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**EVALUATION OF THE  
CAPACITY BUILDING PROGRAMME  
ON CHILD LABOUR (1997-99)**

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## LIST OF ACRONYMS

AIDS	Acquired Immunity Deficiency Syndrome
BECCAD	Basic Education, Child Care and Adolescence Development (Uganda)
BMA	Bangkok Municipal Administration (Thailand)
CEDC	Children in Especially Difficult Circumstances
CEE/CIS	Central and Eastern Europe / Commonwealth of Independent States
CO	Country Office
CP	Child Protection
CRC	Convention on the Rights of the Child
EAPRO	East Asia and Pacific Regional Office
EPP	Division of Evaluation, Policy and Planning
ESARO	Eastern and Southern Africa Regional Office
FCD	Foundation for Child Development (Thailand)
GO	Governmental Organisation
HIV	Human Immunodeficiency Virus
ICDC	International Child Development Centre
ILO	International Labour Office
IPEC	International Programme on the Elimination of Child Labour
JPO	Junior Programme Officer
NGO	Non Governmental Organisation
NYHQ	New York Headquarters
ONPEC	Office of the National Primary Education Commission (Thailand)
PD	Programme Division
RO	Regional Office
ROSA	Regional Office for South Asia
SOWC	State of the World's Children
SPO	Senior Programme Officer
TACRO	The Americas and Caribbean Regional Office
UNDP	United Nations Development Programme
UNESCO	United Nations Education, Science and Culture Organisation
UNICEF	United Nations Children's Fund
UPE	Universal Primary Education (Uganda)
WCARO	West and Central Africa Regional Office



## PREFACE

The present evaluation has been undertaken by the Evaluation Section of the Division of Evaluation, Policy and Planning (EPP) at UNICEF Headquarters in New York. The study followed a request from the Child Protection Section of Programme Division at UNICEF Headquarters.

Lucien R. Back, Senior Programme Officer Evaluation (henceforth called *evaluation coordinator*) conducted the research for the evaluation, with support from Peter Klansø, Assistant Project Officer in the Evaluation Section, and Fredi Munger, external consultant. Rema Venu, Research Assistant in the Evaluation Section took care of the final editing of the document.

The evaluation coordinator also prepared the report. A first draft received invaluable comments from Alec Fyfe (Senior Adviser, Child Labour in the Child Protection Section of Programme Division), Ian Hopwood (Chief, Evaluation until 15 January 2000), Joseph Foubi (Officer-in-Charge, Evaluation since 15 January 2000), Kate Alley and Peter Klansø (all Evaluation Section) as well as from Fredi Munger (external consultant).

A second draft was circulated among UNICEF staff that were associated with the Turin Workshop, either as organisers or participants. This exercise also made it possible to take into account comments and suggestions emanating from several Country and Regional Offices.

The present study benefited from the active support of a large number of people especially in Country and Regional Offices. Management and staff of all Country and Regional Offices visited kindly made staff time and resources available despite heavy workloads.

All of UNICEF's external partners involved in the fight against child labour – both governmental and non-governmental – that were contacted for this research gladly provided useful information and perspectives. Particularly noteworthy in this regard were contacts with staff of the *International Programme on the Elimination of Child Labour (IPEC)* implemented by the *International Labour Office (ILO)*.

Thanks are due to all of these people who have made substantial contributions in one way or another. That said, the evaluation coordinator assumes full responsibility for its content.

The Evaluation Report contains a brief description of background, context and scope of the programme under review, a presentation of objectives, methodology and limitations of the evaluation as well as main findings, followed by conclusions and recommendations emanating from the study. A detailed description of the programme, as well as results from surveys and country visits that led to the conclusions and recommendations are included in the Annexes.



## EXECUTIVE SUMMARY

The *Child Labour Capacity Building Training Programme* comprised a *Workshop* organised in Turin between 30 June and 11 July 1997 as well as *follow-up activities* realised between 1997 and 1999. The Government of Luxembourg supported the Programme with a contribution of US\$ 320,000. The aim of the Programme was to help formulate UNICEF policy and to build staff capacity to address child labour problems within a child rights perspective.

The present evaluation concluded that the Programme achieved its objectives. It was successful in strengthening UNICEF's in-house technical expertise necessary to formulate policies, strategies, programmes and projects to progressively eliminate child labour and acquire practical tools to plan and evaluate relevant activities. A major output of the Turin Workshop of 1997 was a strategy paper entitled UNICEF – Towards a Global Strategy on Working Children, which has guided UNICEF activities until the present. UNICEF staff (26 participants from Regional and Country Offices, six from Headquarters and ICDC) and some representatives from partner organisations were successfully trained to address child labour issues. However, follow-up activities aiming to provide support to Country Offices and stimulate communication among them remained at a low level.

Since 1997, the technical capacity of several Country Offices to deal with child labour in a human rights perspective has improved. This can partly be attributed to the impact of the Turin Workshop, but also to a variety of other favourable factors: (i) a growing interest in child labour among governmental and non-governmental partners resulting in a mobilisation of national expertise, (ii) a strengthened partnership with ILO-IPEC, (iii) better documentation of knowledge and experience, as well as (iv) availability of human and financial resources. Moreover, there have been improvements in capacities to apply a child rights perspective in Country Programming.

Activities initiated under the Capacity Building Programme on Child Labour (1997-99) deserve to be pursued and consolidated in the future. Staff of governmental and non-governmental partner organisations should be more actively involved in all aspects of the process. The strategy statement on child labour formulated during the Turin Workshop should be refined drawing to the largest extent possible on UNICEF's field experience and expertise. Moreover, there should be proper assessments of training needs, which vary considerably in different countries and regions.

The fight against child labour is part of comprehensive human rights based programming that requires a broad and holistic process of design, planning, monitoring and evaluation of programmes and projects. There is a need for increased monitoring and evaluation of UNICEF's supported experience in the area of child labour as well as for better documentation and dissemination of experiences and results.

## RESUMEN EJECUTIVO

El proyecto denominado *Child Labour Capacity Building Training Programme* (Programa de Formación sobre el Fomento de Capacidad en materia de Trabajo de Menores) estuvo integrado por un Seminario organizado en Turín del 30 de junio al 11 de julio de 1997, así como varias actividades de seguimiento realizadas entre 1997 y 1999. El Gobierno de Luxemburgo patrocinó el Programa con un aporte de 320.000 dólares de los Estados Unidos. El objetivo del Programa era contribuir a formular las políticas del UNICEF y a fomentar la capacidad del personal para abordar los problemas relativos al trabajo de menores en el marco de una perspectiva basada en los derechos humanos.

La presente evaluación ha permitido concluir que el Programa ha alcanzado sus objetivos. Uno de sus logros fue reforzar los conocimientos técnicos dentro de la propia organización, necesarios para formular políticas, estrategias, programas y proyectos que eliminen de una manera progresiva el trabajo de menores, así como para incorporar instrumentos prácticos destinados a planificar y evaluar las actividades pertinentes. Uno de los principales resultados del Seminario de Turín de 1997 fue un documento de estrategia titulado *UNICEF — Towards a Global Strategy on Working with Children* (UNICEF — Hacia una estrategia mundial en el trabajo con los niños), que ha servido para orientar las actividades del UNICEF hasta el presente. El personal del UNICEF (26 participantes de las oficinas regionales y nacionales, seis de la sede y del Centro Internacional para el Desarrollo del Niño) y algunos representantes de organismos aliados, recibieron una efectiva capacitación para abordar las cuestiones relativas al trabajo de menores. Sin embargo, las actividades de seguimiento destinadas a procurar apoyo a las oficinas de país y alentar la comunicación entre ellas no alcanzaron la intensidad adecuada.

Desde 1997, la capacidad técnica de varias oficinas de país para abordar el trabajo de menores según una perspectiva basada en los derechos humanos ha mejorado considerablemente. Esto puede atribuirse parcialmente a las consecuencias del Seminario de Turín, pero también a una serie de factores favorables: (i) un creciente interés en la problemática del trabajo de menores por parte de los aliados gubernamentales y no gubernamentales, cuyo resultado ha sido la movilización de conocimientos técnicos en el plano nacional, (ii) un fortalecimiento de la alianza con la Organización Internacional del Trabajo-Programa Internacional para la Abolición del Trabajo Infantil (IPEC), (iii) una mejor documentación de los conocimientos y las experiencias, así como (iv) una mayor disponibilidad de recursos humanos y financieros. Además, se han producido mejoras en la capacidad para aplicar una perspectiva basada en los derechos humanos en la programación de los países.

