structure established and enhanced

- There are 8 community monitors under these APs. Two monitors are from KTO while 6 are from the target sectors of Chub, Thmar Pic and Chrap. Community monitors of KTO have already been selected. Six community members were also selected but two have resigned; KTO is now selecting replacements. Four of the present community-based monitors are women; one of the two KTO monitors is also a woman.
- The community monitors of KTO both attended the Training Workshop on Child Labor Monitoring in Sihanoukville. However, only one of them attended the Training Workshop on Occupational Health and Safety for Child Labor Monitors in Hazardous Occupations, also in Sihanoukville. Subsequent training of community-based monitors on child labor issues and relevant legislation has been done by the community monitors of KTO. The role and responsibilities of the community networking and monitoring team are: monitor target children; educate about child labor and help them to attend school and vocational training; and conduct awareness raising and sensitising activities in the communities.
- Community monitoring sheets and monitoring maps have been prepared and are now being used. The computer database system for monitoring information has also been installed and is now in use at the KTO office in Sueng District of Kampong Cham.
- The total number of full-time working children for monitoring is 200 (123 girls), of which KTO monitors 118. By sector, KTO monitors 26 in Thmar Pic, 3 in Chrap, 66 in Chub. In addition to the children in these localities, they are also keeping track of 23 vocational students.
- Monitors from KTO work from 7:00am – 5:00pm. Two weeks a month is devoted to monitoring and 2 weeks to awareness and sensitizing work.
- KTO monitors a different set of children from that of PDSALVY. PDSALVY monitors 82 full-time working children. The decision on separate monitoring was reached end of March 2003 to increase the pace of the work. Monitoring of targeted children was separate since the beginning, but the monitors went to the field together because of security concerns. However, they monitored only target children under their responsibility. Because the process seemed so slow, they then decided to separate even during their trips to the field (clarification from Sector Coordinator).

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

Access to education of 750 part-time working children and/or endangered children from dropping out of school will be improved and stabilized

- Out of the target 750 (397 girls) part-time working children for prevention, 424 have been identified. According to the KTO Director, the remaining numbers are expected to be identified by May 10, 2003. KTO is having some difficulties in generating the final list of children. Considerable time is spent in verification since the names of the children came from the baseline survey, from the risk group of school children, and from the targeted children's sibling(s) who are involved part-time work.
- Sensitizing timetables and strategies have been prepared and finalized. Sensitizing/awareness raising activities have been conducted in each village by community networks/monitors. Target children who attended skill trainings are brought to the villages where they would share their experiences in the training center with the community.
- Some 150 children have received school support in the form of uniforms and school materials.

20 self-help groups (families of working children) in Chub, Thmar Pic and Chrab bases established and functioning

- The criteria and responsibilities of Self-help Groups have been developed in consultation with selected families of working children and networks. To be a member of a SHG, the family must have a child working in the rubber plantation, be a permanent resident of the community, and must be trusted by other members of the proposed SHG.
- Twenty-four (24) SHGs comprising of 168 families have already been formed. In Chub there are 14 groups composed of 97 families; in Thmar Pic there are 6 groups composed of 44 families; and in Chrap, 4 groups composed of 27 families. Leaders of the SHGs have also been selected. The first SHG was established on February 3, 2003 and the last SHG on March 15, 2003.
- A half-day training to SHG members about the purpose of forming the SHG and child labor sensitizing has also been conducted.
- The SHGs have started discussing (2 meetings among themselves) with the community (to non-members) on the usefulness of seed money/income generating activities and the advantages of community savings.

At least 170 families of working children in Chub rubber plantation regularly receive direct support through their self-help groups aimed at the removal of their children from hazardous work conditions and prevent other children from entering into hazardous working activities

- KTO through its seed money agents have begun training of SHG leaders and potential borrowers.
- Most of the interviewed SHG members and SHG committee members have a good understanding and knowledge of the project. Most of the SHG members are aware that the purpose of obtaining seed money is to help them generate more income, thereby enabling them to remove their children from work and get them back to school. Also, they understand the purpose of the community savings ("so their group members can borrow from each other; don't need to get from other people where they would have to pay with high interest").

- The identified activities for using seed money are animal raising, small business in the village (small stores), and selling cake or food. However, it was observed that they did not fully comprehend the concept of group guarantee. *Some did not like the idea of having to share payment for the bad use of seed money incurred by other members.* It was also observed that some would use their seed money to pay for existing debts.
- None of the SHG members have received seed money yet. KTO said that the forms needed for processing seed money applications have not been finalized as yet.

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

- Marketable skills/ vocational training courses selected are sewing and motorcycle repair. According to the Sector Coordinator, the processes/ criteria in selecting these skills involve:
 - Interviews with private contractors on what types of skills are in demand (including presence and number of contractors who can provide jobs to children after their training);
 - Availability of local contractors (proximity and number);
 - Observations in target villages to determine if the skills the children want to learn are needed in the villages;
 - Constraints in budget; and
 - Skills preference of the target children
- The selection criteria for target children to participate in vocational skills training include:
 - child must be 15 – 17 years old;
 - her/his name is in the list of targeted children (full-time working children);
 - the child volunteers to have skill training;
 - there is consent from parents or family; and
 - it is needed for the family.

Using these criteria, 60 (31 female) children have already been selected. At present, 34 are now enrolled in vocational skills training: 8 in motorcycle repair and 26 in sewing.

- The sewing trainer is having some difficulties because some children cannot read or write. She asks other children and other trainers to help these children learn after classes are over for the day.
- The trainer believes that after completing the course the children can work in garment factories or open their own shops in their communities. She also believes that this is a good strategy to help poor children have a good future.
- The cost of sewing training is \$70/child and for motor repair, \$200/child.
- Children (2) interviewed say that they prefer the training rather than work in the rubber plantation. They are homesick but their parents come to visit them and the school allows them to go home during weekends⁸. They have low awareness and knowledge on the project and on child labor. Both prefer to set-up shops in their villages.

⁸ When children go home, their parents or siblings have to come for them or fetch them. This is for their safety according to the Coordinator.

Strengthening and Mobilizing the Role of Teachers as a Part of Support for the Elimination of Child Labor in Chub Rubber Plantation

40 school teachers/administrators/professionals (in 20 schools) trained on how to provide information about child labor prevention to 6,514 school children (2,942 females) as well as able to identify the risk groups

- Forty (40) school teachers from 20 public schools (19 primary, 1 secondary) have been trained and sensitized (March 17-18, 2003) on child labor policies and issues.
- In turn, 168 other teachers have been trained by the first group of trainees. Training was held on March 20 and March 27, 2003.
- Of the total 208 trained school teachers, 72 are females.

6,514 school children (2,942) well informed about child labor and child rights

- Awareness raising and sensitizing among students have not yet formally started. According to the Deputy Director of 7 Makara Chub Primary School, there is a plan to conduct monthly 10-minute awareness raising and sensitizing sessions among children. There are indications, however, that some teachers are already discussing child labor in their classes.

Three (3) boys, working part-time and attending public schools, were interviewed in village 46. All 3 have expressed awareness and knowledge of child rights and child labor. Of the 3, 2 (aged 12 years) attend class from 7:30 - 11:30am and from 1:00 - 3:00pm. In between and after class (about 3 hours per day), they also work in the rubber plantation. During weekends, they also work. Their work includes cutting grooves on the tree trunk to induce sap flow, collecting sap, and cutting/cleaning grass around the trees. The other boy (14 years old) works about 1 hour per day performing the same tasks as the other 2 boys. It was observed that among the 3, the one who worked fewer hours was more knowledgeable.

- There is also a plan to hold an awareness raising activity on the International Children's Day (June 2003).
- Strategies and timetables for awareness raising and sensitizing among school children have been finalized during the training for schoolteachers.

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

- Currently, there are 6 CLCs established in the rubber plantation (3 in Chub sector, 2 in Thmar Pic sector, and 1 in Chrap), and are constructed of wood and bamboo⁹. The program provided tables and chairs white/ blackboards, markers, and plastic roofing.
- The CLC at village 2.17 in Chrap was established in January 2003, while the other 5 CLCs were just recently set up (March 6, 2003).
- Problems were encountered in the CLC establishment.
 - PDEYS requested permission and assistance from the plantation operator for free house/space where the CLCs could be put up. The operator verbally agreed. PDEYS then prepared a formal request, but this was denied. The operator said that there are no available houses/spaces for the CLCs.
 - It was decided then that the CLC would be set up near the houses of the non-formal education (NFE) educators.
- At present, the CLCs are used only for NFE classes.

⁹ Photographs were taken and are presented at the Photo-documentation Section.

As a minimum, 140 full time working children in hazardous conditions, especially working girls, have access to non-formal education activities and be integrated into formal schools

- According to PDEYS, the number of full-time working children attending NFE classes is 70, composed of 46 girls and 24 boys. There are 74 other children (not part of the target group) who are also attending the NFE classes in the CLCs.
- Children attend classes but still continue to work with their parents or on their own. Based on accounts of 2 NFE students, they work in the mornings, attend classes from 1 – 4 pm, and then sometimes work again from 4 – 5 pm.
- NFE classes began after the CLCs were established. Classes are from 2 – 5 pm everyday.
- Six (6) non-formal educators have been mobilized and trained to handle these NFE classes. All educators were provided NFE curricula.
- The educators mentioned absences and the wide age range of the children as their difficulties with the NFE classes. Educators talk with and ask parents of frequently absent children to encourage their children to attend school. To address the difficulty of teaching because of wide age range, one educator prepares his lessons in the "middle" so that all will understand, while another prepares 2 sets of lessons (i.e 1 for the younger children and another for the older children).¹⁰ Educators interviewed have not as yet started discussing child labor/ child rights in their classes.
- At present, no children have been reintegrated to formal schools since:
 - the CLCs are recently established/ NFE classes just started; and
 - children, when asked, prefer to attend NFE classes rather than go back or move to public schools because (a) public schools are far from their homes/villages; and (b) they have to help in the family work.
- Parents interviewed agree that their children need education but they also need their children's' help in rubber work.¹¹

Strengthening and Capacitating Labor Inspectors and Committee on Child Labor in Combating Hazardous Child Labor

Workplaces monitoring teams and its structure established, strengthened and functioning

- Four (4) labor inspectors (1 female) selected from the existing staff of PDSALVY have been designated as workplace monitors.
- PDSALVY staff has received training on child labor monitoring and on occupational health and safety (OHS). Workplace monitors have been trained on the use of the monitoring sheets and operation of the computer database. The OHS checklist and monitoring sheets have been prepared and are now being used by the workplace monitors. Monitoring timetables and strategies have also been prepared and monitoring work is ongoing (started December 16, 2002).
- Workplace monitors observe 82 children (48 female) out of the target of 200 full-time working children. Two (2) workplace monitors keeps track of 21 children each, another watches over 22 children, and still another (female) monitors 18 children. By sector, PDSALVY monitors 14 in Thmar Pic, 22 in Chrap, and 43 in Chub. PDSALVY also monitors 3 vocational students. Monitoring is conducted for 15 days every month. Workplace monitors start at 7:30 am and come back to PDSALVY office at 1:30 pm.

¹⁰ 2 NFE educators were interviewed: 1 in village 46, another in village 14.

¹¹ Employees in the rubber plantation are asked to finish work on 250-270 trees per day. If parents work alone and are unable to complete this quota, they get less pay and if this continues, they lose their job. It is for this reason that the children are always asked to help in the rubber work.

- Before, monitoring activity was done together with monitors of KTO because of safety concerns in the area.

There have been cases of armed robbery (of motorcycles and valuables) and even killings inside the rubber plantation. Workplace monitors do not have accident insurance and motorcycles are also not insured. This problem has been brought to the attention of the plantation operator but not as yet to the PCCL (*at the time of interview*).

- Starting in April, monitoring by PDSALVY and KTO has been done separately to speed up the work. Workplace monitors still have safety concerns but they know that they need to work separately.

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

- Child labor sensitizing training has been conducted with participants from PDSALVY staff, PDEYS, KTO staff, and community monitors and networking members.

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

- The assessment on hazardous activities in rubber plantation work and its special conditions for working children aged less than 18 years old has already been conducted by the Occupational Health Department of MoSALVY. This assessment was done from February 24 to March 1, 2003. However, PDSALVY and the Sector Coordinator has not yet received a copy of the assessment results (*at the time of interview*).

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

- The PCCL is composed of 19 representatives from all participating government agencies and implementing partners in the project and representatives from the plantation operator and the target communities. Specifically, the PCCL is composed of 11 representatives from the Provincial Government; 1 representative from the Rubber Plantation; 3 representatives from the communes where the target sectors of Chub, Thmar Pic, and Chrap are located; 2 representatives from the plantation workers; and 2 representatives from NGOs. The officers of the PCCL are: the Governor of Kampong Cham Province (PCCL Chief); 1st Deputy Provincial Governor (PCCL Deputy); Director of PDSALVY (Permanent Deputy); and Deputy Director of PDSALVY (PCCL Secretary). The composition, duties and regulations are shown in detail in **Annex 5**.
- The committee meets to discuss and evaluate the activities on CL by the member institutions/organizations. The committee works by referral system,¹² and prioritizes and coordinates activities and new concerns or problems arising from the implementation of the 3 APs. The committee is also responsible for the formulation of the provincial policy on hazardous child labor and to pursue the policy's implementation through cooperation and consultation with stakeholders, and through enactment of relevant laws and/or regulations. The committee reports every 3 months to the National Steering Committee on Child Labor on the status and progress of the project in the province.

¹² According to the Sector Project Coordinator, committee members come from almost all government agencies in the province/municipality. If some problems are best handled by other agencies outside of those already helping in the project (PDSALVY, PDEYS), these problems are referred to them.

- The PCCL has had 3 meetings already. The last meeting was held on February 6, 2003. The first meeting was on the committee's organizational structure, composition, and regulations. The second meeting was for the review and endorsement of the action programs on hazardous child labor in rubber plantation work. The third meeting was to discuss and coordinate on-going activities under the 3 APs.
- Recently, a draft "guideline on prevention/elimination of child labor to hazardous work" was prepared. The draft guideline contains a list of conditions for child labor and working conditions/requirements in rubber plantation work. It directs the PDSALVY to conduct inspections using guidelines of MoSALVY to ensure compliance to the guidelines; instructs the PDEYS to provide access to education of all child workers using guidelines of MoEYS (Ministry of Education, Youth, and Sports); and in cases of difficulties in enforcement, submit reports to the Committee.
- Preparations are ongoing for the strengthening (through training workshops) of the PCCL.

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

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

Other Findings and Observations

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

With Children

a. On Monitoring Work

During the start-up phase of the programs, monitors had a difficult time in identifying and locating the children that were targeted for removal. Some reasons cited were parents' refusal to have the monitors meet and interview the children; lack of assistance from the local authorities in locating the children; and problems being met with the names, parents, and residences of the target children. There is also a practice among parents of changing the names and ages of their children so the latter could work in the rubber plantation, which was probably the main reason for the monitors' difficulty in locating and identifying the target children. However, these difficulties were solved through meetings with parents, with the employer and sector leaders, and with village leaders to explain the programs and obtain their assistance. At present, the programs have identified and located the 200 children targeted for removal, and monitoring work on these children is in progress.

The major difficulty of workplace and community monitors in checking on the children is in finding them during their work hours. Children do not work in a fixed location in the plantation. They normally work with their parents who are assigned to different sectors of the plantation. However, there are also instances when the children work on their own (i.e. when parents or older siblings are sick, children work in their place). The Chub Rubber

Plantation covers more than 10,000 hectares of land. Monitoring children during work time would be a difficult task unless the workplace of the children is known beforehand. And since it appears that the children are not listed employees of the plantation, sector officers and other field employees would not be able to locate them easily, too. Also, some village leaders and sector leaders of the employer do not help the monitors to locate the target children for monitoring.