Es preciso mantener y consolidar en el futuro las actividades iniciadas en el marco del Programa de Fomento de la Capacidad en materia de Trabajo de Menores (1997-1999). El personal de las organizaciones gubernamentales y no gubernamentales aliadas deberían participar de manera más activa en todos los aspectos del proceso. Es preciso refinar la declaración sobre estrategia en materia de trabajo de menores formulada durante el Seminario de Turín, incorporando en la mayor medida posible la experiencia y los conocimientos técnicos del UNICEF sobre el terreno. Además, deben establecerse evaluaciones apropiadas de las necesidades de capacitación, que varían considerablemente entre diferentes países y regiones.

La lucha contra el trabajo de menores forma parte de una programación general basada en los derechos humanos que exige un proceso amplio e integral en el plano de la concepción, la planificación, la supervisión y la evaluación de los programas y los proyectos. Es necesario intensificar la supervisión y la evaluación de las experiencias que apoya el UNICEF en la esfera de trabajo de menores, así como mejorar el proceso de documentación y difusión de las experiencias y los resultados.

## RÉSUMÉ

Le *Child Labour Capacity Building Training Programme* (Programme de formation au renforcement des capacités relatives au travail des enfants) a compris un *Atelier* organisé à Turin entre le 30 juin et le 11 juillet 1997, ainsi que des *activités de suivi* conduites entre 1997 et 1999. Le Gouvernement luxembourgeois a versé au bénéfice du Programme une contribution de 320 000 dollars des États-Unis. Le Programme a pour but d'aider à formuler une politique de l'UNICEF et à doter son personnel de la capacité d'aborder les problèmes du travail des enfants dans la perspective des droits de l'enfant.

L'évaluation actuelle a permis de conclure que le Programme avait atteint ses objectifs. Il a réussi à renforcer la compétence technique interne de l'UNICEF nécessaire pour formuler des politiques, stratégies, programmes et projets visant à éliminer progressivement le travail des enfants et à acquérir des outils pratiques pour planifier et évaluer les activités pertinentes. L'un des principaux produits de l'Atelier de Turin tenu en 1997 fut un document de stratégie intitulé *UNICEF – Towards a Global Strategy on Working Children* (Vers une stratégie mondiale concernant les enfants qui travaillent), qui a orienté les activités de l'UNICEF jusqu'à présent. Le personnel de l'UNICEF (26 participants venus des bureaux régionaux ou de pays, 6 du siège et du Centre international pour le développement de l'enfant – ICDC) et quelques représentants d'organisations partenaires ont été formés avec succès à aborder les problèmes relatifs au travail des enfants. Mais les activités de suivi visant à prêter appui aux bureaux de pays et à stimuler la communication entre eux sont restées de modeste ampleur.

Depuis 1997, la capacité technique de plusieurs bureaux de pays d'aborder le travail des enfants dans la perspective des droits de la personne s'est améliorée. Ce résultat peut être attribué en partie à l'impact de l'Atelier de Turin, mais aussi à plusieurs autres facteurs favorables : i) l'intérêt croissant porté au travail des enfants par des partenaires gouvernementaux et non gouvernementaux, ce qui a conduit à mobiliser les compétences au niveau national, ii) le renforcement du partenariat avec l'OIT-IPEC (Programme international pour l'abolition du travail des enfants), iii) une meilleure documentation sur les connaissances et expériences, aussi bien que iv) la disponibilité de ressources humaines et financières. En outre, les capacités d'appliquer dans la programmation nationale une perspective « droits de l'enfant » se sont améliorées.

Les activités engagées dans le cadre de Programme de formation au renforcement des capacités relatives au travail des enfants (1997-1999) méritent d'être poursuivies et consolidées dans l'avenir. Il faut faire participer plus activement le personnel des organisations partenaires gouvernementales et non gouvernementales à tous les aspects du processus. La déclaration de stratégie sur le travail des enfants formulée durant l'Atelier de Turin devrait être revue et améliorée en s'inspirant dans toute la mesure possible de l'expérience et de la compétence acquises sur le terrain par l'UNICEF. En outre, il conviendrait d'évaluer correctement les besoins de formation, qui varient considérablement selon les pays et les régions.

La lutte contre le travail des enfants entre dans le cadre d'une programmation détaillée axée sur les droits de la personne, qui suppose un vaste processus de conception, planification, suivi et évaluation des programmes et projets. Il est nécessaire d'intensifier le suivi et l'évaluation de l'expérience acquise dans le domaine du travail des enfants, aussi bien que de mieux documenter et diffuser les expériences et résultats.



# EVALUATION OF THE CAPACITY BUILDING PROGRAMME ON CHILD LABOUR (1997-99)

## 1. Introduction

UNICEF's Executive Board adopted a Mission Statement in January 1996 affirming that the Convention on the Rights of the Child was to guide all the work of UNICEF. The new child rights perspective broadened the scope of UNICEF's activities in areas where it had limited experience, e.g. child labour, sexual exploitation and abuse, children in armed conflict, juvenile justice. It therefore became imperative for the organisation to engage in an accelerated and systematic learning process.

Child labour has attracted increasing interest since 1996. The *1997 State of the World's Children (SOWC)* featured child labour. Countries of the North and the South urged UNICEF to become more effectively involved in child labour issues and to define its specific contribution among other agencies and organisations. A *Letter of Intent* was signed between ILO and UNICEF to enhance child labour collaboration. Along with ILO, UNICEF was involved in the organisation of two major international conferences on child labour in Amsterdam (February 1997) and Oslo (October 1997).

In 1996, UNICEF lacked sufficient in-house technical expertise necessary to formulate the policies and programmes required by the increased demand and expectations in this area. UNICEF's challenge was to develop in-house capacity allowing for the development of a holistic child-centred approach fully responding to the basic principles underlying the CRC. UNICEF responded to this challenge by initiating the *Child Labour Capacity Building Training Programme*, the central part of which was a *Workshop* organised in Turin between 30 June and 11 July 1997. The Government of Luxembourg funded the Programme to an amount of US\$ 320,000

The overall strategy of the Capacity Building Programme was described in a document entitled *Building Capacity to Address Child Labour Problems within the Child Rights Perspective - A Concept for Training of UNICEF Staff and Partner Agencies* of December 1996. The aim of the Programme was to formulate UNICEF policies and to build staff capacity to address child labour problems within a child rights perspective.

The purpose of the capacity building programme was *to prepare approximately 25 – 30 selected participants (largely, but not exclusively UNICEF programme and project officers...) to oversee the development, planning, execution, and evaluation of child labour activities with a high degree of competence and in full cognisance of the complex and interrelated issues that are involved (Note 18 December 1996, p. 5).*

Participants of the Turin Workshop were to be *relatively senior and experienced technical staff from pertinent programme areas (e.g. education, CEDC, child rights or socio-economic policy) ... (with) a strong commitment, explicitly recognised in their work plans, to work on child labour issues (Building Capacity ..., 18 December 1996 p. 5).*

Commitment of the Country Office was considered important with priority given to Country Offices scheduled to present new Country Programmes. A limited number of participants were included that originated from partner organisations. Table I shows the composition of participants in the Turin Workshop.

**Table: Participation in Child Labour Capacity Building Workshop  
(Turin, 30 June – 11 July 1997)**

<b>Origin of participant (numbers)</b>
UNICEF Country Offices Bangladesh (2), Brazil (1), Colombia (1), Côte d'Ivoire (1), India (2), Indonesia (1), Kenya (1), Kyrgyzstan (1), Morocco (2), Nigeria (2), Pakistan (1), Senegal (1), Tanzania (2), Thailand (1), Turkey (2), Uganda (2): <b>Total 23 participants</b>
UNICEF Regional Offices EAPRO (1), ESARO (1), TACRO (1): <b>Total 3 participants</b> UNICEF ICDC: <b>Total 2 participants</b> UNICEF NYHQ: <b>Total 4 participants</b>
Others: ILO (6), World Bank (1), GO (1), NGO (5), Consultants (4): <b>Total 17 participants</b>
<b>Grand Total: 49 participants</b>

The training component was intended to be part of a broader capacity building approach that was to comprise a *guided review of selected literature* and *review of country information and experience* before the workshop and *follow-up activities* such as the establishment of a *mutual support network* and *technical consultations*. Mechanisms were to be established to monitor, assess and evaluate the contents and methods used in the process to ensure that the lessons learned from this approach were adequately used in other areas of capacity building in the organisation.

UNICEF's child labour programmes involves close cooperation with the *International Programme on the Elimination of Child Labour (IPEC)* implemented by the *International Labour Office (ILO)*. This programme is specifically designed to help countries build their capacity to combat child labour and take ownership of effective and proven methods. IPEC commenced in 1992 with support from the Governments of Germany and Belgium. It has since grown into a major programme supported by 30 donors with operations in 90 countries.

## 2. Objectives of the Evaluation

The present evaluation was undertaken during the second half of 1999, i.e. a little more than two years after the Turin Workshop. According to the terms of reference (cf. Annex I), the main *objectives* of this evaluation were to:

- Assess the contribution of the Programme to enhancing UNICEF's capacity to deal with child labour issues, both in terms of strategy formulation and strengthening of staff capacities;
- Assess the factors beyond the Programme under review that affect UNICEF's organisational capacity to deal with a new child rights issue such as child labour.

Since there are no reports on the Turin Workshop and the broader Capacity Building Programme, the evaluation also serves the purpose of accounting for the implementation of the Child Labour Capacity Building Programme undertaken since 1997. This aspect will be of particular interest to the donor to this Programme (the Government of Luxembourg).

The evaluation also makes recommendations for future development in this field. This part is important for UNICEF staff at country, regional and global levels specifically involved in child labour. Moreover, the evaluation can provide recommendations to a wider audience interested in UNICEF's human rights based programming approach.

## 3. Methodology

The study has made use of several methodological approaches, which complemented each other:

- A comprehensive *desk review* was undertaken, which concerned all relevant documents on the countries that were represented in the Turin Workshop, e.g. Country Office Mid-Term Reviews, Annual Reports, existing research and/ or evaluation material, technical publications, reports and notes.
- *Interviews* were conducted with the *organisers of the Turin Workshop (ICDC and Headquarters)* and staff in charge of the follow-up. Discussions were held with representatives of ILO-IPEC in several countries and a contact was established with the Evaluation Officer of ILO-IPEC in Geneva.
- The evaluation made use of the results from *surveys* among participants of the Turin Workshop itself conducted at mid-point and at the end of the event. A majority of participants of the Workshop completed the evaluation forms at mid-point and seven participants provided more extensive written comments at the end.

- For the purpose of this evaluation, a *survey* was conducted that focused on the *follow-up* to the Workshop in the respective Country Offices. A senior consultant was involved in the design of the survey instrument as well as in the processing and analysis of data. The evaluation coordinator communicated with the Workshop participants through electronic mail. 11 of 24 participants from 10 Country Offices responded to the request to complete the survey instrument.
- *Visits to selected countries and regions* by the evaluation coordinator allowed for more in-depth and contextual information. An attempt was made to observe experiences at different stages of programme development, as far as child labour is concerned, i.e. not exclusively concentrating on countries with extensive child labour programmes. Country Offices visited were those for Brazil, Colombia, India (Delhi and Hyderabad), Senegal, Thailand and Uganda. Regional Offices visited were those for East Asia and the Pacific in Bangkok (EAPRO), Central and Eastern Europe and the Commonwealth of Independent States in Geneva (CEE/CIS) and the Latin American and Caribbean Region in Bogota (TACRO).

Annex III contains results from the different surveys. Information derived from the desk review of documents and collected through interviews conducted mostly during the field visits is represented in Annex IV. Section 5 of this Report presents the main results from the evaluation of the Programme in terms of outputs, outcomes and impact.

#### **4. Limitations**

The present evaluation has limited itself to the concept of *capacity* as it was used in the Programme under review. The purpose of the Programme was to strengthen UNICEF's in-house technical expertise necessary to formulate policies and programmes to progressively eliminate child labour and to acquire tools to plan and evaluate relevant activities.

This study does not take into account the growing body of recent literature on capacity building, which considers technical expertise but a small part of capacity (cf. references in Annex VI). Organisational capacity to achieve something in a given area, for example child labour, is influenced by many factors, e.g. clarity of mission and mandate, leadership and organisational culture, allocation of financial, technical and information resources, and relations with other organisations. Each of these factors contributing to capacity obviously requires different focused interventions. They will be briefly touched upon in the recommendations, but a full discussion of this dimension goes beyond the scope of the present study.

The response to the survey on follow-up of the Turin Workshop was limited. Moreover, only six out of 16 Country Offices that sent representatives to Turin could be visited. The research focuses on the Capacity Building Programme funded by the Government of Luxembourg and does not systematically describe and analyse other

related activities, e.g. follow-up to regional workshops and UNICEF supported programmes and projects.

Another limitation of the evaluation is that it has not systematically examined the relationship between *UNICEF* and the *International Programme on the Elimination of Child Labour* implemented by the *International Labour Office*.

## **5. Main Findings of the Evaluation**

### ***5.1 The Strategy Paper on Child Labour***

The most important direct output of the Turin Workshop was a strategy paper entitled *UNICEF: Towards a Global Strategy on Working Children* (11 July 1997). The paper, which resulted from a collective effort of all participants of the Turin Workshop, was the first comprehensive strategy statement of UNICEF on the issue of child labour at the global level. The main messages of the strategy paper were the following:

- The CRC should guide the understanding of child labour. Article 32 of the CRC describes the right of the child *to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development* (CRC Art. 32).
- Child work issues need to be *mainstreamed* in Country Programmes. UNICEF must also invest in supporting public policy, including local development initiatives, to strengthen household and community capacity to provide for and protect their children. UNICEF must support expanded and improved primary education systems, as this is a major mechanism for promoting the development of children to their fullest potential. While *education* must be one of UNICEF's major preventive entry points it cannot combat harmful child work on its own. It requires other inputs – in advocacy, and economic support, for example – as part of a broader, multi-pronged programme that has the overall objective of promoting a culture of rights through a focus on children and their families.
- The need for UNICEF to build alliances with other partners at global, regional and national levels. This not only includes conventional partners, but also a wide range of new actors such as youth and children's organisations, the private sector, ministries of labour and employers' and workers organisations. Cooperation with ILO is particularly important.

The strategy paper was particularly well received by Regional and Country Offices, as it clarified many issues that had remained unclear for a long time. The statement has guided UNICEF's work in this area until the present day. A more recent statement distributed by the Child Protection Section at Headquarters in February 1999 entitled *UNICEF and Child Labour – A Prospectus for 1999-2001* reinforces and elaborates the strategy defined during the Turin Workshop.

## 5.2 *The Turin Workshop*

The value of the Turin Workshop as a training event may be inferred from evaluation exercises conducted among participants at mid-point and at its end. The Workshop was found to be strong on *substantive* preparation and documentation, but less convincing in its *pedagogical* dimensions. When interviewed a couple of years after the Workshop, several organisers conceded that there were some shortcomings in the preparation and organisation of the event that affected especially its pedagogical quality.

The design of the programme strongly emphasised conceptual knowledge and skills to be imparted to participants. A survey among participants, conducted for the present evaluation two years after the event, showed that a majority of respondents had had *some* knowledge and experience related to child labour prior to the Turin Workshop. But most respondents also stated that they gained what they had hoped for from the Turin Workshop. The general appreciation of the Workshop became much more positive with hindsight than expressed in the evaluation exercises during the event (cf. above).

The positive appreciation by participants is somewhat surprising, as there were apparently major differences among participants. The 23 participants from 16 countries had different levels of knowledge and skills regarding design, planning, monitoring and evaluation of programmes and projects within a human rights based programming approach. Whereas some countries had already dealt with child labour for many years (e.g. Brazil and India), others were still at an early stage of problem identification and strategy formulation (e.g. Senegal and Uganda). A better needs assessment before the Workshop would probably have allowed for a more targeted training programme.

Organisers of the Workshop provided comprehensive *documentation* on child labour to participants, who complemented it with *reviews of literature and other material* from their respective countries. Participants also developed *child labour action plans*, i.e. country plans indicating how they would address the issue after the workshop. However, very few respondents to the survey two years after the event could provide concrete examples of how the Workshop had affected their work.