Monitoring work has therefore been slow and inefficient against time allotted for this work. To address this, the monitoring teams have decided to conduct separate monitoring beginning in April 2003. This decision on separate monitoring would increase the pace but will not necessarily bring about greater monitoring efficiency. Of the 10 monitors¹³, 6 are based in the town proper of Kampong Cham, which is some 7-20 kilometers from the plantation while 4 community-based monitors are residing in the villages.

b. On Attendance to NFE and Public Schools

Children are reported to be frequently absent from the NFE classes, which is attributed to their work in the rubber plantation. Given the prevailing poverty among the communities inside the plantation, children are generally required to assist their parents in income generation through work in the plantation. It was reported that field employees (those that work with the rubber trees) are required to finish work (tapping, collecting sap, painting-putting ointments on tree cuts, cleaning the trees' surroundings, etc.) on some 250-270 trees everyday. Apparently, this quota cannot be met by the parents if they work by themselves such that children are often asked to help out. Children also take the place of their parents at work when they are sick or cannot regularly work anymore (old age, injuries, etc.). Parents often pad the age of their children so that they can be employed at the plantation and can contribute to the family income. Because of this, children have less time to attend the NFE classes.

The same reasons prevail among children who enrolled and drop out from public schools. Absences are also attributed to their need to work or to help their parents at work. There are some instances when the families of the children move to other distant villages, forcing the child to quit schooling. Formal schools are also far from the villages of the school-going children, averaging about 1-4 kilometers. This problem is compounded by the lack of transportation services from the villages to the schools. At most, families have bicycles, which apparently are mainly used for work purposes.

This situation for school-going children is sometimes further aggravated by their parents' belief that education is not important for their children. The parents believe there is no certainty that the children would find better employment after finishing primary and/or secondary schooling.

At the NFE classes, educators face a wide age difference among children. Classes are from 2-4 pm (4 classes in 4 CLCs) and 4-6 pm (2 classes in 2 CLCs) everyday. The class includes new young students, older children without any schooling experience, and drop-outs from formal schools. The educators have problems in effectively teaching the class because of the age disparities. Some educators have resorted to having 2 teaching plans, 1 for the

¹³ At data collection time for this evaluation, KTO was still looking for replacements for the 2 community-based monitors who had recently resigned.

younger set and another for the older children. Another educator teaches in the “middle” so all the children will understand.

Once enrolled in the NFE class, reintegration to formal classes also becomes difficult. Children seem to prefer attending NFE rather than to go back to formal schools. One child notes:

“I have told my friends to join NFE class because it is much easier than public school. Because we can be absent from class for a few days to help with family work and can come back to attend the class”¹⁴

This preference is apparently due to the proximity of the NFE classes to their homes, the opportunity it gives them to miss class and return after a few days, or to be in class for 1-2 hours, and the absence of formality (e.g. no uniforms, informal mode of teaching) in the NFE classrooms.

Overall, the general reason for children’s absences from formal schools or at the NFE lies in their need to work in the plantation. Providing lasting solutions to this would require assistance to their families in terms of lowering the employers’ daily quota of trees to be worked and if possible, increasing wage rates, and providing alternative and/or supplemental sources of income. For NFE alone, attendance can be sustained through mobile classes (in locations where most can be reached), staggered class times (morning class + afternoon + evening or any variations that would meet available times of children), and other innovative approaches appropriate to the children's situation.

On Community Awareness / Knowledge / Acceptance of the Project

It appears that much work is needed in information dissemination, awareness raising and sensitizing in the target communities. At present, the community does not seem to fully understand the purpose and objectives of the project in their villages, homes and lives. This situation is observed even among some of those that the programs have mobilized/organized (i.e. SHG leaders, NFE students, vocational trainees¹⁵). According to the SPC, the awareness raising and sensitizing activities have been on-going since the programs started in mid-December 2002. The SPC also said that the *low awareness encountered by the evaluation team may be due to the low level of education of the people that the team met and that these same people may not have attended awareness raising and sensitizing activities*. Apparently, the numbers attending awareness raising and sensitizing activities were low (*“...there are small numbers of target children/families who participated in awareness activity”*). Further, awareness raising and sensitizing in schools has not yet officially started (at the time of interview) but there are indications that a few teachers have started discussing child labor and child rights in their classes.

The KTO notes that community-based monitors still require additional capacity building.¹⁶ They also lack transportation¹⁷ and have a small budget for their allowance.¹⁸ This would

¹⁴ Words of 16 yrs old from village 46.

¹⁵ Low awareness was observed among those interviewed about the project. 2 students in vocational training say they were chosen by KTO because they are poor. Out of 3 risk group children, only 1 knew about child labor and child rights. 2 NFE children interviewed have vague responses on why they were in NFE, or what the project is about. SHG leaders (5) could not readily agree on the concept of group guarantee.

¹⁶ Details on how they could be further strengthened were not specified.

¹⁷ Community Monitors of KTO (Team Leaders) have 2 motorcycles.

¹⁸ From KTO's report during the May 14 Stakeholders' Workshop.

have a considerable impact on the activities of the community monitors who are at the forefront of community awareness raising and sensitizing. Their effectiveness in explaining the purpose and objectives of the project relies heavily on their own understanding of the project and their ability to relay this understanding among the beneficiaries. Likewise, their mobility within and among villages and the amount of incentives they receive as community monitors also impacts on their performance. It should be noted that one of the community-based monitors interviewed had 2 of her children moved to vocational training from rubber work but one of them, although attending NFE, still works part-time. Considering the work of these monitors, adequate resources must be provided to develop their capabilities and to appropriately compensate them.

People's view of the project may be greatly affected by their relationship with the plantation operator. The people inside the plantation are supported by the operator through free housing, rice rations, schooling allowance and continuing jobs as long as they meet the work requirements. And since there are no practical work alternatives in the area, they remain with their jobs even if it is hard. For these people, any action or even words against the policies and/or position of the operator may be enough reason for them to lose their jobs and benefits.

It is therefore surprising that against the above situation, the programs have mobilized and organized the target group for SHG (target of 20 SHG groups, actual of 24 groups) and have moved more than half of the target (34 out of 60) to vocational skills training classes. During the evaluation team's field visit and interviews (April 10-12, 2003), KTO reported that 25 girls were in sewing, while 18 boys would start the training on motor repair upon completion of the negotiation with the local contractor. KTO reported the same figures during the workshop. This shows remarkable abilities and skills among the program implementers to reach their targets in a visibly unsupportive environment.

What can be inferred from this is that people in the community see the SHG and vocational skills training aspects as ways to improve their lives and are therefore interested to join the project immediately. However, this should also serve some caution to the program implementers in that beneficiaries may be jumping into the project schemes without being truly aware of what the project requires of them.

With Seed Money Agents and the Seed Money and Savings Mobilization Scheme

At the start of the programs, seed money agents of KTO had difficulties in promoting the seed money and savings scheme in the communities. People were skeptical about the concept, were unsure about joining due to the employers' influence on their lives, and their low level of understanding arising from low education.

These difficulties appear to have been resolved since the targets for mobilizing and organizing SHGs have been attained. However, no seed money has been released yet to the families in the organized groups. It was reported that the forms (which the beneficiaries have to fill out) needed to process the release of seed money is not as yet with the KTO. The project coordinator of KTO has also cited the delay in the release of program funds as a reason for this situation.

This situation presents a challenge and an opportunity to program implementers. As the experience with the interventions in the salt and fishing sectors points out, the following preparatory activities are worth considering:

- a deeper analysis of business plans prepared by the targeted families;
- a study on appropriate businesses inside the rubber plantation compared to the proposed business of the beneficiaries;
- an analysis of modes of seed money release for better scheme manageability;
- training requirements of beneficiaries determined; and
- deferment of seed money to a time when the beneficiaries are perceived to be ready to productively use the seed money.

Interviews with some SHG leaders revealed that the concept of group guarantee is still unclear to them, and that seed money may be used for purposes (e.g. payment for existing debts) other than what it is intended for. Implementers should take caution and re-assess the situation before proceeding with the release of seed money.

With the Plant Operator/Employer

The management of Chub Rubber Plantation does not believe or accept that there are working children in the plantation. During the interview with their representatives, existence of child labor in the plantation was repeatedly denied. The representatives said that they have a policy of not hiring workers less than 18 years of age. Even as the plantation management was provided with documents proving otherwise, the operator has always maintained the management's original position. Because of this stance, the programs have not received any assistance or voluntary cooperation from the operator. This is clearly evident in the process experienced by PDEYs to set up the CLCs in the communities.

The plantation operator could be the main hindrance to the project or the major contributor to its success. The operator exerts considerable influence on the people that the project is also targeting for mobilization and empowerment. Therefore, all efforts to obtain the support and assistance of the operator must be explored. However, it also appears that the difficulty with the operator is outside the scope of the project in Kampong Cham. Thus, it is necessary to address this issue at the national project level since the plantation operation is working directly with the Ministry of Finance and Ministry of Agriculture. The MoSALVY should also be a partner in seeking the cooperation of the plantation operator.

With Workplace Monitors

Workplace monitors have expressed safety concerns arising from past incidents of robbery/killing inside the rubber plantation. This concern is valid given that there have been confirmed incidents and the conditions inside the plantation (e.g., unpaved roads that are bordered with trees, few motorized vehicles on the roads, no road lights) contribute to such attacks. Given this, program staff and their vehicles (if they have one) could be provided with adequate insurance coverage. Frequent trips to the villages and in between villages make them vulnerable to crimes. As a precaution, community monitors and workplace monitors have traveled together to the villages during monitoring work. This practice was maintained until the end of March 2003, when it was decided for them to work separately to increase the pace of monitoring work.

Workplace monitors were selected from the existing staff of the PDSALVY. As such, they currently hold two jobs at the same time. In the morning to noon (7am – 1:30pm) they meet with village officers, meet parents, and then monitor the children. Afterwards, they go back to their office to perform their other duties as labor inspectors. They have reported that this is the main reason for their difficulties in effectively performing at the program aspect. Doing two jobs at the same time compromises time allocation and productivity

consequently suffers. The relative inexperience with the type of work needed by the program also aggravates the lack of progress in the program work. As labor inspectors of PDSALVY, they are enforcing the labor laws in registered firms, factories and institutions. As workplace monitors, they have to learn new techniques in dealing with people who apparently have no or low education, are poor, and have strong ties with their employer. The distance (from office to the plantation and between villages) further lessens the efficiency and effectiveness of the monitoring activity.

Community monitoring work would be more efficient and effective if done by community-based monitors. Difficulties in reaching and finding the children would be addressed properly since they reside in the target villages and are known to the families of the target children for monitoring. Also, they are familiar with the work patterns of the families and children and with the extensive network of roads and pathways in the rubber plantation. To attain this, more community-based monitors have to be mobilized by the program in view of the size of the plantation¹⁹ and their other duties as monitors and networks. At present, there are 4 community-based monitors; this would have to be increased to about 8, where each would effectively monitor 25 children.

Another concern relates to the ages of the monitors. The three who were interviewed were women with ages from 44 – 56 years. Having younger community-based monitors could greatly benefit the project since they have to move about the plantation everyday in bicycles,²⁰ particularly if they take on the work of the workplace monitors. Also, as mentioned previously, community-based monitors have low compensation and are not currently provided with transportation. If this suggested change takes place, the project can also address this by increasing their compensation and providing them with the means to get around the villages for work that they have to do.

On the Provincial Committee on Child Labor (PCCL)

With the Governor of the province as the chief of the PCCL, the committee can exercise considerable influence and political will for the benefit of the project in the province. However, the Governor seems to be very busy and the PCCL is not functioning ideally without his leadership and guidance. The organizational description of the PCCL does not provide specific duties and responsibilities of the officers except for the Secretariat, which is handled by the PDSALVY. Thus, if the PCCL Chief is not present to lead the committee, it will not be functional. The secretariat is also experiencing difficulties in scheduling meetings of the committee because the members and the Governor are almost always occupied with their other responsibilities as provincial officials.

The above situation has apparently led to the delays in finalizing the guidelines for child labor in the province and the lack of activities/work towards preparing the provincial action plan on child labor. Also as yet undone is the capacity building activity for the PCCL. This activity is to include members' visits to the program sites for greater awareness and understanding of the issue of child and hazardous labor in the plantation.

The form, composition and duties/responsibilities of members of an organization depend on the purpose of its formation. A committee by its nature and processes requires a lot of time for meetings to be set and decisions to be reached. A working group within the committee can work more efficiently and present its outputs to the assembly for approval.

¹⁹ The rubber plantation sits on more than 10,000 hectares of land.

²⁰ Workplace monitors and community monitors of KTO (not community-based) have motorcycles.

An active support and administrative group can help improve the present situation at the PCCL level. Information to and from and among members can move rapidly and decisions can be reached even without convening the committee or even if the members do not attend meetings. The support staff can coordinate with each member of the committee and organize or schedule the meetings such that all members can attend regularly. In the same manner, site visits by the committee members can also be effectively arranged. At present, the PDSALVY has some difficulty attending to this because of their workload. To put this in place, the PDSALVY would require additional budgetary resources.

On Program Measures and Strategies

Overall, there are no major changes in program strategies in the APs in Kampong Cham province. The steps and activities in the program documents have been, in general, diligently followed and executed by the 3 implementing agencies.

The programs are still in their early stages because of delays in the implementation of some specified activities (e.g. CLCs establishment, sensitizing among school teachers) in the work plan. It is noteworthy, however, that joint monitoring (between KTO and PDSALVY) has been changed to separate monitoring work starting April 2003. This was decided to increase the efficiency and pace of the monitoring work. Previously, joint monitoring was being undertaken as a safety measure in the plantation area.

On Documentation

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

For both progress report and monitoring records, information on processes and procedures undertaken to achieve outputs are generally lacking. Although these processes are presented as main activities in the work plan, actual implementation does not necessarily follow the prescribed activities in terms of implementation procedures or sequence. Experience shows that work plans generally serve as a guide to attain a set objective. Unforeseen or unplanned activities/processes could well be equally needed to achieve the set objective.

Availability of in-depth information on how targets are achieved, what processes were actually involved, and why such processes were necessary to achieve the target, would greatly contribute to project management, monitoring and evaluation purposes. This type of information can be realized given that program staff are capable of properly documenting field experiences, interactions with beneficiaries, and personal observations of developments/ changes related to the programs. This type of documentation may well be the best source of lessons learned and good practices to emulate and/or replicate in other program locations and phases.

Strengths of the Programs

The strengths²¹ cited by program implementers generally refer to the enabling environment that has been established by the project in the target communities. Comprising this environment are the trained workplace and community monitors, teachers, NFE educators, seed money agents and project coordinators; the good working relationship among the program implementers; participation from the project beneficiaries (children, parents, and the communities) and support from local authorities; presence of the CLCs in the villages; the development of program tools (monitoring forms, schedules and strategies), availability of needed equipment such as computers and motorcycles; creation and composition of the PCCL; and the support from MoSALVY and ILO-IPEC.

The program implementers see all the developments under the project as the strength of their programs. As indicated by the number of skills offered for vocational training and organization of SHGs, these developments have indeed proven strong for the programs. However, in the prevention aspect of the project, more work has to be done.

Lessons Learned

Lessons learned were one of the presentation topics of the implementing agencies during the rubber sector workshop. Majority of the lessons identified by the participants dwelt on the strengths of the programs. Noteworthy, however, are two that KTO mentioned:

" the monitoring work would have been successful if the community monitors were trained better and support were more forthcoming from the employer, the local authorities and the communities during the start phase of the program"

" a meeting is necessary among all project implementing staff to strengthen their capacities through sharing of ideas, information, and experiences, to find new solutions and strategies for the project"

The first refers to the preparatory stages of the programs where capacity building among programs staff would have been carried to a level necessary for the nature of their work. This appears to be accurate since awareness and participation among project beneficiaries and from the communities depend considerably on the capabilities of the organizing staff that works with them. Further, it is a fact that the plantation operator does not actively support the activities of the project within the plantation. Had this issue been resolved during the start-up phase (even to the point of causing long delays to project implementation), more substantial and lasting results would have been achieved at present.