## 5.3 *Follow-up to the Turin Workshop*

As a follow-up to the Workshop the intention was to establish a *mutual support network* and provide *technical support* as outputs, which should have resulted in an improvement in communication between Headquarters, Regional and Country Offices as an outcome. Since neither the planned network nor the technical support ever materialised, there has been little, if any exchange of experience and results with, and among, the former participants of the Workshop. Interviews conducted with the organisers of the Turin Workshop confirmed that follow-up to the Workshop and implementation of the various support activities foreseen in the Capacity Building Programme (e.g. technical support, mutual support network etc.) was insufficient. There were several reasons for the low level of global follow-up:

- The principal initiator and organiser of the Turin Workshop at the ICDC retired soon after the event and it took some time before the ICDC became involved again in activities related to child labour.
- The child labour specialist in the new Child Protection Section at Headquarters became strongly involved in the Oslo Conference in October 1997, i.e. immediately after the Turin Workshop, as well as in several other global project activities (cf. below).

However, follow-up activities at the global level planned under the Capacity Building Programme were somewhat overtaken by major unplanned activities, which had a bearing on capacity building in the field, e.g. the implementation of global and regional programmes and projects, including the organisation of regional workshops. These have resulted in regular communication and consultation between Headquarters, Regional and Country Offices in the framework of global and inter-regional programmes, e.g. *Education as a Preventive Strategy against Child Labour* and *Most Intolerable Forms of Child Labour in Africa*. Moreover, several Regional Offices have organised major workshops on child labour and / or undertook other activities in this area (e.g. TACRO, WCARO, EAPRO). Moreover, in ROSA a Child Labour Task Group has been set up to improve networking and support capacity building.

#### ***5.4 Impact at the Country Level: Observations during Fieldtrips***

The impact of the Programme at country level was observed during the visits of the evaluation coordinator to six Country Offices. National Country Office staff in particular had remained stable in their jobs and applied knowledge and skills acquired during the Turin Workshop in their work. Activities required for the Workshop, e.g. the document review and the drafting of child labour action plans, had indeed been implemented, but their relative importance must not be overstated. Whatever was learned at the Turin Workshop, or resulted from it, blended with existing knowledge, skills and working tools. Chances to apply acquired knowledge and skills depended on the place that child labour occupied in the overall Country Programme.

In some cases, e.g. in India and Brazil, the involvement of the Country Offices in child labour dates back to the 1980s. The problem was mostly treated under different headings, e.g. *Children in Especially Difficult Circumstances*, and with the prevailing focus of the day, which was on *street children*. UNICEF recruited National Programme Officers because of their specialisation in the area of child labour, who maintained and developed their professional networks when working with UNICEF. In India and Brazil the impact of the Capacity Building Programme around the Turin Workshop was relatively marginal.

The impact of the Capacity Building Programme was relatively more important in countries where national expertise was still in the process of being developed, but where interest in the problem has risen sharply in recent years (e.g. Senegal and Uganda). The growing interest was partly due to the Amsterdam and Oslo Conferences of 1997.

Activities of ILO-IPEC also expanded considerably. The increased interest resulted in more financial resources and the mobilisation of national expertise. This in turn translated into more research, workshops, seminars, as well as programmes and projects. In most cases, UNICEF was in the forefront of these developments.

In some countries, the issue of child labour is strongly related to other problems preventing children from fulfilling their rights, e.g. HIV/AIDS in Uganda and involvement of children in drug production in Colombia. Country Programmes, defined in consultation with respective governments and other partners, consider child labour in this wider context. The decision of Country Office management to commit staff and resources to the issue of child labour depends on the overall orientation of the Country Programme.

Although the Turin Workshop included elements related to monitoring and evaluation, these functions have remained relatively under-rated in all countries visited. The global desk review of existing studies and evaluations on child labour confirms this finding. The lack of evaluative work concerning UNICEF support to child labour programmes limits accountability in this area as well as opportunities to learn from experience. As there are also inadequacies in the communication of experiences and in the dissemination of results, other initiatives of capacity building in UNICEF in the broader context of human rights based programming have so far not benefited from lessons learned.

### ***5.5 Factors Affecting UNICEF's Capacity to Contribute to the Elimination of Child Labour***

The design of the Capacity Building Programme focused on the formulation of a strategy concerning child labour through a collective effort of participants in the Turin Workshop, most of whom were UNICEF staff. The Programme also aimed to strengthen UNICEF's in-house technical expertise concerning child labour. These were legitimate, yet limited objectives, which have to a large extent been realised.

UNICEF support to the progressive elimination of child labour has in practice been related to a variety of factors that were not explicitly taken into account in the present Capacity Building Programme, but still affected its outcome and impact:

- There has been a growing agreement that child labour is a human rights issue. This is partly the result of the almost universal acceptance of the CRC and major international events on child labour, e.g. the Amsterdam and Oslo Conferences.
- UNICEF's partners at the country level – both governmental and non-governmental organisations – have become increasingly committed to the progressive elimination of child labour. As they share the mandate and responsibility in the matter, they are legitimate partners in the formulation of policies and strategies at country level. This dimension had not been taken into account sufficiently in the Capacity Building Programme.

- UNICEF has major strategic partners at the international level, notably ILO-IPEC, but also other organisations like the World Bank, UNDP and UNESCO. Cooperation and coordination especially with ILO-IPEC has been exemplary in some countries (e.g. Senegal and Brazil), but there is room for improvement in some other countries, and at the global level. The building of strategic partnerships at all levels is of major importance in the fight against child labour.
- The common feature of child labour everywhere is that it violates the rights of the child to adequate development and especially to education. However, there are huge variations in the manifestation of child labour, which are linked to historical and cultural factors characterising different country experiences. Most Country Programmes give adequate attention to this dimension, but the Capacity Building Programme was slow in recognising the importance of these differences.
- UNICEF supported Country Programmes have increasingly focused on specific human rights issues, e.g. HIV/AIDS in Eastern and Southern Africa. The assignment of human and financial resources to child labour related activities depends on the degree to which a clear relation with the main foci of the Country Programmes can be established. In all countries visited this endeavour was successful, but it had not been part of the intended outcomes of the Programme.
- UNICEF is well placed to facilitate communication among countries and regions especially concerning the dissemination of experiences and results of child labour programmes and projects. This dimension did not receive sufficient attention during the follow-up to the Turin Workshop. The weakness was partly compensated by other global and regional programmes.

Despite the limitations in its design, the implementation of the Capacity Building Programme under review has been affected by a number of factors that proved to be important for its outcome and impact. This finding widens the scope as to which dimensions determine the capacity of UNICEF and its partners to effectively address a child rights issue such as child labour.

## 6. Conclusions

**In general, the Capacity Building Programme on Child Labour (1997-99) achieved its objectives. It was successful in strengthening UNICEF's in-house technical expertise necessary to formulate policies, strategies, programmes and projects to progressively eliminate child labour and acquire practical tools to plan and evaluate relevant activities.** A major output of the Turin Workshop of 1997 was a strategy paper entitled *UNICEF – Towards a Global Strategy on Working Children*. UNICEF staff and representatives from some partner agencies were trained to plan and evaluate activities designed to eliminate child labour. These achievements were realised against the background of increasing interest in child labour in most countries.

**The strategy paper *UNICEF – Towards a Global Strategy on Working Children* contained a comprehensive analysis of child labour from a child rights perspective and an innovative statement as to strategies to eliminate child labour.** The paper resulted from a collective effort of all participants of the Turin Workshop. It states that, to fulfil provisions of Art. 32 of the CRC, the main emphasis must be on *prevention* of child work, which is detrimental to child development through the provision of better developmental opportunities. Strategies include strengthening of household and community capacity to provide for and protect their children as well as expansion and improvement of primary education systems. There is a need to mainstream child labour issues in Country Programmes and to build alliances with other partners at national, regional and global levels. Partnership with *IPEC (International Programme on the Elimination of Child Labour)* implemented by the ILO was deemed particularly important. A more recent statement of the Child Protection Section at UNICEF Headquarters, which is entitled *UNICEF and Child Labour – A Prospectus for 1999 – 2001*, reinforces and elaborates the strategy defined in the paper from the Turin Workshop.