The second lesson that KTO mentions is important. The project should be a team effort among the 3 main implementers. Project components have been divided among them based on their experience and strengths in relation to the issue of child labor in the rubber plantation. Frequent and focussed interactions and reflections through small workshops among the implementers can bring about a more concerted and complementary intervention to the issue to be addressed. The lesson also suggests a development tenet that learnings can only be gained if information, experiences and ideas are frequently and regularly

²¹ Taken from the individual reports of implementing agencies during the May 14 workshop.

shared. This apparently has not been the case over the past 5-6 months of program implementation.

On Sustainability

The suggestions and proposals from the interviews for sustaining the project are many and varied. Generally the same was observed from the ideas and recommendations on sustainability put forward during the rubber sector workshop²². It is noteworthy that majority of the suggestions indicate that the implementing agencies will be responsible for the continuity of the program/project when the participation and support of ILO-IPEC ends. However, the current capabilities and resources of these agencies are still lacking to take full responsibility of the project at this time. Still, this is a good indication of commitment from those who should really be responsible for the project's sustainability. The project can better prepare the implementers through more capacity building and strengthening exercises/trainings. If possible, more resources should be put to bear on the weaknesses identified by the implementers themselves.

From among the varied stakeholders, the plantation operator is seen as key to the progressive elimination of child labor in the rubber plantation. A better working relationship with the operator processed at the national level (i.e. between the appropriate ministries and ILO-IPEC) would be a big boost to the effectiveness of implementation of the project.

On the part of the beneficiaries, child labor is generally equated with economic necessities. This condition could be addressed by the income generating activity and savings aspect of the programs. As suggested previously, a more comprehensive analysis/study of the possible businesses that can be put-up and sustained in the area and thorough preparatory trainings of beneficiaries should be conducted.

Overall, the current group of implementers are still not capable of sustaining the project given their lack of resources, the need for further strengthening their staff capacity, the lack of support and cooperation from the plantation operator, and the existing work and economic situation of the parents of targeted children. These conditions call for the continued support and presence of ILO-IPEC.

²² The workshop was held on May 14, 2003. Highlights of the results are attached to this report.

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

Summary of Findings

Current Status/Achievements of the APs

1. The officers and staff of KTO, PDEYS and PDSALVY have been capacitated to effectively and progressively eliminate child labor in hazardous work in rubber plantation work. These comprise of 17 people: 5 from KTO (1 Project Coordinator, 2 Community Monitors, and 2 Seed Money Agents), 5 from PDSALVY (1 Project Coordinator and 4 workplace monitors), and 7 from PDEYS (1 Project Coordinator and 6 NFE educators). The trainings/workshops attended are shown in Table 1.
2. From the target communities, 6 community monitors and networks, the SHG committee, and 24 SHG leaders have been selected and mobilized. Trainings/workshops have also been conducted among community monitors and networks and SHG leaders.
3. Some 168 families have been organized into 24 SHGs. None have as yet received seed money.
4. Awareness raising and sensitizing activities have also been conducted among 208 (72 females) public school teachers in the 20 target schools in the rubber plantation area. Sensitizing of at-risk children in the 20 schools has not yet formally started.
5. Monitoring of 200 full-time working children is ongoing, 118 by the community monitors and 82 by the workplace monitors.
6. Sixty (60, 34 girls) children are now in vocational skills training courses. 22 are in motorcycle repair, 26 in sewing, 5 in hairdressing, and 7 are in car engine repair.
7. Six (6) CLCs have been established in the target communes where 70 full-time working children are attending NFE classes. Some 74 non-target children are also attending NFE classes.
8. Four hundred twenty-four (424) part-time children have been identified out of the target of 750. Of these, 150 children have received uniforms and school materials.
9. The PCCL has been established. It is composed of 19 members: 11 members from the provincial government, 1 representative from the Chub Rubber Plantation, 3 from the communes inside the plantation, 2 from the workers in the plantation, and 1 representative each from 2 NGOs. The officers of the PCCL consist of: Governor, PCCL Chief; First Deputy Governor, PCCL Deputy; Director of PDSALVY, Permanent Deputy; and Deputy Director of PDSALVY, PCCL Secretary. The PCCL has already met 3 times. It has also drafted the "Guidelines on prevention/elimination of child labor to hazardous work".

Other Findings and Observations

1. Poverty is the main reason why majority of children are working. Children know that they need to help augment the family income. For parents, earning enough for their families is more important than education. The work requirements at the plantation compel them to seek the assistance of their children in meeting their daily quota. Poverty is also the main cause why children drop out of school and resist reintegration (even with support from the project). Children prefer the NFE classes at the CLC since it is near their homes and work areas.
2. Locating and identifying children at risk of dropping out is proving difficult for the KTO. Actual monitoring of children at their workplaces is also difficult for workplace

monitors because of the size of the plantation and the mobility of the children. Monitoring work would be more effective and efficient if capable monitors are from and reside in the target villages. Community monitors also require transportation support and better compensation. There are legitimate safety concerns in the area especially for monitors who regularly travel to and from the remote areas of the plantation.

3. Awareness raising and sensitizing activities in the communities have not as yet achieved the objectives of community empowerment and mobilization. A low level of understanding and acceptance is still perceived in the villages. This situation does not appear to have affected the success of program strategies in terms of the targeted number for vocational skills training and the targeted number for organized SHGs. For these two components, target numbers were reported to have been reached.
4. Although the NFE class has just started in the CLCS, frequent absences of children are already being observed. Absences are work-related. NFE educators are also experiencing some difficulties in teaching due to the wide range the ages of children attending the classes. Children with schooling background (drop-outs) and without are taught in the same class, posing problems for the educators.
5. Seed money is yet to be released to the families in the organized groups. The KTO does not as yet have the required forms to process the release of seed money. Release of program funds is also experiencing delays. SHGs may not be ready to use seed money as intended; more preparatory measures are needed.
6. The employer (Rubber Plantation Operator) does not materially support the project. This stems from its position that there are no child workers in their employ. The positive participation of the employer is crucial to the success of the project.
7. Slow developments in the PCCL are associated with the busy schedule of the Governor, the PCCL Chief and the other members of the committee, its lack of resources, and the delayed implementation of capacity building measures.
8. There are no major changes in program strategies in the APs in Kampong Cham province except for the joint monitoring between KTO and PDSALVY. This has been changed to separate monitoring work starting April 2003 to increase the pace of monitoring work.
9. At present, project documentation is limited to status and progress reports. Documentation of other project-related information and experiences would be beneficial to the project.
10. The identified strengths of the project by implementers relates to the overall improvements introduced by the project.
11. Lessons learned highlights the limited preparatory/start-up activities for the programs with respect to capacity building and obtaining the cooperation and support of the plantation operator and the communities.
12. At present, outside assistance/intervention is still necessary to sustain the programs in the communities given the lack of resources among implementing agencies and the need for further strengthening of capacities of their staff, the lack of support and cooperation from the plantation operator, and the existing work situation of the parents of targeted children.

Conclusions

1. The action programs have not as yet achieved a good level of awareness, knowledge and acceptance on child labor and of the project among the target beneficiaries and stakeholders. However, quantitative targets are being reached with respect to vocational skills training and SHG organizing.

2. The project has trained/sensitized the implementers to combat child labor. The programs are also being implemented as planned in the APs. However, some aspects of programs strategies have to be improved and supplemented with specific activities to meet emerging issues and difficulties in programs implementation.
3. Most of the learnings obtained in this evaluation came from interviews and discussions with implementers and beneficiaries and not from program reports and documents. There is a seeming lack of insightful documentation of the actual experiences (activities, processes and learnings) in achieving the specified activities and outputs in the program documents. This deprives project management, field implementers, and other stakeholders the means to accurately assess project progress and experiences for better implementation in the succeeding phases of the project.
4. At present, the project is still the only driving and effective intervention in efforts to eliminate child labor in the rubber plantation communities. There is no functional and capable alternative to date.

Recommendations

The following recommendations draw upon the findings of the evaluation and the above conclusions. These are being offered for consideration by the implementing agencies and the project management as possible steps to the challenges faced by the program implementers in the past 3.5 months.

Improving the Delivery NFE Classes

The present NFE classes in the 6 CLCs are from 2-4pm and 4-6pm daily. These time shifts can be changed according to the free time of target children to ensure better attendance. Exploring the holding of mobile classes could be one of the options to improve delivery of services. Another option is to rotate the classes among all the target villages where classes can be held at village centers (office of the village chief) or in any of the houses of the SHG leaders. Teaching techniques of the NFE educators can also be improved with assistance from the NFE department of the PDEYs. Since there is a wide age range of the children attending, teaching techniques must ensure that all will understand and learn.

The implementation of the seed money and savings scheme has a critical effect on the NFE aspect. If parents of the target children earn from the businesses they will establish, attendance of children will be facilitated. Improving the income generating capacity of the parents in a lasting manner can also pave the way for the children's reintegration to the formal schools.

Monitoring Aspect

Increasing the number of community-based monitors and strengthening their capacities to handle monitoring of all target children is a viable option to ease the workload of workplace monitors. Adding more workplace monitors is apparently not a feasible alternative due to budgetary constraints. Use of community-based monitors to keep track of the target children is more suitable since they reside in the same villages as the children, they are familiar with community dynamics, are known to the people in the community, and they

may know the movements, location, and activities of the target children. Increasing their numbers to 8 (i.e., 2 team leaders and 6 community based) would considerably ease the workload of the workplace monitors. Each community monitor could then check on a maximum of 25 children in the villages given the 200 children being monitored in the plantation. The workplace monitors could then devote more of their time to working with the plantation employer and, together with the community-based monitors, to following up on workplace conditions/ improvements.

If the above suggestion were adopted, the transfer of monitoring work should be a gradual process to ensure close coordination with the workplace monitors. Issues raised by KTO on community monitors (lack of transportation and low compensation) should also be addressed. The supervision of community-based monitors can likewise be gradually transferred from the KTO to the PDSALVY. This is in preparation for the time when the project becomes the responsibility of government agencies where the community-based monitors become actual employees of the agencies. Gradual transfer of supervision and management provides the mechanism for KTO to transfer its community monitoring knowledge and skills to the PDSALVY.

Of critical importance to these future changes towards greater responsibility over the project is the availability of in-depth information on how targets are achieved, what processes were actually involved, and why such processes were necessary to achieve the target, would greatly contribute to project management, monitoring and evaluation purposes. Key to this would be a regular information exchange and reflection among the implementers. As earlier noted, documentation of the experience could well be the best source of lessons learned and good practices to emulate and/or replicate in other program locations and phases.

Preparatory Studies Prior to Seed Money Provision

The following activities could be carried out prior to actual release of seed money.

- a deeper, more thorough analysis of business plans prepared by the targeted families;
- a study on appropriate businesses inside the rubber plantation compared to the proposed business of the beneficiaries;
- an analysis of modes of seed money release (e.g. provision of materials or seed money in kind rather than cash) for better scheme manageability;
- training requirements of beneficiaries determined;
- deferment of seed money to a time when the beneficiaries are perceived to be ready to productively use such seed money;
- possibility of expanding the scheme to non-target families especially among the poorest families in the rubber plantation; and
- provision of continuing extension and training support to businesses started by beneficiaries (skills training for parents; animal health and feeding practices, small business management, market research) in simplified terms or methods.

The above-suggested activities for the income generating and savings scheme would require planning discussions among the program implementers since these improvements would need additional funds and manpower.

Suggested Approach to Obtain Cooperation from Plantation Operator/Employer

The immediate objective as regards the plantation employer is to obtain its acknowledgment on the presence of children among its workers and in the villages helping their parents. As

long as the employer maintains its position that there are no child workers, it is not obliged to comply with existing labor laws and regulations, and it will not voluntarily assist and support the project.

It is suggested that to attain this objective, a meeting among the parties involved (Ministry of Finance, Ministry of Agriculture, and the MoSALVY with ILO-IPEC) be coordinated and set where the issue of child labor within the rubber plantation can be finally resolved and settled. This level of meeting is recommended since the PCCL was unable to act when the problem was referred to the committee during the early stages of the project.

The finalization and implementation of the *prakas* or ministerial order for the rubber sector may resolve this issue. The challenges at the PCCL level, including the upcoming elections, however, could hold back the issuance of this important document and could even take at least a year before it can be finalized and implemented. At present, therefore, a quicker resolution of the issue would be beneficial to the project. The Sector Project Coordinator, the PCCL and the National Programme Manager should be involved in this process.

PCCL Strengthening

A further strengthening of the PCCL is recommended. The planned workshop for capacity building among its members should be carried out as soon as possible. The workshop should also include site visits to the target villages to create deeper awareness among the members on the child labor issue.

In terms of organization, a full-time executive officer and a full-time secretariat (with support staff) should be in place. The project can provide additional resources (in the form of budgetary support for hiring the executive officer and support/administrative staff, and allowance for transportation expenses) through the PDSALVY who was designated as the permanent secretariat of the PCCL.

The Governor of the province should be encouraged to personally call for and attend regular meetings of the committee. The SPC for the rubber sector together with the project director and coordinator of PDSALVY should be the lead persons in this activity. A meeting among them to be also attended by the NPM would be necessary.

Documentation Work

Timely and insightful documentation of program developments, experiences, and observations is suggested to be included in the regular reporting activities of program staff especially those who frequently interact with program beneficiaries. This documentation can take the form of journals, field reports or other appropriate forms, which can be developed by program and project management.

The programs through the SPC can also initiate and maintain regular small workshops among all the lead persons in program implementation (e.g. coordinators, monitoring team leaders, seed money agents, lead NFE educator). During these workshops, this proposed documentation activity and its results could be discussed and shared thereby providing all a learning opportunity. These workshops can also serve better coordination and direction for the project.

ANNEXES



International Programme on the Elimination of Child Labour

TERMS OF REFERENCE for Mid-Term Evaluation Of

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

Project number: CMB/01/P51/USA

Financing Agency: US-DOL

Type of Evaluation: Mid-term

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

Date and Duration of the Evaluation: April-May 2003

Preparation Date: Jan. 2003

I. PROJECT BACKGROUND AND JUSTIFICATION:

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

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

The project is made up of four different components:

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

Thus far, the project has carried out:

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

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

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

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

The immediate objectives are two-fold:

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

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

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

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

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

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

Evaluation background:

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

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

II. SCOPE AND PURPOSE

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

This mid-term evaluation should aim:

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

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

III. SPECIFIC ASPECTS TO BE ADDRESSED:

Design:

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

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

Effectiveness:

Delivery process

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

Project output level

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

Efficiency:

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

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

Sustainability:

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

Special Concerns to be addressed:

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

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

Recommendations:

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

IV. EXPECTED OUTPUTS OF MID-TERM EVALUATION

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

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

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

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

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

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

V. EVALUATION METHODOLOGY

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

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

The methods to be used should include:

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

Timeline for the evaluation 2003-----

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

Responsibilities:

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

Composition of the Evaluation Team

The local consulting group (Appointed as team leader)

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

The ideal candidate for team leader will have:

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

VI. SOURCES OF INFORMATION

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

VII. BROAD OUTLINE OF THE EVALUATION REPORT

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

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

VIII. RESOURCES, TERM OF PAYMENT AND MANAGEMENT:

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

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

4. Stakeholders' meetings in Phnom Penh	per meeting	4	646.75	2,587.
5. Car rental for field visits of project team and overseas evaluation team	Per day	4	70	280.
6. Contingency (photocopying and translation of final report)				250.
TOTAL			\$ 10,000.	

Terms of Payment

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

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

Management

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

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

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

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

A. Action Program Management and Staff

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

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

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

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

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

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

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

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

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

Community Leaders; CLC's Committee	Workplace; Residence	<ul style="list-style-type: none"> ▪ What is your knowledge and understanding of this program? Please describe in your own terms. ▪ How do you participate in the program? How often do you participate in its activities? Do you encourage others to join / participate in the program activities? ▪ What are the benefits/incentives do you and/or the community gets from the program? Please describe. ▪ Aside from you, who are the other members of the community that participate in program? Are there persons / groups who don't participate? What do you think is the reason for this? ▪ What knowledge / benefits / learnings have you obtained from the program? How were you able to obtain these? Are you able to utilize these knowledge / learnings? How? ▪ Do you believe / accept that these knowledge / learnings are right for and will benefit the working children? Do others in the community share this belief? Will you continue push for changes even after the end of the program? ▪ What are the problems / difficulties that you have observed / experienced in this program? Please explain.
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Children in Vocational Training; Apprentice Children	Vocational School; Shops	<ul style="list-style-type: none"> ▪ What is your knowledge and understanding of this program? Please describe in your own terms. ▪ What knowledge / benefits / learnings ("on elimination of child labor") have you obtained from the trainings / seminars / workshops that you have participated in? Are you able to utilize these knowledge / learnings? How? ▪ Do you believe / accept that knowledge / learnings are right for the children workers? Do others in the community share this belief? Will you share this with other children in similar situation like you? ▪ How were you chosen to be student in the Training School / apprentice in this shop? ▪ What do you think are the benefits/incentives that you will get after completing the training/apprenticeship? Please describe. ▪ Do you share your experience with other children (when child goes home during breaks)? What are their reactions? ▪ Do your parents support your decision to enroll/attend in this training/apprenticeship? ▪ What are the problems / difficulties that you have observed / experienced in this program? Please explain. ▪ Do you think this (VT and Apprenticeship program) is a good way to provide children with means to get out of child labor?
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<p>Directors and Trainers of Vocational Training Centers (VTC); Shop-owners (with Children Apprentice);</p>	<p>Training School, Shop/Workplace</p>	<ul style="list-style-type: none"> ▪ Please describe the vocational training / apprenticeship program? <ul style="list-style-type: none"> ○ How a child can enroll or attend ○ Types of training available / length of training, etc. ○ Assistance to graduates in getting jobs ○ Provision of seed money to graduates who start their own business ▪ What is your assessment of the current performance of the child trainees/apprentices? <ul style="list-style-type: none"> ○ Do you think the child can get a good job and/or start a profitable business when he/she finishes the course? Why? ▪ Do you think/believe that this strategy will be an effective tool in eliminating child labor? <ul style="list-style-type: none"> ○ Do you think this strategy can be replicated with other shops/jobs? ▪ (for VTC) What were the problems / difficulties during the start-up and initial implementation stages of the program? What were the causes? How were these resolved/addressed? ▪ (for VTC) What are the strengths / weaknesses / lessons learned as of this moment? ▪ How is the sustainability of the program being promoted in the Agency/Center? <p><u>As Beneficiaries:</u></p> <ul style="list-style-type: none"> ▪ What is your personal understanding / knowledge of the over-all program? ▪ Please describe your participation in the activities of the program. ▪ What personal and professional benefits/incentives do you get from the program? ▪ Please describe in your own way how you have been capacitated in this program. ▪ As member of the community how do you personally promote sustainability of this program?
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ANNEX 3: INTERVIEW DATA
(Field Visit: April 9-12, 2003)

KAMPONG CHAM: APRIL 9, 2003

Provincial Department of Education, Youth and Sports

Director PDEYS
Project Coordinator
Project Assistant

The schools in Kampong Cham are:

Type of public school	# of schools	# of students	# of teachers
Primary school	746	About 360	14
Secondary school	58	About 70	

The project started from December 25, 2002 (budget delayed about 2 weeks).

We trained 40 teachers from 20 (there are 19 primary school and 1 secondary school) schools in rubber plantations, and 6 non-formal teachers about child labor and child rights. Then the 40 teachers have trained the other 168 teachers (72 females and 96 males). The training was done last March 27.

We have not received the list of risk group yet from those schools. List was expected April 7.

The risk group should come from the poor families with many children, and full time working children.

We haven't done any propaganda (awareness-raising / sensitizing not yet started because of Khmer New Year) about child rights and child labor to the students yet. Perhaps, some of the teachers are starting with it within their own class already.

We have some training on:

- Proposal and report writing
- Project design, monitoring and evaluation (the department of education send the wrong staff to join this meeting)
- Child rights and child labor

Six (6) CLCs were already set-up in rubber plantation, Kam Pong Cham: The process done was:

- We contacted some employers to request for a free house to be used as CLC offices in some villages (village 2.17, 6.10, 46, 10.11, 18, and village 14). When we met them the first time (informal requested), they seem agree to provide some free house to project.
- Then we prepared the request letter (formal request). Then they said that there are no free houses for setting up the CLC.
- We have submitted this issue to the PCCL meeting, but there is no solution to it yet. We set up to 3 options to solve the problem:
 - A. We do request again (not possible)
 - B. Find a free classroom in the public school for CLC (not possible)

C. We can have a plastic roof for CLC (close to the non-formal educators). This is one option we can do, so we decided to start setting up the CLC with plastic roofs from March 6, 2003.

- Village 2.17 started the set up of their CLC last January 2003. Because there was a strong commitment from the community and village leader. The non-formal class also started January 2003.
- For the village 46, 6.10, 10.11, 18 and village 14 just started in the March 6, 2003. And they started non-formal class in the middle of March 2003 too.

CLC is used as NFE classroom only. It is not used for community gatherings.

We have 140 target (fulltime) children for the non-formal education and we already have 70 children (46 girls and 24 boys) attending it. Furthermore, there are also 74 (45 girls and 25 boys) children not included in the target group but want to attend the non-formal class.

6 CLCs have 1 NFE class each; 2-5 pm everyday;

1 CLC/NFE started Jan 2003 (Village 2.17), other CLCs began middle of March. None yet integrated to family school

The non-formal students should be:

- From the poor family
- Working children
- Ages from 15 to 17

Some of the non-formal students could read and write so they can be reintegrated to public school. But when we told them that they could attend public school they rejected (do not want to go to the public school) because of:

- No time to help parents work.
- Long distance from house to school.

Some children have no time to go the public school that's why they come to join the non-formal class.

In order to work smoothly and on time we have:

- Prepared the form
- We went to distribute and collect the monitor form in the community
- Gave employers official letter from PDEYS to give the order to the education officers of company.

When the ILO-IPEC project finish, we have to continue this project by:

- We explain to the employer, this project is not for the ILO-IPEC.
- We would establish the support committee, to help and run this project.
- We would transfer this project to the Provincial Department of Education, Youth and Sports. (Non-formal education).
- Provincial Department of Education, Youth and Sports will give the announcement to the commune councils and local authorities to help us with this project.

No 1st progress report prepared yet. Maybe it can be prepared after Khmer New Year.

PCCL Members

PCCL member, Director of Women Affairs (DWA)

- DWA is involved in issues with women's rights, gender aspects, NFE and VT (70 and 120 students at present)
- Has Department of Information: promotes/advertises women rights, child rights
- Health center where services are free
- Gender and sexual health
- Seed money for income generation programs: small scale projects without interest

PCCL secretary, Vice Chief of Social Affairs, Labor, Vocational Training and Youth Rehabilitation.

Roles and responsibilities of PCCL secretary are:

- Organize regular meetings
- Do the draft of announcement and other law papers to eliminate child labor.
- Do the recording/ takes minutes of meeting
- Develop the organization descriptions
- Collect all information from the members and facilitate

The members of PCCL are:

1.	Provincial Governor	PCCL chief
2.	1 st Deputy Provincial Governor	PCCL deputy
3.	Director of Provincial Department of Social Affairs, Labor, Vocational Training and Youth Rehabilitation	Permanent deputy
4.	Director of Provincial Department of Education, Youth and Sports	Member
5.	Director of Provincial Department of Women Affairs and Veterans	Member
6.	Director of Provincial Department Of Public Health	Member
7.	Director of Provincial Department of Rural Development	Member
8.	Director of Provincial Department of Agriculture, Forest and Fishing	Member
9.	Director of Provincial Department of Information	Member
10.	Director Of Provincial Department of Industry	Member
11.	Grand Manager of Chup Rubber Plantation	Member
12.	Representative of Chup Rubber Plantation Workers	Member
13.	Representative of Chup Rubber Plantation Workers	Member
14.	KTO (NGOs)	Member
15.	LICADO (Ngos)	Member
16.	Chup Commune Chief	Member
17.	Shoung Commune Chief	Member
18.	Vihea Loung Commune Chief	Member
19.	Deputy- Director of Provincial Department of Social Affair, Labor, Vocational Training And Youth Rehabilitation	PCCL Secretary

PCCL had 3 meetings already, the last meeting was done on 6 February 2003. We face some problems within the PCCL like:

1. PCCL chief is the provincial governor and he is very busy with other works too. It difficult for us to set meetings if we need to discuss something with him. But it would be acceptable.
2. Some members of PCCL used to visit the child and parents in the community, but it is not formally visited.

When the project is finished, we have to do some activities for the continuity of this project:

- Use our experience and what we have learn
- We would use the money saved
- Depend on the commitment of the governor
- Strengthen the community savings
- Provincial Department of Women Affairs would help in this project like Nutrition and Vocational Training, etc.

However, PCCL can discuss and solve problems because most of decision-makers are members.

The increase in number of members depends on the committee's decision and if situation requires new members.

KAMPONG CHAM: APRIL 10, 2003

Provincial Department of Social Affairs, Labor and Youth Rehabilitation

Director of PDSALVY and vice chair of PCCL

Vice Chair of PDSALVY and Secretary of PCCL

In the program, we have 3 different projects done by different institutions.

We have strengthened the capacity of labor inspectors (done by PDSALVY), and their duties are:

1. Monitor the working place of child labor.
2. Educate the employer, parents and children
3. Prepare work plans, develop policy
4. For sustainability, we shall develop and implement action plan to eliminate child labor.

This project has a budget of \$18,740 per year.

We work closely with the Departments of Labor and Health to help the children in their working environment. We have done the assessment on hazard works of children last February 24 to March 1, 2003.

We have 4 labor inspectors (1 female and 3 males) and they had attended the:

- OHS training
- Monitoring (to monitor working place)

We started monitor work on 16 December 2002 and we worked closely with the community network. We do the monitoring work 15 days per month (cycle).

We have 214 target children in rubber plantation and they are divided into:

- 119 target children for the KTO
- 95 target children for the PDSALVY

Labor inspectors faced some problems like:

- Children are far from each other

- Children work in other plantations too e.g. replanting of trees
- Working place is far from the village (some of them work in different villages)
- We can work only in the morning because we have to work for PDSALVY work in the afternoon. (50% work for project and other 50% work for PDSALVY)
- We have to travel a long distance from the office in the town to the rubber plantation community.

The reason why we selected 4 labor inspectors and have only 1 female because in PDSALVY there are 9 inspectors, 3 of which are females. Among the 3 female inspectors, the younger and more educated one was disposed.

The problems at the beginning of the project:

- We have new experiences (new experience for SALVY staff)
- Difficult to find the children (name and address is not clear)
- Some parents don't understand sensitizing on child labor.

From the 5 months work, we have learned the following:

- Strengths:
 - We have participation from employers, children and parents.
 - Help from community networks
 - All relevant institutions are members of PCCL, we could work well and have good cooperation.
- Weaknesses:
 - We have only morning work at 15 days per month.
 - Difficult to find the children

We are committed to work and will continue this project after ILO-IPEC thru:

- Announcements
- We are going to continue the PCCL
- Use our work experience and all that we have learned.
- Continue to do monitoring works at least 1 or 2 times a month in order to have sustainability of work.
- On output 1.3: Assessment already done by MoSALVY, 24 Feb to Mar 1; no report yet (list of hazardous activities) provided to coordinator
- On collaborating agencies: LICADHO; coordinator sent letters of request to WFP, etc. but no responses yet

PDSALVY, Labor Inspectors

48 years old, labor inspector (monitor 24 target children)
 39 years old, labor inspector (monitor 24 target children)
 47 years old, labor inspector (monitor 24 target children)
 24 years old, labor inspector (monitor 23 target children)

95- total

We have participated in some training like:

- OHS training
- Labor inspector (monitor of working place)

We are labor inspectors of PDSALVY; we do the monitor with 95 target children in the villages 15, 48, 3.10, 8.10, 87, 8.11, and village 6.12.

Village Numbers	# of Target Children
15	21 (12 girls)
48	21 (9 girls)
3.10	7 (5 girls)
8.10	10 girls
87	18 (7 girls)
8.11	13
6.12	5

For the KTO, they work with 119 target children from villages 14, 46, 67, 18, 6.10, 2.17, and village 10.11.

Our duties (leave 7am – come back, 1:30pm; 15 days per month) with the community are:

- Contact with village chief and working sector leaders
- Meet with the parents of the children
- Find the children and fill up the monitoring sheets
- Educate and explain the project purpose.

We started monitoring work on December 16, 2002 and we finished it at the end of March 2003.

We have changed the working strategies. Before we work together with KTO, but it seems we can't finish the work on time so we tried to work separately with KTO by dividing different village works as we mention above. We tried to work together in the beginning because we were thinking of our safety. We started to work separately (KTO and PDSALVY) at the end of March 2003.

- On workplan/schedule: about 1 month delayed. 2-3 monitoring cycles should have been done but only 1 completed. (Coordinator)

The problems of monitoring works are:

- Security problem (no insurances): robbery/hijacking of motorbikes/killing of owners; discussed with owner who requested for their schedule; no report prepared and submitted to PCCL; police/military not members of PCCL; no insurance for inspectors or their vehicles
- Difficult to find children
- Long distance from village to the working place
- Some children are working in other villages.
- Long distance from office to child working place
- Village 10.8 have not well cooperated and has only few children, so we cut off the project from that village. Village 10.8 is not included in the program anymore

Participation from the community was seen thru:

- Children and their parents
- Village chiefs and working sector leaders (place and inform about child works)
- Teachers (Sensitizing of child labor)
- Elder people (joined meeting)
- Employers (informed village leaders about our work and gave permission for us to work in their areas)

Personal benefits from the project are:

- Understanding of child labor
- Experiences in working with children

- On changes in working conditions: none yet / no discussion yet with employer

Employers of Chup Rubber Plantation

Deputy Chief of Administration Unit
Chief of Finance Unit

Cambodia is a country that just finished civil war so most families are lacking of family labor. That's why we see some children have to help their family work.

As a government policy, children should have the right to survive and attend school. Chup Company do not allow child to work in the rubber plantation. As contained in the company policy/regulations, the labor force should be from the age of 18 and above. CHUP rubber Plantation Company works under the control of the Ministry of Finance and Ministry of Agriculture.

CHUP Rubber Plantation Company has:

- More than 10,000 Ha of land
- Have 18 villages
- There are 4,449 workers (Age from 18 years old and above)
- There are 5,242 children (attending school and young children stay at home)

CHUP Company has provided schooling to the workers' children. One school-attending children can get 10 kg of rice and 1,000 R per month.

Some children that have no class at school (rest from school like during Thursday and Sunday) go and help their family work, but the company does not pay for it.

Before, all schools and teachers in this area work under the control of the company. They have transferred to work under the control of the Provincial Department of Education, Youth and Sports in July 2002. Even that the company also have to support them with 40,000 R per month as the additional money aside from government salary.

We think that the children in this area have no time to work because they have two turns in school, morning and afternoon classes. And on other hand they could not work in the rubber plantation because it would affect the health of rubber trees.

The company participate with the project like:

- Do not use the child labor
- Increasing the school hours (two turn, morning and afternoon classes)

Note: *Our Company have experienced that children from other villages close by the rubber plantation come and steal the resin and latex. It happens about hundreds of times per month.*

- *Company has built a pagoda and also has supported the monks.*
- *Company has built a Muslim temple for Muslim people in the area.*
- *They don't have a list of children/no monitoring of children.*

KTO

Director of KTO, Project Coordinator.

Assistant Director of KTO, Project Assistant.

We have 750 children (for prevention)/ risk group in the rubber plantation community. Have already clarified/monitored 424 children. We would complete this work (750 target children) in May 10, 2003. The problems we encountered in the monitored children are:

- Some children can't be found in the village. Name in given in baseline can't be found in the village.
- Some Muslim children have gone to Malaysia (migration for work).
- Some children had changed their residence.

Sector coordinator has suggested to KTO how to identify the children, but no final list yet.