**The Turin Workshop of July 1997 was satisfactory as a training event principally for UNICEF staff (26 participants from Regional and Country Offices, six from Headquarters and ICDC), although there were some inadequacies in the assessment of training needs before the Workshop.** Participants of the Workshop expressed satisfaction at the content of the Turin Workshop. Organisers of the Workshop provided comprehensive *documentation* on child labour to participants. Participants from Country Offices completed it with material from their respective countries under the *guided literature review*. They also developed *child labour action plans*. These outputs may have been useful in the short run, but the outcome of this feature has to be considered in the broader context of Country Programmes. Whatever was learned at the Turin Workshop blended with existing knowledge and skills and improvements of staff capacity due to other factors. Chances to apply acquired knowledge and skills also depended on the place that child labour occupied in the overall Country Programme. A more in-depth assessment of training needs before the Workshop would have allowed for a more targeted training strategy.

**The Capacity Building Programme comprised a number of follow-up activities in addition to the Turin Workshop, which were intended to provide support to Country Offices and stimulate communication among them. The implementation of this planned follow-up phase remained at a low level. It is important to note, however, that two Regional Offices (WCARO and EAPRO) organised workshops that were direct follow-up to the Turin Workshop. The weakness was also compensated by other initiatives with similar aims.** When the programme was designed in 1997, its concept of *capacity building* was innovative in the sense that it comprised more elements than only *training*. Planned follow-up to the Workshop included a *mutual support network* as an output, which could have resulted in an improvement in communication among Headquarters and Country and Regional Offices as an outcome. Since the planned network never materialised, there has been little exchange of experience and results among the former participants of the Workshop.

However, there is regular communication and consultation between Headquarters, Regional Offices and Country Offices in the framework of the existing global and inter-regional programmes, e.g. *Education as a Preventive Strategy against Child Labour* and *Most Intolerable Forms of Child Labour in Africa*. Moreover, there have been some regional workshops on child labour, some of which involved important networking and / or resulted in major reports and publications on the subject (e.g. in EAPRO, ROSA, TACRO, WCARO).

**Although the Turin Workshop included elements related to monitoring and evaluation, these functions remained at a low level in most Country Programmes, as far as child labour is concerned.** Few UNICEF supported programmes and projects on child labour have so far been monitored and evaluated. This limits accountability in this area as well as opportunities to learn from experience. There have also been inadequacies in the area of communication on programmes and projects and dissemination of results. These limitations also explain why other initiatives of capacity building in UNICEF in the broader context of human rights based programming have so far not benefited from lessons learned in the area of child labour.

**Since 1997, the technical capacity of several Country Offices to deal with child labour in a human rights perspective has improved. This was achieved in spite of the shortcomings especially in the follow-up to the Turin Workshop. The impact of the Turin Workshop must not be over-estimated.** Most Offices implemented the programme *Children in Especially Difficult Circumstances* between the late 1980s and 1996, for which specialised national programme staff were recruited and which allowed for an accumulation of knowledge and experience related to child labour. In most countries, there was growing interest in child labour, which was also stimulated by the Oslo and Amsterdam Conferences of 1997. Since 1992, ILO-IPEC has played a major role in many countries. The improvement of UNICEF's technical capacity in the countries visited thus results from a combination of several factors: (i) a growing interest in child labour among governmental and non-governmental partners resulting in a mobilisation of national expertise, (ii) a strengthened partnership with ILO-IPEC, (iii) better documentation of knowledge and experience, (iv) strengthening of technical skills under this Programme, as well as (v) availability of human and financial resources. Moreover, there have been improvements in capacities to apply the child rights perspective in Country Programming. The rights based programming approach requires a broader and more integrated process of design, planning, monitoring and evaluation of programmes and projects.

## 7. Recommendations

**Activities initiated under the Capacity Building Programme on Child Labour (1997-99) deserve to be pursued and consolidated in the future. There is a need to expand the process by more actively involving staff of governmental and non-governmental partner organisations that seek to progressively eliminate child labour. Partners should be involved in all aspects of the capacity building process.**

There is a need to refine the strategy statement on child labour formulated during the Turin Workshop of 1997 and updated in the *Prospectus* of 1999. The procedure should to the largest extent possible draw on UNICEF's field experience and expertise. There is now general agreement that child labour is a human rights issue. Working children forfeit their rights to a healthy environment conducive to their full human development and especially to education. Education is an effective tool to prevent and eliminate child labour. However, the specific issues involved and appropriate strategies vary widely between countries and regions. UNICEF support addresses a great variety of manifestations of child labour in various countries and regions, e.g. bonded labour in South Asia, working AIDS orphans in Eastern and Southern Africa and children deprived of basic civil rights in Latin America. At this stage, a bottom-up approach to policy and strategy formulation would be appropriate.

The process should start from the level of specific countries, thereafter involve consultations at the regional level and eventually result in a refinement of the global conceptual and strategic framework that would take into account the complexities of the problems involved and the wealth of experience gained in combating child labour. The statements should have the human rights based programming approach as a common denominator. They should also define UNICEF's value added as compared with that of other partners, e.g. ILO-IPEC, the World Bank, governmental and non-governmental organisations. At the same time, it should stress scope and content of strategic partnerships among these organisations at different levels.

**Staff involved in UNICEF supported programmes and projects (including staff of partner organisations) require a continuous strengthening of their knowledge and skills, as far as design, planning, monitoring and evaluation of programmes and projects is concerned. These are general tasks pertaining to all areas covered by a human rights based programming approach and all levels of UNICEF support.** The human rights based programming approach involves re-thinking of programmes and projects in a holistic and inter-sectoral context. Programmes and projects specifically addressing child labour should take into account the wider context of the best interest of the child in any given situation. Policies and strategies are translated into action through programmes and projects both at the family and community levels as at the levels of civil society and government policies. UNICEF support to small family and community based actions should in all cases contain elements that have a potential of interest to other partners and that can thus be *scaled up*. On the other hand, UNICEF support can in certain cases help translate national policies into concrete action at the local level and effectively allow deprived and marginal groups to defend their rights.

**There are considerable variations as to technical capacity requirements in different countries and regions, which require proper assessments of training needs and which cannot be satisfied by a single world-wide Capacity Building Programme.** Knowledge and skills of staff not only of general programming and monitoring and evaluation differ widely between countries and regions and there are also marked between realities on the ground that lead to child labour. It will be necessary to develop a framework for future capacity building activities that goes beyond some of the limitations of the past Capacity Building Programme, which developed a common framework for participants from 16 countries of seven regions. The question should be explored: What specific technical capacity UNICEF staff and their partners require in their work? This is likely to include, for example, knowledge and skills to advise legislation, law enforcement, analysis of macro-economic policy trends, budget allocations, poverty analysis, education policies, communication etc. UNICEF staff skills should be complementary, and in some cases additional, to technical capacities existing in the countries and regions with the understanding that UNICEF staff will in many cases be called upon to strengthen national capacities.

**There is a need for increased monitoring and evaluation of UNICEF's supported experience in the area of child labour.** It is recommended to review existing evaluation studies on child labour, to assess their quality in terms of methodological soundness and to draw lessons learned from successful and less successful programmes and projects. At present there is a conspicuous shortage of evaluation studies on child labour programmes and projects. There is a need for analysis of UNICEF supported programmes and projects, which should directly feed into the formulation of policies and strategies. This could possibly be done in partnership with other organisations with interventions in the same area, e.g. ILO-IPEC, the World Bank and non-governmental organisations.

**Documentation and dissemination of experience and results of UNICEF supported programmes and projects also need to be considerably strengthened.** Country Offices should actively document their experiences with a new child rights issue like child labour and disseminate the information not only through regular reporting (e.g. Annual Reports), but also through studies and publications. Regional Offices as well as Headquarters (and possibly ICDC) should stimulate and coordinate the process. A possible vehicle for such improved communication would be the publication of case studies in the official languages of the United Nations. Greater use of modern information technologies (Intranet, Internet) would assist here also.

**A significant human rights issue like child labour can only be addressed effectively through a comprehensive and holistic process addressing all dimensions of required capacity building.** The Capacity Building Programme evaluated in this study focused on the formulation of strategies and strengthening of (UNICEF) staff knowledge and skills required for the implementation of programmes and projects. There is a growing consensus in the literature on capacity building (and related concepts) that technical expertise is but a small part of capacity. Above-mentioned recommendations to increasingly take into account and involve partner organisations, to formulate policies and strategies with a human rights based approach, and through a bottom-up process etc.

have implications for other dimensions of overall capacity building. UNICEF will have to further clarify its mission and mandate on child labour in relation to other partner organisations, its respective role and niche, as well as mechanisms, which ensure adaptation of that role as appropriate. This will in turn determine the type of leadership, attitudes, and values that the organisation will have to develop in relation to others. It will also affect the level of financial, technical and information resources that UNICEF will have to mobilise in order to realise its specific contribution to global efforts. Each of these factors contributing to future capacity will obviously require different focused interventions.