In the project we have 950 target children:

- 140 children for non-formal education
- 60 children for the vocational training
- 750 children are included in the risk group

In the project we are limited to establish 20 SHG, and have 170 families in all 20 SHG. Now we already have 24 SHGs and only 167 families participated. The first SHG was established on February 3, 2003 and the last SHG on March 15, 2003.

We have provided half day training to SHG members, about the purpose of forming the SHG, and child labor sensitizing.

We worked with 14 villages in the rubber plantation. They are:

- In Chup Base: Villages 14, 15, 46, 48, 18, and 3.10.
- In Chrap Base: Villages 87, 10.11 and 8.11
- In Thnar Pic: Villages 2.17, 8.10, 67, 6.12, and 6.10.

We have set up the SHGs in 14 villages of 3 base of rubber plantation and they are divided as follows:

Base name	Village name	# of SHG	# of families
CHUP	14	3	21
	15	3	19
	46	4	32
	48	2	14
	18	1	6
	3.10	1	5
CHRAP	87	2	14
	10.11	1	4
	8.11	1	9
THMAR PECH	2.17	2	15
	8.10	1	10
	67	1	8
	6.12	1	8
	6.10	1	3

Note: All the SHG members have not received the amount for seed money yet. No family has yet applied/received for this. 2 kinds of seed money scheme were mentioned: seed money for within 3 months duration and another for 6-12 months.

According to the Baseline survey, the training types are:

Vocational training for girls	Vocational training for boys
Sewing (already have 20 students)	Sewing
Hairdressing	Motor repair (18 children already have enlisted for the training, not started yet)
Make up/ cosmetology	Bicycle repair
	Car machine repair

Sewing: budget is \$120/child; Actual is \$70/child;
Motor-repair: \$120/child, to start after Khmer New Year.

Selection criteria for vocational training students:

- Have ages between 15 to 17 years old.
- Included in the target children
- Children who volunteer for vocational training
- From poor family and many children
- Parents will guarantee and will be responsible for the child's completion of the vocational course
- Families who are really in need

Target of 60 children to be selected from the 214 children.

Project document does not mention VDC. There is no VDC in the area.

Target for monitoring/removal is 214: 119 for KTO, 95 for PDSALVY. For KTO, 119 already identified and monitored: 15 January – 7 February was the 1st round of monitoring.

NFE and VT started at the same time.

Vocational Students

15 years old and from Village 3.10. I have studied in the public school and dropped out in the grade 3. I have 3 siblings under 18 years old but only me helps my mother work.

I have 2 years experience of working with my mother in the rubber plantation using my brother's name who is 20 years old. My work include: Chisel, collect latex, etc.

I come to attend this vocational training (sewing) for about half month only; this vocational training would have 6 months period of time. During the training I stay in the vocational school.

I like to live and study here but I am also homesick. During my half-month stay here, my parents have come to see me 6 times already.

It is difficult when we work in the rubber plantation. Sometimes we may have censure/scold from the working sector leader and coming home late.

I know some of the child labor issues like about the 5 points of child labor (*she could not mention any point*).

I have been selected to be a vocational student because KTO gave me chance and I am from a poor family.

When I finish with this sewing training, I would like to have my own sewing shop in my village (3.10). In order to do that I would have to study hard and work for other sewing shops first in order to save money for my own shop.

19 years old (but on the list she put only 15 years old). I have studied in the public school and dropped out in the grade 7. I have 7 siblings, 2 are under 18 years old and they are also helping in the family work when they are free from schooling.

I have been working with my brother for 3 years (he is 17 year olds) in the rubber plantation using my mother's name. I started working in the rubber plantation since I was 16 years old. My work include: Chisel, collect latex, etc.

My father also works at the rubber plantation using his own name. My mother is a plain housewife.

I come to attend this vocational training (sewing) for about half month only; this vocational would have 6 months period of time. During the training I stay in the vocational school. I already know how to sew and know how to clean sewing machine.

Attending vocational training is much easier than staying at home because here I just use my time for learning and we have enough food. Vocational training is 6 days per week and the training hours are:

- Morning they start 7.00 am to 11.00 am
- Afternoon they start 1.00 pm to 4.00 pm

I am also homesick so I visit my family once a week. During this half month I went home two times already. My parents are happy and support/ encourage me to join the training. They give me 5,000 R per week.

When I go home, I tell my friends about what I have learned in the vocational school. They are also interested in joining the training but their names for VT are not on the list. There are many children under 18 years old in my village (about a hundred children).

I have been selected to be a vocational student because I am from the poor family.

I know some child labor issues like about the 5 points of child labor (*she could not mention any. She forgot it*).

When I finish with this sewing training, I would like to have my own sewing shop in my village (46). In order to have my own sewing shop, I would borrow money from NGO like KTO that provides seed money without interest for 6 months period of time.

Vocational Educator

52 years old. I am doing this for about 10 years now and I've trained students for 3 years already in this vocational school.

I train the students by:

- Introduce them to each other
- Let them know about the sewing machine

- Train them to sew button hole
- Train them to sew or to patch up
- Show them how to use sewing machine
- Cloths design (different kinds of models)

For this sewing class, KTO sent 20 children and we started from March 25, 2003 (about 2 weeks ago). With this class I also have problems because some children that KTO sent were illiterate and it is hard to explain to them but I am trying to help them during the nighttime.

There are 3 sewing teachers in this vocational training center. They train in different classes.

When they are finish from the vocational training they would be able to find work in garment factories or they can open their own sewing shop.

NGOs help the children because they want the working children from poor families to have a chance to attend school or vocational training. As I observe in my training room, I think the children are happy and enjoy the training too.

I think it is a good strategy to help children, help them to have good future life.

KAMPONG CHAM: APRIL 11, 2003

Seed Money Agents

Seed Money Agent of KJO
Seed Money Agent of KTO

We have participated on the training on "Sharing Experiences Of Generating Income" done in Phnom Penh from 13 to 15 February 2003.

The duties of seed money agents are:

- Meet and discuss with village chief and secretary
- Conduct meeting and explain about the purpose of seed money and savings program and about the ILO-IPEC project.
- Educate them on how to create the community savings
- Organize the SHG
- Select the SHG committee
- Educate to make inventory

The selection criteria for SHG members are:

- Should be neighbors and agree to join as team members
- They can guarantee each other to pay the seed money back on time (when they got the problem)
- Be able to select their SHG leader

Note: All SHG members have not yet completed the application form for the seed money, but have already discussed about how to apply for it, the interest rate, amount, etc.

We also have some difficulty like:

- Some people do not believe us (*Some are afraid that we will have their children do something bad like teach them how to use drug, etc. Because they have an experience with an NGO that came to their community and called all the children to*

join their meeting for a whole day but did not provide food so from then on, some children and their parents were afraid and didn't want to join in any meeting).

- Village people are uneducated
- Village people are afraid to make the decision because they live and work under support from the rubber plantation company.
- The important point is the Company and the staffs on high position in the company do not really accept the child labor program because they think that the program criticizes the company.

Note: This point we have heard many people talk that the company denies what was found in the baseline survey, that there some children under 18 years old working in the rubber plantation. We have also heard that there was an interview with the representatives of the company last April 10, 2003, in CHUP (Observations noted).

The ways of solving those problems are:

- Tried to explain to them
- The vocational training students can help us by telling their friends and the village people about what they do and what they learn, and share with others the purpose of the project
- Help from village leaders

There are no more problems with seed money scheme but no amounts released yet.

Community Networks/Monitors (community-based)

56 years old and from village 10.11. I have 1 child. He is 22 years old and a teacher.

45 years old and from village 46. I have 6 children, 4 of them are under 18 years old. My husband and 20-year old son are employees of the plantation.

- 2 children (17 and 15 years old) have stopped schooling and come to work fulltime as rubber plantation workers. These two children are listed to have vocational training already (1 for sewing and other for the motor repairing).
- 1 child is 12 years old and attending the non-formal education and after class she helps house works and also go to chisel (cutting grooves on trunk of rubber tree to induce sap flow) too.
- Other child (10 years old) attends public school.

The reason why I let my child work is because of poor family condition. My husband and I are old and can't work hard to support the whole family. Each worker should finish with 250 to 270 trees per day (can be finished if children help). If we work alone we would not finish it. When we could not finish with 250 to 270 of rubber trees, the salary decreases and we would be forced to stop from work too.

She is a member of SHG and wants to start pig raising.

44 years old and from village 8.15 (not target village). I have 6 children, 5 children are under 18 years old. I have a 17-year old daughter sewing at home and other 4 children are attending school.

Roles and responsibilities of community networks:

- Educate others about child labor and help to encourage the child to attend school (non-formal and public school) and vocational training.
- To monitor target children

- Participate in the organized SHG
- Sensitize parents on child labor
- Awareness raising/sensitizing

The problems of community networks are:

- Some target families on the list have only the children name and no parents name
- Some people don't trust us yet
- Some Muslim families want to send their children to join vocational training too. But they have difficulty with their children's food because they do not eat pork.
- Some families need family labor (they need to keep their children to help them work)
- Difficult to find the children in the workplace since they work far from the village.
- Have security problem too because robbery is often in that area.

The purpose of project:

- Want to help children to have schooling (non-formal and vocational training)
- To help the poor families (with the seed money for income generation program)
- To reduce child labor in the rubber plantation

The reasons why we participated in this project are:

- Want to know how we can help the children (to have education)
- To know how NGOs help to develop community

As we note with this project, some villages have participation from community and some have none.

KTO Monitors

22 years old and the team leader of community monitors

I have to monitor 60 target children in the 7 villages:

Village name	# of target children
18	3
14	14
46	18
6.10	3
67	6
2.17	8
10.11	2

And I have to monitor some vocational children that PDSALVY gives us to monitor as

Villages Name	# of target children of vocational students
15	1
8.10	1
6.12	1
87	1
3.10	2

25 year olds, Team leader of community monitor
I have to monitor with 60 target children in the 7 villages:

Villages Name	# of target children
18	3
14	14
46	18
6.10	3
67	5
2.17	8
10.11	3

And I have to monitor some vocational children that PDSALVY gives us to monitor as

Villages Name	# of target children of vocational students
15	1
8.10	1
6.12	1
87	1
3.10	1

Monitoring works is start from the morning 7.00 am to evening 5.00 pm, we rest only in the lunchtime. We works 2 weeks per month for monitoring and other 2 weeks is for education work and propaganda of project. And when we go to monitor we both go to works in the same village together, but we just go separately to fine child for monitor.

Problems with the start up of the project:

- Some children on the target list are already employ
- Difficult to find the child
- Some parents don't want us to meet their children (they afraid that we would stop the children from works)
- Some said, too much interview but not things happened.
- Some they think that we would their children name to join the religious purpose

But these are problem have been solved, we explain them we coming here only want to help the children reduces their working hours and have chance to attend school.

Event now still have some problem are:

- Some risk group have no parents name on the list
- Some local authority are not help full
- Some family have move the resident and change the working group
- We feel afraid with our safety

The way to solve with these problems is:

- Contact with village chief and secretary
- Help from the community networks (their village)

We usually inform the employer about our working schedule, where/ when we going to works. Even the schedule on the master plan we also sent them a copy.

On behalf the KTO director, I would like to request to the chairman of PCCL and as the provincial governor should commend to employer that is also one of the PCCL member to support and practices or accepted about the child labor project in their areas.

Formal Educator (Deputy Director of 7 Makara School)

45 year olds, Deputy director of 7 Makara Chup Rubber Plantation Primary School. I am also the technical adviser of 7 Makara primary school networks, that have others 3 primary schools like, 7 Makara primary school (*two school have the same name*), 32 primary school and Chup primary school.

I have experience teaching in this school from year 1984 to 1992.
And I become the deputy director of school from the year 1992 to now.

This school 47 teachers and other 13 officers (include the director and deputy).

This school, at the beginning of the year there 2291 enrollment students (1081 girls), but in the first semester we have only 2225 students (1055 girls). They are have age from 6 to 13 year olds students.

There are about 70% to 80% are the children of rubber plantation workers.
The 66 of drop out students are mostly (nearly 100), of the children from rubber plantation worker families. There are some reasons like:

- Family move the residents and works in others village
- They have to help their family works
- Some family they think, even their children were finished from primary school, their children still can't do any things better so it good to bring their children to learn and help family works.

The distant of school to the students' village, there are about 1 to 4 km longer.
I have participated the training of Child labor in 17 -18 March 2003. From this school we have 10 participants, (8 teachers and 2 of school deputy directors). Then on the March 20, 2003 we have re transfer this knowledge to others 58 teachers.

As the plan those teachers should spread the knowledge about the child labor to their students in the class. We hope that we would be able to do it once a month (about 10 minutes).

We also plan to celebrate the international Labor Day, in order to propaganda of the child labor issues to the students in the school. Because I think that some teacher may not be able to explain well/ clear to their students about the child labor.

This project would be successes, if there help from

- Help from schools/ teachers (teach them about the child labor in the class room).
- Good cooperation from the community, as they help with sending their child to attend school.
- Help from the commune level to encourage community to participation with the project.
- ILO-IPEC if possible could help the poor and risk group like:
 - Vocational training
 - Provided study materials and uniform
 - Provided Transportations

Non-formal students: (full-time students)

16 year olds, from village 46. Before I have study at the grade 4 and I stop from school about one and half year already to help my family works in the rubber plantation as: I have to chisel, collected the latex, pant the oil/ kind of medicine on the rubbers trees and do some house works too. I start work in the rubber plantation works from I was 13 year olds.

Now, I have non-formal class 5 days per week, class start from 1.00 pm to 4.00 pm. And I still going to work as before I attend the non-formal class, I have to go to works every days 7 days per weeks, from morning 6.00 am to 12.00 am and the evening from 4.00 pm to 5.00 pm.

My parents were stay at home do house works and raising animals (raising pig). In my family has only one brother; he is employee of rubber plantation works.

Working in the rubber plantation has some difficulty are:

- To carry the ladder
- Fall off from the ladder
- Cut and hurt by the chisel
- Mosquito and insect bite, and some time we face the snake

I am come to attend the non-formal class about 1 month already. I was selected to attend with non-formal class because:

- I have no schooling in public school
- I was a working children in the rubber plantation
- And I am volunteer to join the non formal class

I also want to attend the public school but if I have schooling in public school I would have no time to help my family works.

I want to study because; I want to have the knowledge. Because it would help me as:

- Not easy to fall in cheating by other people
- I can make my own small business
- Easy to find the good jobs

The non-formal teacher also used to teach us about the child labor issues.

I have told to my friends to join the non-formal class, because it is much easy than in the public school. Because we can stop/ absents from class for few day to help family works and can coming back to attend the class.

I want to attend the school than going to works, because schooling could gain us knowledge, and help us with the good future life.

14 year olds, from village 46.

Before I have study at the grade 3 and I stop from school about 1 year already because of my poor family condition, I have to help my family works in the rubber plantation as:

- I have to chisel, collect the latex, and do cooking. I start work in the rubber plantation works from I was 12 year old. Working in the rubber plantation is hard work, and long time of working hours.

I have 9 sibling, 6 of them were under 18 year olds (2 girls and 4 boys). 4 out of 6 (2 boys and 2 girls) were helping my family works in the rubber plantation.

I have to go to works every days 7 days per weeks, from morning 6.00 am to 4.00 pm in the evening, I have rest only in the lunch time.

I am attending this non-formal class is about half month already; we have class 5 day per week. I can come to attend with non-formal class because I want to attend and volunteer for class.

I enjoy the studying because I want to gain knowledge and want to help my family. I also want to have vocational training on sewing.

My father works as employee of rubber plantation worker, and my mother is a housewife.

I don't know about the child labor, I just know that, it is hard work for me but I have to works to help my parents' work.

KAMPONG CHAM: APRIL 12, 03

SHG leaders:

50 year olds, SHG leader (group 4, village 46).

I have 8 children, 3 children were under 18 year olds (2 boys and 1 girl).

2 boys (was 15 and 13 year olds) have working in rubber plantation, instant of their father name, because parents are elder can't work with this kind of works.

I (as mother) have selling cake/ food in the village.

The boy that was 15 year olds, he has non-formal class and works full time. Other boy was 13 year olds, he has public school, but he often absent from school to works.

My youngest daughter, she was 8 year olds, and has attending public school.

54 year olds, SHG leader (group 1, village 46).

I have 4 children, 2 children were under 18 year olds (2 boys).

A boy was 13 year olds, he has public school in the village 18, when he free from school time, and he also helping works like, Chisel and collected latex/ resin. Especially works on Thursdays and Sunday.

A boy was 17 year olds, he be employ as rubber plantation worker (because I increase his age to be 18 year olds). He used to attend public school at grade 5.

In the community there some children are attending school but they still going to works about 4 hours per day. And full time works is about 8 hours per day.

The purpose of former the SHG is for:

- Poverty reduction
- To help child to attend school/ non-formal class

- Help people to form the community saving, so their group members can borrow from each other. Don't need to get from other people that they would be pay with high interest.
- Help child to have Vocational training

Most of SHG members are obtain the seed money for:

- Raising animals (*mother can look after those animals at home and child can go to works or schooling*)
- Small business in village
- Selling cake or food in the village
- Some would use it to pay a debt. (*if they use the seed money to pay for a debt, they would not be able to return this money to the SHG*).

After we form the SHG, we have already 2 times meeting about:

- Purpose of using seed money
- About the community saving

We used to talk about SHG to other people that haven't participated as:

- Community saving group
- The usefully of saving money

ex.: The members of saving group can borrow that been saving if they needs, with the lower interest, not need to ask from other.

The reason of participation with the SHG because:

- Explain from NGOs about the benefit from the SHG
- We want to generate our income
- We are poor family

We know that if any members of SHG cannot find money or pay the seed money back to the project, so all the SHG member would be responsible for those issues.

Risk group members (3 boys interviewed together)

14 year olds. I am a public school student in the great 4, he attend school 4 and half day per weeks (from Monday, Tuesday, Wednesday, and Friday are full day schooling morning and evening classes, on Saturday I have only morning class).

Out of schooling time I have do some works in the rubber plantation are: Chisel, collected latex/ resin. It is about 3 hours per day like:

Public school Times	Working Times
Morning class from 7.30 am to 11.30 am	From 11.30 am to 1.00 pm
Evening class from 1.00 pm to 3.00 pm	From 3.00 pm to 5.00 pm

But on the day that have no schooling (Thursday and Sunday) I going to works from 6.00 am in the morning to 5.00 pm in the evening.

In my family, I have 10 siblings, only my self is the one who was age under 18 year olds. But some of my siblings are married and they live with their own family.

12 year olds. I am a public school student in the great 4, he attend school 4 and half day per weeks (from Monday, Tuesday, Wednesday, and Friday are full day schooling morning and evening classes, on Saturday I have only morning class).

Out of schooling time I have do some works in the rubber plantation are: Chisel, collected latex/ resin and clean the grass. It is about 3 hours per day like:

Public school Times	Working Times
Morning class from 7.30 am to 11.30 am	From 11.30 am to 1.00 pm
Evening class from 1.00 pm to 3.00 pm	From 3.00 pm to 5.00 pm

But on the day that have no schooling (Thursday and Sunday) I going to works from 6.00 am in the morning to 5.00 pm in the evening.

In my family, I have 4 siblings, and all of us are under 18 year olds. 2 of 4 can help my parents works (include me). Other 2 still young can't works yet.

12 year olds. I am a public school student in the great 5. I am also helping my parent's works like Chisel, and clean grass when I am free from schooling (Thursday and Sunday) about one hour per-day.

I have 3 siblings, and all of us are under 18 year olds. 2 of my sibling were schooling in the public school.

We use to heard from the teacher about the child labor like:

Small work (house works).

Proper works for the child (short time of works, child have time for schooling, not effect to the child healthy)

No serious works for the child (half day work, full time work, no time for schooling, effected child health but not need to see doctor)

Serious works for the child (half day work, full time work, no time for schooling, effected child health need to see doctor)

To bad for child works (force to works, works for paying debt, sexual works, illegal works and too serious for long time healthy, disable or die.

I like to study because it would help us, to gain knowledge, and could find works.

Working in the rubber plantation has some difficulty are:

- To carry the ladder
- Fall off from the ladder
- Some time have spill the latex on the body
- Cut and hurt by the chisel
- Tired because of long time of working hours
- Some time we come from works late, we afraid to go to schooling. we afraid to teacher that we go to school late and our dressing also dirty.

Parent of Risk Children

60 years old (mother of Mr. Boch Bros) and from village 46. I have 10 children and only one son is under 18 years old.

14 years old and he goes to the public school. He also helps my family when he is free from school. His work includes: chisels the rubber tree and collect latex

I never know about child labor issues because I never join with any meeting or go out of my house.

I really want my son to have education but because of old age, can't work anymore and just depend on my children (Today I live with 2 sons, and my husband is dead).

Non-formal Educator

28 years old and lives in Village 14.

I am a contracted teacher, teaching non-formal class at nighttime in the preschool in village 14 since year 2000.

I started teaching non-formal classes for this project last March 7, 2003. I have 20 students, 14 girls and 6 boys.

Age ranges from 10 to 18 years old (3 students are 18 years old). I have two classes, morning class is from 7 am to 11 am and evening class is from 2 pm to 4 pm.

Most are absent in the evening class, usually only about 15 students come.

I haven't taught child labor to my students yet. I will start with that after Khmer New Year.

The purpose of non-formal class is to:

- To help the child to have knowledge
- To reduce the child labor

The problem of non-formal education is that non-formal students have different levels of knowledge and understanding so I have to give them different lessons too.

I visited some families in order to encourage them to send their child for schooling. Some family said that nobody would help to generate income if they send their children to school.

I know that non-formal education is for 15 months, as long as the project life. I have to test my students in order to know who among them can be sent to register in the public school.

ANNEX 4: DATA TABLES¹

Children for Removal

Sector	Target	Identified	Gender (Actual)	
			F	M
Salt	300			
Fishing	400			
Rubber	200	200	123	77
All Sectors	900			

Children for Prevention

Sector	Target	Identified	Gender (Actual)	
			F	M
Salt	600			
Fishing	1250			
Rubber	750	750	397	353
All Sectors	2600			

1. Implementing Teams

IA/P	Monitors/Inspectors		Seed Money Agents	NFE Educators	Project Coordinators	Totals	Gender	
	IA/P	C-B*					Female	Male
KTO	2	6	2	0	1	11	5	6
PSALVY	4	0	0	0	1	5	1	4
PDEYS	0	0	0	6	1	7	3	4
Total	6	6	2	6	3	23	9	14

* Six community-based monitors were also selected but two have resigned. KTO is now selecting replacements.

2. Monitoring Targets

Target Sector	Number of target children		Total number of children	Girls	Boys
	PDSALVY	KTO			
Thmar Pic	14	26	40	22	18
Chrap	22	3	25	15	10
Chub	43	66	109	60	49
Vocational Students	3	23	26	26	0
Total	82	118	200	123	77

2a. Identified and Monitored

Target Sector	Number of target children		Total number of children	Girls	Boys
	PDSALVY	KTO			
Thmar Pic	14	36	50	32	18
Chrap	25	7	32	22	10
Chub	43	75	118	69	49
Total	82	118	200	123	77

¹ Data reviewed and completed by Sector Project Coordinator.

3. SHG Groups (number of families)

Target Sector	Target # of Groups	Actual	
		# of Groups	# of families
Thmar Pic	7	6	44
Chrap	6	4	27
Chub	7	14	97
Total	20	24	168

3a. SHG Groups with Seed Money*

Target Sector	Actual # of Families	Seed Money	
		# with seed money	# who have paid
Thmar Pic	-	-	-
Chrap	-	-	-
Chub	-	-	-
Total	-	-	-

*No seed money has been released

3b. Use of Seed Money*

Target Sector	Actual # of families	Use of Seed Money		
Kon Sat	-	-	-	-
Traey Koh	-	-	-	-
Chum Kril	-	-	-	-
Total	-	-	-	-

*No seed money has been released

4. Non-Formal Education

Target Sector*	Target for NFE	Actual in NFE	Girls	Boys
Thmar Pic	34	25	15	10
Chrap	25	13	10	3
Chub	81	32	21	11
Total	140**	70	46	24

*6 CLCs have been established

**minimum target based on AP.

4a. Reintegration to Formal Schools*

Target Sector	Target for NFE	Actual in NFE	# Reintegrated	Girls	Boys
Thmar Pic					
Chrap					
Chub					
Total					

* None have been reintegrated as of time of evaluation

5. Vocational Training by Target Area

Target Sector	Target	Actual	Girls	Boys
Thmar Pic	17	Na	Na	Na
Chrap	13	Na	Na	Na
Chub	30	Na	Na	Na
Total	60*	34	26	8

* Minimum target based on AP

5a. Vocational Training by Type of Training

Target Sector	Motor cycle Repair	Sewing	Total	Girls	Boys
Thmar Pic	Na	Na	Na	Na	Na
Chrap	Na	Na	Na	Na	Na
Chub	Na	Na	Na	Na	Na
Total	8	26	34	26	8

6. Children for Prevention

Target Sector	Target	Actual	Girl	Boy
Thmar Pic	189	189	102	102
Chrap	188	188	101	92
Chub	373	373	194	159
Total	750	750	397	353

6a. Children for Prevention: Type of Assistance

Target Sector	Actual	Uniforms & School Materials	Total
Thmar Pic	41	41	41
Chrap	81	81	81
Chub	28	28	28
Total	150	150	150

7. Training of Teachers

Target Sector	# of Schools	1 st Training of Teachers	2 nd Training of Teachers	Total
Thmar Pic	6	12	29	41
Chrap	7	14	15	29
Chub	7	14	124	138
Total	20	40	168	208

7a. Children to be Informed

Target Sector	Target # of Children	Actual	Girls	Boys
Thmar Pic	822	864	434	430
Chrap	577	607	291	316
Chub	5115	5377	2411	2966
Total	6,514	6848	3136	3712

7b. Risk Group

Target Sector	Actual	Girls	Boys
Thmar Pic	189	102	102
Chrap	188	101	92
Chub	373	194	159
Total	750	397	353

ANNEX 5: RUBBER SECTOR STAKEHOLDERS' WORKSHOP, 13 MAY 2003

May 14, 2003
PDSALVY, Kampong Cham

Works we have done:

Output 1.1: we have form and strengthen to monitor/ inspectors, and have implementing the project.

Indicators:

- According to the workshop, inspectors understand about 50% about the development of strategies and schedule for monitoring works.
- With the real practices with community people, the inspectors have strengthened their capacity up to 80%.
- Some target group that before did not participate, but now they are well participate with the project.
- 70 target children were attending non-formal classes, and 22 children have reduces their working hours to attend vocational training.

Strengths:

- Have train and strengthen capacity to inspector/ monitors
- Have 2 motor bikes, for monitoring works
- Good cooperation from target and employers
- Have community networks.

Weakness:

- The working places of target children are far from each others
- Labor inspector, can monitor only 15 day per-months, and 1day can monitor only haft day in the morning time because we have our own works in the PDSALVY office.

Output 1.2: Labor inspector would do the awareness of child labor, regulation law, international conventions and others issues that relate to the child labor.

Indicators:

- Target group are understand of child labor about 30 %
- Parents of target children have understand of effectiveness of child labor and the important of schooling.

Strengths:

- First round of awareness, we able to do in all 14 villages.
- Recently we have awareness to village 14, 15, 46, and village 48; we able to monitor through the target list, most of them are well participate.

Weakness:

- In the first round, we do the awareness in the village from 9.00am to 11.00am, we have only few of participation from target group

Output 1.3: List of the hazardous works in Rubber plantation and special working condition for less than 18 years old children.

Indicators: The draft of Parkas of working condition of children in the rubber plantation was developing.

Strengths: Have Public labor health department of MoSALVY.

Weakness: The draft of Parkas, is late than what we have plan in the activities plan.

Output 2.1: Role and responsibility of PCCL has actively works.

Indicators:

- The draft of special announcement of PCCL would be pass soon.
- PCCL meeting

Strengths:

- PCCL have members from many relevant institutions and specially employers.
- Have Child labor unit in the MoSALVY

Weakness:

- Strengthening of PCCL members capacities, it was late
- PCCL not yet invited to visit the target community.

Output 2.2: Activities plan on Child labor in condition of hazardous works. (This out put no activity yet)

Mainstreaming, Sustainability, and lesson learn:

1. Mainstreaming:

- Develop the Parkas from MoSALVY
- Develop the special announcement of PCCL
- Develop the Activities plan of PCCL
- Include the child labor issues to the education program of MoEYS
- Awareness of child labor, Ministry of information.

2. Sustainability:

- Follow the policies above
- Strengthen capacity to PCCL
- Strengthen the capacity of labor inspectors, PDSALVY
- Project materials (motors, Computer...)
- The lessons learn and what we have done is the experiences for us to continues and sustain this project.

3. Lessons learned:

- Participation from employers
- Participation from target children, parents, workers, teachers, and community people.
- Participation from PCCL and relevant institutions
- Participation from child labor unit and public labor health unit of MoSALVY.
- Develop the clear strategies and schedule
- PDSALVY, PDEYS and KTO have to well cooperation and start the project works together.
- Train, strengthen capable, awareness and evaluation are the important indicators that have to do it.

Future Objectives:

Task	How	Who	When	Where	Why	Budget
Elimination Child Labor	Continues today project	PDSALVY	01. 11. 2003 31. 3. 2004	Chup rubber plantation	Continues of PDEYS project	ILO-IPEC
Elimination Child Labor	Awareness of child labor policy and monitor	PDSALVY	01. 5. 2004 30. 4. 2005	Chup, Peam cheang, Krek, Memoth, Ta Pao, Chamcar Andong, Boeung Keth rubber plantation.	Encourage to implement the policy of Elimination of child labor	ILO-IPEC
Elimination Child Labor	Project of Brick manufacture	PDSALVY	01. 5. 2005 31. 12. 2005	Brick manufacture in one location	Reduce the child labor	ILO-IPEC
Elimination Child Labor	Awareness of child labor policy and monitor	PDSALVY	01. 01. 2006 31. 12. 2006	Brick manufacture in province	Encourage to implement the policy of Elimination of child labor	ILO-IPEC

PDEYS, Kampong Cham

Works we have done:

Output 1.1: 40 teachers (20 females) have trained on how to awareness of child labor to the 6514 students, as well as the ability to find the risk group.

- Organize 2 day workshop of child labor to 40 teachers, from 20 school in the Chop rubber plantation, and 6 non-formal educator. (February 17-18, 2003).
- Train to the 168 teachers (72 females) in Chup rubber plantation, and we have conduct other public awareness about child labor in 4 areas as: 7 Makara school, 06 school, Thmar Pech school, and Samdach Me high school in Chup rubber plantation.

Quality and advantage of successive

- After those teachers have been participate the workshop, they are able to awareness about the child labor to their students, able to find out the risk group (vulnerable children, and child who are easily drop out from school and poor). To reduce the child labor and child drop out of school as much as possible.
- For awareness to the students in schools, it was doing by the teachers (in their own class). In schools we have mainstreaming the child labor issues to the timetable of social study. Out of this way we are not doing yet, because of the provincial facilitator have many works to do as: to cooperation with KTO in order to find out the risk group (easy to drop out from school) 750 children, and we need cooperation from the employers to organize the awareness raising and mainstreaming about the child labor to be sustainability in all 20 school in the Chup rubber plantation.

Output 2.1: We have set up 6 CLC in all target villages as: village 46, 18, 2.17, 14, 8.11, and village 6.10.

- 70 target children (46 girls) have attending non-formal class and other 74 children (45 girls) not in our list also attend with CLC. Total in our CLC there are 144 children (94 girls).

Quality and advantage of successive

- After we set up CLC, target children have chance to schooling, reduce working hours and for the future they would have chance to study in public school.