**ANNEX I : TERMS OF REFERENCE**

**BUILDING CAPACITY TO ADDRESS CHILD LABOUR PROBLEMS  
WITHIN THE CHILD RIGHTS PERSPECTIVE EVALUATION**

**06 AUGUST 1999**



## ANNEX I: TERMS OF REFERENCE

### BUILDING CAPACITY TO ADDRESS CHILD LABOUR PROBLEMS WITHIN THE CHILD RIGHTS PERSPECTIVE EVALUATION 06 AUGUST 1999

#### 1. Background and Rationale of the Evaluation

The evaluation is to assess output and outcome of the *Child Labour Capacity Building Training Programme*, the central part of which was a *workshop* organised in Turin between 30 June and 11 July 1997. The training programme was to build capacity to address child labour problems within the child rights perspective.

UNICEF's Executive Board adopted a Mission Statement in January 1996, which affirmed that the Convention on the Rights of the Child was to guide all of UNICEF's work. This made it necessary to broaden the scope of activities of the organisation, which was hence to become involved in areas, in which it had limited experience, e.g. economic and sexual exploitation and abuse, unlawful recruitment and imprisonment of children etc. It became imperative for the organisation to engage in an accelerated systematic learning process on emerging issues such as child labour.

The *Child Labour Training Programme* with a workshop organised in mid-1997 was to be the first step of a broader child labour capacity building initiative. The Government of Luxembourg funded the programme. The overall strategy was described in a document entitled *Building Capacity to Address Child Labour Problems within the Child Rights Perspective - A Concept for Training of UNICEF Staff and Partner Agencies* of December 1996. The content of this document was confirmed in a correspondence of the Director of the Programme Division to Regional Directors of UNICEF on 7 February 1997. The overall capacity-building strategy was to be based on the following premises:

- The actual training workshop was to be part of a broad capacity-building approach consisting of a study and analysis at duty-station of the participants before the workshop and further follow-up with a sustained personal commitment of the participants.
- Capacity-building including training was not to be seen as an isolated activity, but as an essential component of a total programme response to the child labour problem in a country. The commitment of the UNICEF Country Office (CO) to make major efforts to address child labour issues was considered essential.
- At the regional level, technical support networks for a number of child protection themes was considered important, whereby child labour was likely to become a priority theme in several regions.
- National capacity-building involving other partners should be part of a broader programme initiative concerning child labour.

The proposal for the workshop reflected the broader strategy in the sense that it included criteria for the selection of Country Offices and partners to be involved. It spelled out requirements, with which participants would have to comply. It formulated suggestions for partnerships within and outside the UN. It made suggestions for follow-up action and called for mechanisms and tools for Monitoring and Evaluation.

The list of participants of the workshop held in Turin in mid-1997 provides some information on the participants as well as on CO and RO of UNICEF and other partner organisations involved. This information is summarised in the following table.

**Table: Participation in Child Labour Capacity Building Workshop  
(Turin, 30 June – 11 July 1997)**

<b>Origin of participant (numbers)</b>
UNICEF Country Offices Bangladesh (2), Brazil (1), Colombia (1), Côte d'Ivoire (1), India (2), Indonesia (1), Kenya (1), Kyrgyzstan (1), Morocco (2), Nigeria (2), Pakistan (1), Senegal (1), Tanzania (2), Thailand (1), Turkey (2), Uganda (2): <b>Total 23 participants</b>
UNICEF Regional Offices EAPRO (1), ESARO (1), TACRO (1): <b>Total 3 participants</b> UNICEF ICDC: <b>Total 2 participants</b> UNICEF NYHQ: <b>Total 4 participants</b>
Others: ILO (6), World Bank (1), GO (1), NGO (5), Consultants (4): <b>Total 17 participants</b>
<b>Grand Total: 49 participants</b>

## **2. Objective and Purpose of the Evaluation as well as Target Audience**

According to the basic document mentioned above, the proposed approach was to strengthen organisational capacity to deal with child labour issues as well as provide an opportunity to assess the strengths and weaknesses of a specific approach to systematic learning. The present evaluation will attempt to address both dimensions and thereby focus on UNICEF. The exercise will correspondingly pursue two main *objectives*:

- Assess the contribution that the training programme has made to the improvement of the organisational capacity of UNICEF especially at the level of Country Offices (CO) to deal with child labour issues;
- Assess the factors beyond the mere training input, which determine success or failure of the improvement of the organisational capacity of UNICEF to deal with a new child rights issue such as child labour (e.g. commitment by management, support by national governments, availability of financial resources).

The evaluation will thus serve the *purpose* of providing *lessons learned* to two types of *target audience*:

- UNICEF staff at headquarter, regional and country levels concerned with issues related to child labour as well as the donor (Government of Luxembourg) will receive information and feedback on output and outcome of the training programme and especially the Turin workshop.
- Moreover, a wider audience within and outside UNICEF, perhaps not specifically interested in child labour *per se*, may wish to draw lessons from an experience how UNICEF improved its capacities to deal with a new child right related topic.

### 3. Key Issues

The evaluation will address *key issues* related to above-mentioned objectives and purpose of the exercise. Most of these issues were already explicitly mentioned in the document *A Concept for Training of UNICEF Staff and Partner Agencies* of December 1996 and/or the letter of the Director of UNICEF's Programme Division to Regional Directors on 7 February 1997.

The evaluation will assess to what extent the announced intentions have been realised, which have been the *outputs* of activities undertaken, and which has been the *outcome* of these activities in terms of building capacity to address child labour problems. As far as *activities* and *outputs* are concerned, the following issues will be addressed:

- How were participants in the programme selected, both as far as UNICEF staff and persons from other organisations were concerned? Were the defined criteria adhered to (regional spread; existence of a major problem of child labour in the country; strategic opportunities to include child labour in country programming, strong commitment on the part of the UNICEF Representative, seniority of staff etc.)? Did the participants indeed deal with child labour issues after their training?
- How was the commitment of UNICEF Country / Regional Offices sending participants assessed (e.g. "set-aside" time for staff, support on country documentation etc.)? Where commitment existed, was it sustained after the training?
- How was activity 1 (*guided review of literature*) carried out and what were the outputs (e.g. selection of material; adaptation to specific countries; assignment of expert resource person / tutor)? How useful was this activity for organisers / participants / country or regional office management?
- How was activity 2 (*review of country information and experience*) carried out and what were the outputs (e.g. compilation of material, role of resource person, and possibly Country Office's programme response on child labour)? How useful was this activity for organisers / participants / country or regional office management?

- How was activity 3 (*training workshop*) carried out and what were the outputs (e.g. relevance and quality of training inputs; degree of participation of participants; drafting of a child labour activity plan by participants; establishment of a mutual support network etc.)? How useful was this activity for organisers / participants / country or regional office management?
- How was activity 4 (*follow-up*) carried out and what were the outputs (e.g. technical guidance to child-labour related work in Country Offices; follow-up consultations; replication activities etc.)? How useful was this activity for organisers / participants / country or regional office management?
- How was activity 5 (*monitoring and evaluation*) carried out and what were the outputs (e.g. development of mechanisms and tools; assessment of strengths and weaknesses of the approach)? How useful was this activity for organisers / participants / country or regional office management?
- On the basis of the assessment of above-mentioned issues, it will be possible to examine more general issues in relation to the objectives and purpose of the evaluation:
- How effective and efficient was organisation and management of the programme (management by ICDC / Innocenti, role of Advisory Group, communication with country and regional offices, communication with partner organisations, cooperation between UNICEF and ILO etc.)?
- In what ways has the organisational capacity of UNICEF, especially at CO level, improved to deal with child labour issues as a result of the programme?
- Which factors beyond the mere training input favoured or hampered success of the improvement of the organisational capacity of UNICEF to deal with a new child rights issue such as child labour?

The overall exercise will allow making a judgement on *effectiveness* and *efficiency* of the programme in general as well as on its *impact* and the *sustainability of its results*. The main purpose of the exercise is to provide information and feedback to decision-makers and programme implementers within UNICEF involved with child rights in general and child labour in particular. The lessons that can be drawn from the evaluation will support strategic decision-making of UNICEF as to how to deal with child labour in the future. Moreover, lessons to be drawn may serve the process of improving the ability of the organisation to deal with new child right related issues.