Some indicators of target children to study within CLC; ILO-IPEC have limited 140 children to study in CLC, but we can't encourage all of those target children to study in CLC because of:

- Some children are have enough age to be workers
- Some children moving the residents with their parents
- Have elder parents
- They don't want to study, old age (shy)
- Far distant from school to CLC (no transportation)
- Study hours, some CLC have difference study hours (some CLC start from 2.00pm to 4.30pm, and other start from 4.00 pm to 6.00pm).
- Children who are not schooling, the provincial facilitators have ask the non-formal teachers to study about the reason of those children and to help them to have public schooling and contact with KTO to send them to vocational training.
- The provincial facilitators, ask to the educators of CLC to stand by full time as other public teachers to maintain study materials, library and administration of education in CLC.

Mainstreaming and Sustainability:

- The out put of project implementing of PDEYS as: awareness to teachers from and secondary school and students in Chup rubber plantation. Those teachers have understanding of the national law and international law that related to the child labor and they are feeling to participate to elimination of child labor, which is the activity in the policy of national level. From today and future we have the regular awareness program to mainstreaming in the schedule of study hour, monitor on gender issues (as numeral of drop out children, and other child works in Chup rubber plantation and project experiences).
- Sustainability of 6 CLC in the target areas: Some children stop from school because of far distant from home to school (no ability to by the transportation), we have to maintain of those CLC. Event this project was finish in 2004, and in order maintain this CLC the PDEYS have some plan are:
 - o To organize the CLC committee in each target village
 - o Support technical and materials to those 6 CLC
 - o Integrate those 6 CLC non-formal educators to be the government contract teachers, when the projects finish.
 - o Regularly study about the drop out children and send them to the CLC.
 - o Encourage parents and children to interest with schooling and have to reply with the complicate for their better future.

We have to continue doing these works:

- Awareness widely to the students
- Poster
- Integrate those student to the public school and support to the school
- Art show in the international labor day, do by target children

Future of ILO-IPEC

We suggest continuing the project in Chup rubber plantation, when this project finishes.

KTO, Kampong Cham

Activities that we have done:

Output 1.1: 2 Monitoring team leaders and 6 community networks have been organized. The community networks is selected from 3 communities base are CHUP, THMAR PECH, and CHRAB. Now we have monitor with the target children 2 times already.

Indicators: 118 children in 3 communities base (CHUP, THMAR PECH, and CHRAB) have monitoring on the second round/ cycle.

Strengths:

- Capacities of community monitor have strengthened before start the project activity.
- The monitor works have cooperation from local authority and community networks.
- Have technical support from ILO-IPEC
- Schedule and strategies of community monitoring were develop and practices.

Weakness:

- Low capacity of community monitors
- Lacking of transportation
- Support budget to the community networks, very small amount.

Output 1.2: 150 of risk group children prevented by the activities of community networks, help them no to drop out from school and going to works in the hazardous condition.

Indicator: 150 out of 750 children have been review and we have limit as a latest list of risk group, in order to discusses with parents and school directors to provided the study materials and uniform to those children then we integrate them to the study in the public school, step by step.

Strengths: We have well cooperation with the PDSALVY of Kampong Cham province.

Weakness: Among of the 750 children there is some confusing list between KTO and PDEYS list.

Output 2.1: There are 24 of SHG (families that working children), in Base CHUP, THMAR PECH and CHRAB were set up and on the processing.

Indicator: Parents of working children from 168 families have volunteered to organize the SHG for seed money scheme; there are 24 SHG and those have only 8 SHG group have seed money and savings.

Strengths:

- Project facilitator and seed money agent have capable before implementing.
- Develop the organizational descriptions (agreement, documents for seed money after we have trained)
- Good cooperation with local authority
- Participation from parents of working children.

Weakness:

- Staff has no ability to do awareness of seed money and savings program, be effectiveness to the local authority yet.
- The seed money is late

Output 2.2: 168 families of working children in CHUP rubber plantation were helping through the SHG. And would able to elimination target working children in the hazardous condition and other 750 risk group.

Indicator: The member of SHG, 168 families have train how to have them-selves and start their own business.

Strengths:

- Parents were understanding of saving and seed money project.
- Participation from local authority.

Weakness: The awareness of child labor still have limitation, because some people not sure to participate with saving and seed money project.

Output 3.1:

- 25 children (age from 15 to 17 year olds) were sent to vocational training of sewing.
- Other 18 children have selected for vocational training on motor repairing (still on the processing of discussion with the skill trainer).

Indicator: Target children who have age from 15 to 17 year olds, 25 out of 60 children were moving out from the hazardous working condition and received the vocational training on sewing.

Strengths:

- Parents of those children are understanding of project and participation
- Participation from local authority

Weakness:

- Our awareness raising of child labor is still low. Some people are not trust/ belief with our project staffs. They belief on the future-taller said, NGOs would get their child fro trafficking, ...etc. that why they afraid to participate and send their child for vocational training.

Output 3.2:

- 150 of part time working children have review and have limit as a latest list, in order to discuss with parents and school directors to integrate them to the study in the public school and provided the study materials and uniform to them soon.
- It is late to success with this out put because of some children have name in the list of baseline survey but the village chief, village secretary and school do not know those children, we have to spend time for review it.

Indicators:

- Working children will elimination from the hazardous works condition.
- 750 part time working children will integrate to the public school.

Strengths:

- Participation from school directors and teachers
- Participation from parents

Weakness:

- Staffs have low capacity to encourage the authority to participate with project.
- Not so well cooperation from school directors and teachers.

Mainstreaming, Sustainability, and Lesson Learn

Mainstreaming of gender to project:

- In the hold project have mainstreaming the gender issues to the community, to encourage the woman to participate with project (specially most women are participation within the SHG members, among of 168 families participation).
- In the vocational training of sewing, all of 25 girls are participation and attending vocational training.

Sustainability:

- Through the strengthen capacity of community networks, and seed money scheme, and their ownership of implementing the saving in community; It seem they could continue their works even the project get the seed money back.

Lesson Learn:

- The monitoring processing and success, if we have the skill training to the community monitors and community networks before we start the project activities.
- The monitoring processing and success, if we have well cooperation from local authority, employers, working children and their families.
- To have the meeting of community monitors and project implementing staffs to strengthen their capacity through the sharing ideas, information, experiences, to each others and to find out the new solutions and strategies.

ILO-IPEC have to do when the project finish

ILO-IPEC have ton continues their activities to help more encourage to the activities of elimination of child labor, because the elimination of child labor is the very important subject to re-construction the human resources. It is an indicator for the country development.

The future role of ILO-IPEC

Task	How	Who	When	Where	Why	Budget
Elimination of child labor	<ul style="list-style-type: none">- Community monitoring- Awareness of CL- Seed money program- Vocational Training	Working children and their families	After project finish in year 2004	CHUP rubber plantation	There are many working children in the area	ILO-IPEC

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

KINGDOM OF CAMBODIA
NATION RELIGION KING

Child Labor Committee and other Forms
Of Commercial Exploitation of Children
In Kampong Cham Province
No:.....

Date:.....

**Announcement about the Proceeding
of elimination of child labor in the hazardous works in CHUP rubber plantation**

Kampong Cham Province has 7 rubber plantations (Chup, Krek, Peam Cheang, Me Mot, Ta Pao, Chamcar Ondoung, and Beoung Kek), was exploitation. And it shows that children were participants in CHUP rubber plantation as family works. Some children help their family works one for a while or part time works that they can regularly attending schooling. Other children work part time or full time, they have not time for their schooling and some works are hazardous works too.

Child Labor Committee and other forms of commercial exploitation to children in Kampong Cham province, have this announcement to help the proceeding of elimination the hazardous work of child labor to be better and more efficient, in order to guarantee the legal benefit to all party are relevant such as:

1. All rubber plantations in Kampong Cham that have child labor with any conditions should have a clear list of all the names and dates of birth of those children.
2. Absolutely, not allow all the children, who are under 12 years old to work in the rubber plantation, even in any farm.
3. For the children whose age is from 12 to 15 years old that works in the rubber plantation, have to be sure that the work is light, does not affect their health, bodies and psychological development of the children and not affect the schooling of children and vocational training that was limited by the authority.
4. For the employ of employee that have age from 15 to 18 years old, should guarantee that those works are not effect to the child health, morality of adult.
5. Absolutely, not allow all the children, who are under 18 years old to work in the rubber plantation, climb the ladder to chisel.
6. All rubber plantation employers, parents of the children who are age under 18 years old should help those children to have schooling in public school, non-formal and vocational training.
7. All rubber plantation employers have to provide the protection material to those children, such as working uniform, raincoat, boots, gloves...etc.
8. All rubber plantation employers have to provide enough clean drinking water to the workers/children in the rubber plantation-working sector.
9. Have to organize a First Aid Box, with the working sector and group leader in each working sectors to emergency aid, before sending to the health center.
10. Provide plastic ladder to the working children, it should be fit to the higher of rubber trees to chisel (because some plastic ladders have to add the bamboo in order to fit to the higher of chisel).
11. Re-organize the water basin in the villages to have more sanitation, cover of basin, draining water place, and eliminate the hold and muddy surrounding the water basin.

12. To build the toilet in each village for the workers/employees in order to have good sanitation in the village.
13. Provincial department of social affair, labor, vocational training and youth rehabilitation of Kampong Cham, have to practices of labor inspector through the principle of Ministry of Social Affair, Labor, Vocational Training and Youth Rehabilitation.
14. Provincial Department of Education, Youth and Sport, have to prepare/organize enough place for working children, that they want to continue their schooling in public school, non-formal and vocational training. Especially for the mobilize children (who more the residents), to continue their schooling as in the principle of Ministry of Education, Youth and Sport.
15. In case, face the difficulty that could not be solved, all department and rubber plantation should report it to the provincial child labor Committee and other forms of commercial exploitation to children, to discuss and find solutions on time.

Child Labor Committee and other forms of commercial exploitation to children in Kampong Cham province have very strong belief to the employers of rubber plantations, representation of all departments would pay more attention and good practices according of what was mention above.

This announcement has efficiency and practices from signing date.

Provincial Governor and Chairman
Child Labor Committee and other forms of
Commercial Exploitation to Children

Receiver:

- Ministry of Interior (known)
- Ministry of Social Affair, Vocational Training and Youth Rehabilitation (known)
- Ministry of Education, Youth and Sport (known)
- Ministry of Agriculture, Forest and Fishing (known)
- National Council for Children (known)
- National Sub-Committee of Child Labor (known)
- Provincial Department of Social Affair, Vocational Training and Youth Rehabilitation (propaganda and practices)
- Provincial Education, Youth and Sport (propaganda and practices)
- All rubber plantation in Kampong Cham (propaganda and practices)
- Relevant institution of Provincial Child Labor Committee (propaganda and practices)
- Documents

KINGDOM OF CAMBODIA
NATION RELIGION KING

Kampong Cham Provincial
No.: 52

Kampong Cham date: 29 May 2002

**Process of Formulation of Child Labor Committee
and other Forms of Commercial Exploitation to Children in Kampong Cham**

Provincial Governor

- In relation to Royal decree No. made in March 12, 1999. Concern about the delegation of the representative of Government, Municipality/provincial governors.
- In relation to Pass No. 031 made in February 15, 1994 of the Ministry of Interior. Concerned about the Right and administration of Municipality/provincial governors.
- In relation to sub-decree No. 56 made in June 28, 1999. Concerned about the Cambodia National Council for Children.
- In relation to decree No. 18 in April 10, 2000 of Cambodia National Council for Children. Concerned about the formulation of National Sub-Committee of Child Labor and other forms of commercial exploitation to children.
- According to the provincial necessary need.

Accomplishment

Article 1: Provincial Child Labor Committee and other forms of commercial exploitation to children are compounding by:

1.	Provincial Governor	PCCL chief
2.	1 st Deputy Provincial Governor	PCCL deputy
3.	Director of Provincial Department of Social Affair, Labor, Vocational Training and Youth Rehabilitation	Permanent deputy
4.	Director of Provincial Department of Education, Youth and Sport	Member
5.	Director of Provincial Department of Women Affair and Veteran	Member
6.	Director of Provincial Department of Public Health	Member
7.	Director of Provincial Department of Rural Development	Member
8.	Director of Provincial Department of Agriculture, Forest and Fishing	Member
9.	Director of Provincial Department of Information	Member
10.	Director of Provincial Department of Industry	Member
11.	Grand Manager of Chup Rubber Plantation	Member
12.	Representative of Chup rubber plantation workers	Member
13.	Representative of Chup rubber plantation workers	Member
14.	KTO (NGOs)	Member
15.	LICADHO (NGOs)	Member
16.	Chup commune chief	Member

17.	Shoung commune chief	Member
18.	Vihea lounng commune Chief	Member
19.	Deputy-Director of Provincial Department of Social Affair, Labor, Vocational Training and Youth Rehabilitation	PCCL Secretary

Article 2: Child Labor Committee and other forms of commercial exploitation to children has roles and responsibilities which are:

- To discuss on the activities, plan, policy, and other programs that were related to the hazardous of child labor for Kampong Cham province. According on the activities plan, national policy and other international standard that was ratified by the kingdom of Cambodia.
- To discuss and counsel to implementation of the hazardous works of child labor project, in CHUP rubber plantation. To encourage as the project owner and sustain of the project through the activities and plan of other relevant institutions.
- Recruit and counsel, and assent to the project, offer the program on child labor in terms of budget, contribution that were requested by the institutions, NGOs, community and other civil society to look for the support from NGOs, agencies and individual donors in terms of national program to eliminate the child labor and other forms of commercial exploitation to children.
- To discuss and counsel on the draft policy in national level and community base that involved with the child labor and relevant policy to social affair and labor, educations and child public health.
- To discuss, facilitate, review and evaluate to all relevant programs of child labor, in CHUP rubber plantation, Kampong Cham that were cooperation with others related to this works.
- Report once every 3 months, to the national sub-committee of child labor and other forms of commercial exploitation to children of the National Council for Children and Ministry of Social Affair, Vocational Training and Youth Rehabilitation, and report to the government of Cambodia.

Article 3: Provincial child labor committee and other forms of commercial exploitation to children, use the Provincial Department of Social Affair, Vocational Training and Youth Rehabilitation as the Steering general secretarial. Budget for meeting and administration of Provincial Child Labor Committee and other forms of commercial exploitation to children is a part of the Kampong Cham Provincial Department of Social Affair, Vocational Training and Youth Rehabilitation's budget. To contribute the program of elimination of hazardous work of child labor in CHUP rubber plantation.

Article 4: The representative of the United Nation and international and national NGOs and individuals that was interesting to participate as observer and join the meeting when has invitation from chairman of committee.

Article 5: Provincial child labor committee and other forms of commercial exploitation to children, has right to use seal/stamp of provincial hall.

Article 6: Every principle that is contrary to this process, are considered as to be repealed/abrogated.

Article 7: Kampong Cham provincial hall, offices and other relevant institutions, as in Article 1, should be achievement and effectiveness works. This process is completing performance from the signing date.

Receivers:

- Ministry of Interior
- Ministry of Social Affair, Vocational Training and Youth Rehabilitation
- National Council for Children
- National Sub-Committee of Child Labor and other forms of commercial exploitation to children
- District governors

(Known)

- 7 article "for implementation"
- Documents

KINGDOM OF CAMBODIA
NATION RELIGION KING

Child Labor Committee and other forms
Of Commercial Exploitation to Children
In Kampong Cham Province

Organizational Descriptions

On September 5, 2002. Provincial child labor committee and other forms of commercial exploitation to children have organized the meeting to adopt the organizational description as below:

Article 1: Provincial child labor committee has to participate and join meeting according to the invitation of chairman of Provincial child labor committee.

Article 2: Steering secretary of Provincial child labor committee has to send the invitation and other documents to the members of Provincial child labor committee at least 3 days ahead of limited date. Except, the special case that can't inform.

Article 3: In case that the members of Provincial child labor committee can't come to join the meeting and send their representation they have to inform as writing or telephone to the steering secretary at less 24 hours a head of meeting.