#### **4. Evaluation Methodology**

The evaluation will only consider CO, which employed participants in the Turin workshop for at least six months after the completion of the workshop training. Since this will not have been the case in all CO, the total number of CO is likely to be inferior to 16

and the number of participants from CO inferior to 24. Only three RO delegated one participant each. ICDC and NYHQ sent respectively two and four participants.

The evaluation will primarily focus on views and perceptions of participants in the Turin Workshop and of management of Country and Regional Offices as to the benefit derived from the capacity building process. Additionally, there will be a systematic exploitation of reports and other written material, which is deemed relevant in this respect.

The evaluation will be implemented in seven stages, which will in principle be accomplished by the end of 1999:

- *Preparation (one person / week part time)*: Collection of basic information (study of relevant documents; list of participants; inventory of country and regional offices to be contacted; interviews with key resource persons and organisations etc.)
- *Refining evaluation methodology (two person weeks part-time)*: Finalising terms of reference; selection of persons to be interviewed (basically organisers, participants, UNICEF management at country and regional office levels); design of questionnaires and definition of means of communication; methodology for data-processing and analysis etc.
- *Comprehensive study of all relevant documents (four person weeks part time)*: country situational analyses on child labour and country-specific work-programmes by participants, relevant documents from the CO and RO programme cycles (annual plans and reports, MTP and MTR, studies and M&E reports, other documents. *File research* at NY HQ.
- *Survey (three person weeks part time)* among former participants as well as managers of CO and RO concerned (by e-mail, telephone and/or fax) as to key issues as mentioned above.
- *Data-processing and analysis (two person weeks part time)*: Collection of questionnaires and processing of relevant data; interpretation and analysis of data in connection with study of documents and file research.
- *Interviews (approximately 20 working days)*: Face-to face interviews with former participants and CO and RO managers to be conducted by Senior Programme Officer for Evaluation, EPP.
- *Report-writing (three person weeks part time)*: Write-up of a concise evaluation-report clearly highlighting conclusions and *lessons learned* in compliance with terms of reference.

- *Dissemination of evaluation results (one to two person weeks part-time)*: Presentation of conclusions and lessons learned to UNICEF decision-makers and programme implementers and possibly facilitation of an agenda for future action.

The indications for required time are rough indications at the present stage. The survey will be implemented by a consultant in close cooperation with the UNICEF Senior Programme Officer for Evaluation. The face-to-face interviews in COs will be conducted by the Senior Programme Officer (cf. Organisation and Management).

## **5. Expected Output**

The evaluation will result in a concise, comprehensive and user-friendly report providing information and analyses on the various key issues mentioned above and supplying vital elements in compliance with objectives and purpose set out in the present terms of reference.

## **6. Organisation and Management**

The evaluation will be coordinated and managed by the Evaluation Section of the Division of Evaluation, Policy and Planning (EPP) at UNICEF Headquarters. The exercise will be carried out in close cooperation with the Section for Child Protection (CP) in the Programme Division (PD) at UNICEF Headquarters.

A senior consultant will be recruited for the survey and analysis of survey data, which will also involve some participation in the refinement of the methodology and in the report-writing. S/he will report directly to the Evaluation Section that will assume final responsibility for the evaluation.

The Senior Programme Officer, Evaluation will conduct face-to-face interviews with former participants and management of CO during visits to selected CO. The respective countries have been selected by virtue of their involvement in the Turin Workshop and the volume of their activities in Child Labour. A tentative list of countries to be visited includes the Philippines, Bangladesh, Morocco and Brazil. Moreover, a visit to ILO Headquarters in Geneva (Switzerland) may be useful. Staff travel for this purpose will be combined with official travel required for other evaluation work.

Lucien Back, EPP - 20 September 1999.

**ANNEX II: DESCRIPTION OF THE CAPACITY BUILDING  
PROGRAMME (1997-99)**



## ANNEX II: DESCRIPTION OF THE CAPACITY BUILDING PROGRAMME (1997-99)

### 1. Background and Context

The context and purpose of the Capacity Building Programme funded by the Government of Luxembourg are described in the document of 18 December 1996 entitled *Building Capacity to Address Child Labour Problems within the Child Rights Perspective - A Concept for Training of UNICEF Staff and Partner Agencies*. The document makes explicit reference to the Mission Statement adopted by UNICEF's Executive Board in January 1996 that affirmed the centrality of the CRC (*Convention on the Rights of the Child*) to all of UNICEF's work.

The new child rights perspective broadened the scope of UNICEF's activities in areas where it had limited experience, e.g. child labour, sexual exploitation and abuse, children in armed conflict, juvenile justice. It was imperative for the organisation to engage in an accelerated and systematic learning process.

Child labour has attracted increasing interest since 1996. The *1997 State of the World's Children (SOWC)* featured child labour. Countries of the North and the South urged UNICEF to become more effectively involved in child labour issues and to define its specific contribution among other agencies and organisations. A *Letter of Intent* was signed between ILO and UNICEF to guide the joint efforts of its respective programmes. Along with ILO, UNICEF was involved in the organisation of two major international conferences on child labour in Amsterdam (February 1997) and Oslo (October 1997).

The document *Building Capacity ...* stated that UNICEF lacked sufficient in-house technical expertise necessary to formulate the policies and programmes required by increasing demand and expectations in this area. A task force was established in Headquarters to address the need. UNICEF's challenge was to develop in-house capacity allowing for the development of a holistic child-centred approach fully responding to the basic principles underlying the CRC.

The content of the capacity building was hence to stress the importance of key principles of the Convention. Among these principles figure, for example, *non-discrimination, participation, the best interests of the child*, as well as important specific rights, such as free and compulsory education that are central to any strategy for reducing and eventually eliminating child labour.

The content of the capacity building was hence to stress the importance of key principles of the Convention. Among these principles figure, for example, *non-discrimination, participation, the best interests of the child*, as well as important specific rights, such as free and compulsory education that are central to any strategy for reducing and eventually eliminating child labour.

Efforts to develop capacities on child labour were to extend to UNICEF's principal partners – governments, NGOs and international organisations with which UNICEF

works. UNICEF was to join its expertise and resources with those of the ILO (notably ILO-IPEC), the World Bank, key international NGOs, and others, in view of a systematic collaboration and division of responsibilities.

## **2. Design of the Programme - Objectives and Strategies**

The document *Building Capacity ...* of 18 December 1996 stated that the purpose of the initial phase of the capacity building programme was *to prepare approximately 25 – 30 selected participants (largely, but not exclusively UNICEF programme and project officers ...) to oversee the development, planning, execution, and evaluation of child labour activities with a high degree of competence and in full cognisance of the complex and interrelated issues that are involved (Note 18 December 1996, p. 5)*. Specific training objectives for the programme were the following:

- Equip participants with a complete conceptual map of important child labour issues that must be addressed in undertaking new activities or improving existing ones, i.e. a comprehensive strategy statement;
- Allow participants to gain up-to-date understanding of global research and experience regarding these issues;
- Provide training in the use of practical tools for planning and evaluating child labour policies and programmes, as well as effects of other programmes and policies on child work and working children;
- Provide general child labour knowledge and skills that will serve as an adequate platform from which they can specialise as necessary (e.g. planning or evaluating innovative education, health or monitoring activities to more effectively reach working children);
- Provide a more detailed understanding of the subject in the countries or regions in which participants work;
- Prepare at least some participants to train (or organise training for) other UNICEF field staff and partner agencies, and to be connected to a continuing flow of useful information and expert opinion regarding child labour, which can be broadly disseminated and utilised.

Participants of the Turin Workshop were to be *relatively senior and experienced technical staff from pertinent programme areas (e.g. education, CEDC, child rights or socio-economic policy) ... (with) a strong commitment, explicitly recognised in their work plans, to work on child labour issues but without having to “abandon” their other responsibilities (related in many cases to child labour programming challenges, broadly defined) (Building Capacity ..., 18 December 1996 p. 5)*. Commitment of the respective CO was also considered important with priority given to CO scheduled to present new

Country Programmes. A limited number of participants were included that originated from partner organisations.