Article 4: Provincial child labor committee have regular meeting one time of 13 months and abnormal meeting is depending on the real situation, and processing through the meeting schedule. The meeting could be works, only if have the presence of more than half of the total members of committee members.

Article 5: Secretary of Provincial child labor committee has to record all meeting note, and provide it to all the committee members.

Article 6: All the ideas of participant of Provincial child labor committee meeting, consider as the ideas of the self-department that was as the representatives.

Article 7: The adoptions of the Provincial child labor committee have to apply by raise and or secret vote according to the chairman of the meeting.

Article 8: The adoptions are depending on the decision of participants (50% + 1) of all Provincial child labor committee which was attending the meeting. In case, it has balance or same numbers of member are vote with two deference things, it has to revote again. If it is still equal it would be adoption by the chairman of the meeting.

Article 9: Before the meeting end, the members of Provincial child labor committee can request and enter their next meeting schedule to the committee for review and adoption.

Article 10: In case, it has the special needs, the chairman of Provincial child labor committee has right to exchange or adding more committee members.

Article 11: This organizational description would be practices and have efficiency from this meeting day of Provincial child labor committee.

Provincial governor and chairman of Provincial
child labor committee and other forms of
commercial exploitation to children

Program to combat the worst form of child labour in Chub rubber plantation, Kampong Cham province.
ILO-IPEC, PDSALVY & KTO

Station ID (CB, TPB, CRB)
Child ID (CB, TPB, CRB)

Number of monitor					

Common Monitoring Form

Monitor's Information					
Name of Monitor(s)			Result of the visit	Reasons(s)	Recommendations
District		Date of visit		Child is working & talking	
Commune		Time of visit		Child is not working, but talking	
Station		Hours spent per person		Child is working, but refuse to talk	
Total number of visit		Date of last visit		Child is not at home	
Family's Information					
	Findings from baseline survey	Finding during last visit	Finding of the current visit	Reasons for variation	Recommendations
Name of Parent/hh head					
Address					
No. of working children, not go to school					
Num. of school going children					
Primary occupation (C.12)					
Family's monthly incomes					
Understanding about CL (C.10)					
Information about plot's owner; chief of station or employer					
	Findings from baseline survey	Findings during last visit	Findings of the current visit	Reasons for variation	Recommendations
Name of plot's owner, employer or station's chief					
Name of station					
No. of working children in work site					
No. of children under 12 years old					
No. of children age from 12 to 14					
No. of children age from 15 to 17					
Understanding about CL (C.10)					
Working Conditions/Environment and Child worker's information					
	Findings from baseline survey	Findings during last visit	Findings of the current visit	Reasons for variation	Recommendations
Health and work accidents (C.3)					
Tasks performed by child (C.4)					
Wage rate (C.5)					
Days worked per week					
Hours worked per day					
Protective gears (C.6)					
Schooling Status					
Non-Formal Education status (C.7)					
Participation in CLC's activities (C.8)					
Skills/Vocational training (C.9)					
Hours studied per day					
Hours rested per day					
Understanding about CL (C.10)					

What	Date																															Month	Where	Who		
	1	2	3	4	5	6	7	8	9	10	#	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31					
Verify target group based on data from baseline survey					Sat. & Sun							Sat. & Sun.		x	x	x	x	x		Sat. & Sun.							Sat. & Sun.						Oct. 2002	Chrap Thmar	Com.monitors WP monitor Projec. Coord. ILO-IPEC Coord.	
Identify actual target group and areas					Sat. & Sun							Sat. & Sun.							Sat. & Sun.								Sat. & Sun.		x	x		x	x	Oct. 2002	PDSALVY	Projec. Coord. ILO-IPEC Coord.
Develop monitoring strategy and timetable		Sat. & Su							Sat. & Su							Sat. & Su		x	x	x	x	x		Sat. & Su							Sat.		Nov. 2002	PDSALVY	Com.monitors WP monitor Projec. Coord. ILO-IPEC Coord.	
Visit target areas and to inform employers about objective of the project and seek their support, contribution as well as establish social agreement											x	x																					Dec. 2002	Chub Base	Project coordinators of KTO and PDSALVY	
Visit target areas and to inform employers, parents and working children about objective of the project and seek their support, contribution as well as establish social agreement.	Sunday															x	x	x	x	x												Dec. 2002	All target villa	Monitoring sub-group 1		
Visit target areas and to inform employers, parents and working children about objective of the project and seek their support, contribution as well as establish social agreement.																x	x	x	x	x												Dec. 2002	All target village	Monitoring sub-group 2		
First occupational health and safety checking.		x	x			x	x	x	x	x			x	x																			Jan. 2003			
Organize regular child labour sensitizing, its consequences, education, OHS, International conventions, related laws and available services in community				x	x	x	x	x																									Jan. 2003	All target village	Monitoring sub-group 1&2	
																																	Feb. 2003			
																																	Mar. 2003			
		x	x			x	x	x	x	x																							Apr. 2003			
																																	May. 2003			
		x	x	x	x																															Jun. 2003
Monitoring and evaluation the achievement/change of employer, parents and working children on the understanding of OHS, CL, international convention, and related laws.																																	Jul. 2003	All target village	Monitoring sub-group 1&2	
		x	x	x	x	x																											Aug. 2003			
Regular visit/monitor the targetted children															x	x	x																Jan. 2003	All target village	Monitoring sub-group 1&2	
																																	Feb. 2003			
			x	x	x	x	x																										Mar. 2003			
		x	x	x	x																												Apr. 2003			
																																	May. 2003			
																																	Jun. 2003			
																																	Jul. 2003			
																																	Aug. 2003			
																																	Sept. 2003			
		x	x	x																																Oct. 2003

Note:

Black scale = Saturday and Sunday

Yellow scale = activity take place



Note: —————> Movement of children to CLC.
 - - - - -> Mobile class needed.

**ANNEX 9c: Guidelines on Prevention/
Elimination of Child Labor to Hazardous Works (RUBBER SECTOR)**

KINGDOM OF CAMBODIA
NATION RELIGION KING

Child Labor Committee and other Forms
Of Commercial Exploitation of Children
In Kampong Cham Province
No:.....

Date:.....

**Announcement about the Proceeding
of elimination of child labor in the hazardous works in CHUP rubber plantation**

Kampong Cham Province has 7 rubber plantations (Chup, Krek, Peam Cheang, Me Mot, Ta Pao, Chamcar Ondoung, and Beoung Kek), was exploitation. And it shows that children were participants in CHUP rubber plantation as family works. Some children help their family works one for a while or part time works that they can regularly attending schooling. Other children work part time or full time, they have not time for their schooling and some works are hazardous works too.

Child Labor Committee and other forms of commercial exploitation to children in Kampong Cham province, have this announcement to help the proceeding of elimination the hazardous work of child labor to be better and more efficient, in order to guarantee the legal benefit to all party are relevant such as:

1. All rubber plantations in Kampong Cham that have child labor with any conditions should have a clear list of all the names and dates of birth of those children.
2. Absolutely, not allow all the children, who are under 12 years old to work in the rubber plantation, even in any farm.
3. For the children whose age is from 12 to 15 years old that works in the rubber plantation, have to be sure that the work is light, does not affect their health, bodies and psychological development of the children and not affect the schooling of children and vocational training that was limited by the authority.
4. For the employ of employee that have age from 15 to 18 years old, should guarantee that those works are not effect to the child health, morality of adult.
5. Absolutely, not allow all the children, who are under 18 years old to work in the rubber plantation, climb the ladder to chisel.
6. All rubber plantation employers, parents of the children who are age under 18 years old should help those children to have schooling in public school, non-formal and vocational training.
7. All rubber plantation employers have to provide the protection material to those children, such as working uniform, raincoat, boots, gloves...etc.
8. All rubber plantation employers have to provide enough clean drinking water to the workers/children in the rubber plantation-working sector.
9. Have to organize a First Aid Box, with the working sector and group leader in each working sectors to emergency aid, before sending to the health center.
10. Provide plastic ladder to the working children, it should be fit to the higher of rubber trees to chisel (because some plastic ladders have to add the bamboo in order to fit to the higher of chisel).
11. Re-organize the water basin in the villages to have more sanitation, cover of basin, draining water place, and eliminate the hold and muddy surrounding the water basin.

12. To build the toilet in each village for the workers/employees in order to have good sanitation in the village.
13. Provincial department of social affair, labor, vocational training and youth rehabilitation of Kampong Cham, have to practices of labor inspector through the principle of Ministry of Social Affair, Labor, Vocational Training and Youth Rehabilitation.
14. Provincial Department of Education, Youth and Sport, have to prepare/organize enough place for working children, that they want to continue their schooling in public school, non-formal and vocational training. Especially for the mobilize children (who more the residents), to continue their schooling as in the principle of Ministry of Education, Youth and Sport.
15. In case, face the difficulty that could not be solved, all department and rubber plantation should report it to the provincial child labor Committee and other forms of commercial exploitation to children, to discuss and find solutions on time.

Child Labor Committee and other forms of commercial exploitation to children in Kampong Cham province have very strong belief to the employers of rubber plantations, representation of all departments would pay more attention and good practices according of what was mention above.

This announcement has efficiency and practices from signing date.

Provincial Governor and Chairman
Child Labor Committee and other forms of
Commercial Exploitation to Children

Receiver:

- Ministry of Interior (known)
- Ministry of Social Affair, Vocational Training and Youth Rehabilitation (known)
- Ministry of Education, Youth and Sport (known)
- Ministry of Agriculture, Forest and Fishing (known)
- National Council for Children (known)
- National Sub-Committee of Child Labor (known)
- Provincial Department of Social Affair, Vocational Training and Youth Rehabilitation (propaganda and practices)
- Provincial Education, Youth and Sport (propaganda and practices)
- All rubber plantation in Kampong Cham (propaganda and practices)
- Relevant institution of Provincial Child Labor Committee (propaganda and practices)
- Documents

KINGDOM OF CAMBODIA
NATION RELIGION KING

Kampong Cham Provincial
No.: 52

Kampong Cham date: 29 May 2002

**Process of Formulation of Child Labor Committee
and other Forms of Commercial Exploitation to Children in Kampong Cham**

Provincial Governor

- In relation to Royal decree No. made in March 12, 1999. Concern about the delegation of the representative of Government, Municipality/provincial governors.
- In relation to Pass No. 031 made in February 15, 1994 of the Ministry of Interior. Concerned about the Right and administration of Municipality/provincial governors.
- In relation to sub-decree No. 56 made in June 28, 1999. Concerned about the Cambodia National Council for Children.
- In relation to decree No. 18 in April 10, 2000 of Cambodia National Council for Children. Concerned about the formulation of National Sub-Committee of Child Labor and other forms of commercial exploitation to children.
- According to the provincial necessary need.

Accomplishment

Article 1: Provincial Child Labor Committee and other forms of commercial exploitation to children are compounding by:

1.	Provincial Governor	PCCL chief
2.	1 st Deputy Provincial Governor	PCCL deputy
3.	Director of Provincial Department of Social Affair, Labor, Vocational Training and Youth Rehabilitation	Permanent deputy
4.	Director of Provincial Department of Education, Youth and Sport	Member
5.	Director of Provincial Department of Women Affair and Veteran	Member
6.	Director of Provincial Department of Public Health	Member
7.	Director of Provincial Department of Rural Development	Member
8.	Director of Provincial Department of Agriculture, Forest and Fishing	Member
9.	Director of Provincial Department of Information	Member
10.	Director of Provincial Department of Industry	Member
11.	Grand Manager of Chup Rubber Plantation	Member
12.	Representative of Chup rubber plantation workers	Member
13.	Representative of Chup rubber plantation workers	Member
14.	KTO (NGOs)	Member
15.	LICADHO (NGOs)	Member
16.	Chup commune chief	Member

17.	Shoung commune chief	Member
18.	Vihea lounng commune Chief	Member
19.	Deputy-Director of Provincial Department of Social Affair, Labor, Vocational Training and Youth Rehabilitation	PCCL Secretary

Article 2: Child Labor Committee and other forms of commercial exploitation to children has roles and responsibilities which are:

- To discuss on the activities, plan, policy, and other programs that were related to the hazardous of child labor for Kampong Cham province. According on the activities plan, national policy and other international standard that was ratified by the kingdom of Cambodia.
- To discuss and counsel to implementation of the hazardous works of child labor project, in CHUP rubber plantation. To encourage as the project owner and sustain of the project through the activities and plan of other relevant institutions.
- Recruit and counsel, and assent to the project, offer the program on child labor in terms of budget, contribution that were requested by the institutions, NGOs, community and other civil society to look for the support from NGOs, agencies and individual donors in terms of national program to eliminate the child labor and other forms of commercial exploitation to children.
- To discuss and counsel on the draft policy in national level and community base that involved with the child labor and relevant policy to social affair and labor, educations and child public health.
- To discuss, facilitate, review and evaluate to all relevant programs of child labor, in CHUP rubber plantation, Kampong Cham that were cooperation with others related to this works.
- Report once every 3 months, to the national sub-committee of child labor and other forms of commercial exploitation to children of the National Council for Children and Ministry of Social Affair, Vocational Training and Youth Rehabilitation, and report to the government of Cambodia.

Article 3: Provincial child labor committee and other forms of commercial exploitation to children, use the Provincial Department of Social Affair, Vocational Training and Youth Rehabilitation as the Steering general secretarial. Budget for meeting and administration of Provincial Child Labor Committee and other forms of commercial exploitation to children is a part of the Kampong Cham Provincial Department of Social Affair, Vocational Training and Youth Rehabilitation's budget. To contribute the program of elimination of hazardous work of child labor in CHUP rubber plantation.

Article 4: The representative of the United Nation and international and national NGOs and individuals that was interesting to participate as observer and join the meeting when has invitation from chairman of committee.

Article 5: Provincial child labor committee and other forms of commercial exploitation to children, has right to use seal/stamp of provincial hall.

Article 6: Every principle that is contrary to this process, are considered as to be repealed/abrogated.

Article 7: Kampong Cham provincial hall, offices and other relevant institutions, as in Article 1, should be achievement and effectiveness works. This process is completing performance from the signing date.

Receivers:

- Ministry of Interior
- Ministry of Social Affair, Vocational Training and Youth Rehabilitation
- National Council for Children
- National Sub-Committee of Child Labor and other forms of commercial exploitation to children
- District governors

(Known)

- 7 article "for implementation"
- Documents

KINGDOM OF CAMBODIA
NATION RELIGION KING

Child Labor Committee and other forms
Of Commercial Exploitation to Children
In Kampong Cham Province

Organizational Descriptions

On September 5, 2002. Provincial child labor committee and other forms of commercial exploitation to children have organized the meeting to adopt the organizational description as below:

Article 1: Provincial child labor committee has to participate and join meeting according to the invitation of chairman of Provincial child labor committee.

Article 2: Steering secretary of Provincial child labor committee has to send the invitation and other documents to the members of Provincial child labor committee at least 3 days ahead of limited date. Except, the special case that can't inform.

Article 3: In case that the members of Provincial child labor committee can't come to join the meeting and send their representation they have to inform as writing or telephone to the steering secretary at less 24 hours a head of meeting.

Article 4: Provincial child labor committee have regular meeting one time of 13 months and abnormal meeting is depending on the real situation, and processing through the meeting schedule. The meeting could be works, only if have the presence of more than half of the total members of committee members.

Article 5: Secretary of Provincial child labor committee has to record all meeting note, and provide it to all the committee members.

Article 6: All the ideas of participant of Provincial child labor committee meeting, consider as the ideas of the self-department that was as the representatives.

Article 7: The adoptions of the Provincial child labor committee have to apply by raise and or secret vote according to the chairman of the meeting.

Article 8: The adoptions are depending on the decision of participants (50% + 1) of all Provincial child labor committee which was attending the meeting. In case, it has balance or same numbers of member are vote with two deference things, it has to revote again. If it is still equal it would be adoption by the chairman of the meeting.

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Article 11: This organizational description would be practices and have efficiency from this meeting day of Provincial child labor committee.

Provincial governor and chairman of Provincial
child labor committee and other forms of
commercial exploitation to children