The training component was part of a broader capacity building approach that comprised the following dimensions:

- The Turin training workshop was to be accompanied by a study and analysis at duty-station of the participants before the workshop and further follow-up with a sustained personal commitment of the participants. Activities included a *guided review of selected literature* and *review of country information and experience* before the workshop and *follow-up activities* such as the establishment of a *mutual support network* and *technical consultations*.
- Capacity-building including training was not seen as an isolated activity, but as an essential component of a total programme response to the child labour problem in a country. The commitment of the UNICEF Country Office (CO) to make major efforts to address child labour issues was considered essential.
- At the regional level, technical support networks for a number of child protection themes was considered important, whereby child labour was likely to become a priority theme in several regions.
- National capacity-building involving other partners was part of a broader programme initiative concerning child labour.

Mechanisms were to be established to monitor, assess and evaluate the contents and methods used in the process to ensure that the lessons learned from this approach were adequately used in other areas of capacity building in the organisation.

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- At the regional level, technical support networks for a number of child protection themes was considered important, whereby child labour was likely to become a priority theme in several regions.

- National capacity-building involving other partners was to be part of a broader programme initiative concerning child labour.

Mechanisms were to be established to monitor, assess and evaluate the contents and methods used in the process to ensure that the lessons learned from this approach were adequately used in other areas of capacity building in the organisation.

**Table: Participation in Child Labour Capacity Building Workshop  
(Turin, 30 June – 11 July 1997)**

<b>Origin of participant (numbers)</b>
UNICEF Country Offices Bangladesh (2), Brazil (1), Colombia (1), Côte d'Ivoire (1), India (2), Indonesia (1), Kenya (1), Kyrgyzstan (1), Morocco (2), Nigeria (2), Pakistan (1), Senegal (1), Tanzania (2), Thailand (1), Turkey (2), Uganda (2): <b>Total 23 participants</b>
UNICEF Regional Offices EAPRO (1), ESARO (1), TACRO (1): <b>Total 3 participants</b> UNICEF ICDC: <b>Total 2 participants</b> UNICEF NYHQ: <b>Total 4 participants</b>
Others: ILO (6), World Bank (1), GO (1), NGO (5), Consultants (4): <b>Total 17 participants</b>
<b>Grand Total: 49 participants</b>

There is less evidence for direct follow-up activities of the Workshop. The planned *mutual support group* apparently never materialised. Nor was there a systematic follow-up of participants' actual involvement in child labour related activities after the workshop and / or their respective Country Offices' commitment to the issues involved. There has also not been a systematic attempt to develop a monitoring and evaluation methodology that would specifically concern activities related to child labour.

### **3. Strategy Paper: UNICEF – Towards a Global Strategy on Working Children**

The most important direct output of the Turin Workshop was a strategy paper entitled *UNICEF: Towards a Global Strategy on Working Children* (11 July 1997). The paper, which resulted from a collective effort of all participants of the Turin Workshop, was the first comprehensive strategy statement of UNICEF on the issue of child labour at the global level. The main elements of this strategy paper are the following:

- The CRC guides the understanding of child labour as work detrimental to children. UNICEF is concerned with children up to the age of 18. It thus also considers the

impact of work on the development of adolescents, including those who are legally working.

- Article 32 of the CRC describes the right of the child *to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development* (CRC Art. 32).
- Not all work children do is harmful. In fact the CRC allows for children to engage in tasks that contribute to their development, including social, moral, intellectual, and physical growth. UNICEF action must be determined by the impact of the work on the best interest of particular children.
- The main emphasis must be on *prevention* of all child work that is detrimental to child development, striking a balance between removal of children from harmful work and provision of better developmental opportunities.
- Child work issues need to be *mainstreamed* in Country Programmes. UNICEF must also invest in supporting public policy, including local development initiatives, to strengthen household and community capacity to provide for and protect their children.
- UNICEF must support expanded and improved primary education systems, as this is a major mechanism for promoting the development of children to their fullest potential.
- The children's right to participate in decisions affecting their lives and to participate meaningfully in wider democratic processes is underlined in the CRC. As UNICEF searches for effective channels for this participation, good primary education provides one of the key avenues for early expression and action.
- While *education* must be one of UNICEF's major preventive entry points it cannot combat harmful child work on its own. It requires other inputs – in health, nutrition, and sanitation, for example – as part of a broader, multi-pronged programme that has the overall objective of promoting a culture of rights through a focus on children and their families.
- UNICEF should build alliances with other partners at global, regional and national levels. This not only includes conventional partners, but also a wide range of new actors such as youth and children's organisations, the private sector, ministries of labour and employers' and workers organisations. Cooperation with ILO in this field is deemed particularly important.

The participants of the Turin Workshop formulated a number of recommendations for action in the area of child labour to support above-mentioned policies. It was found to be necessary (i) to strengthen programme management, (ii) further develop research and

assessment activities, (iii) pursue the process of capacity building, (iv) mobilise human and financial resources, (v) strengthen networking and strategic partnerships especially within the UN System.

#### **4. Major Events since the Turin Workshop**

Since 1997, UNICEF has implemented activities both at the regional and global levels that were not part of the Capacity Building Programme funded by the Government of Luxembourg. All Regional Offices assigned child rights and/or child protection specialists, who organised major workshops on child labour and / or undertook other activities in this area. The following list of activities is illustrative and by no means complete:

- The West and Central Africa Regional Office (WACRO) organised two regional workshops and one consultation, which were direct follow-up to the Turin Workshop. The first workshop was conducted in cooperation with ILO and took place in Cotonou (Benin) in July 1998. It addressed issues related to trafficking in child domestic workers. Over one hundred participants from 17 countries representing governmental and non-governmental organisations shared experiences and ideas on this occasion. The second workshop organised by WCARO took place, equally in Cotonou, in July 1999 and involved the WCAR network for child protection. The workshop examined and improved a methodological guide on the situation of children in need of special protection measures. Thirdly, a consultation between governmental and non-governmental partners, including ILO and UNICEF, was organised in Libreville (Gabon) in February 2000. This meeting reviewed follow-up activities to the workshop on trafficking of domestic workers and established a common platform for action on issues related to worst forms of child labour. The meeting made use of a comprehensive study on child trafficking in West and Central Africa
- The East Asia and Pacific Regional Office (EAPRO) organised a regional training workshop in Chiang Mai in March 1999, which was also part of the follow-up to the Turin Workshop. Participants were principally UNICEF child protection staff from all of the EAP countries, invited UN and NGO partners, and staff from the Child Protection Section of Programme Division in New York. The programme included interventions on global policy and strategies (both for UNICEF and ILO/IPEC), the impact of the Asian social and economic crisis, education strategies, and some methodological issues related to better assess child labour. It should be mentioned that in the East Asia and Pacific Region both EAPRO and the Office for Thailand have been a key players in an important new initiative called the *Regional Working Group on Child Labour (RWG-CL)*. The RWG-CL, established in 1998, is an alliance of six organizations including the Save the Children Alliance; Child Rights ASIANET; Child Workers in Asia; ILO-IPEC; UNICEF and World Vision International committed to supporting efforts to combat the worst forms of child labour. The group of agencies initially came together in 1997 to organise the *Children's Forum and Regional Consultation Against the Most Intolerable Forms of*

*Child Labour* with the purpose to formulate a regional perspective on child labour for presentation at the Oslo International Child Labour Conference. The RWG-CL has a secretariat, which manages projects focussed on strengthening and improving, regional information exchange; action research, data collection and analysis; and working children participation.

- The Regional Office for South Asia (ROSA) has created a task force to conduct a broad research on child labour issues in the sub-region. The task force would systematically compile data on child labour, describe strategies and programme models for UNICEF supported programmes and suggest methods for answering a series of evaluation questions. First steps in this research has been a comprehensive review of literature and some support to country offices to draw up appropriate terms of reference for evaluation of child labour related projects and programmes.
- The Americas and Caribbean Regional Office (TACRO) organised a post-Oslo Seminar on Child Labour in June 1998 with support from the Bogota Country Office as well as ICDC. Representatives of governmental and non-governmental organisations, of ILO/IPEC and the World Bank as well as UNICEF staff attended the seminar. Contributions included papers on social and economic policies, action programmes, empowerment of women and girls, tripartite cooperation between governments, trade unions and employers' organisations, universal access to basic education for all, adoption of relevant legislation. The activity resulted in a major publication in 1999.

At the global level, the Child Protection Section of Programme Division at UNICEF Headquarters has coordinated some major programmes and projects:

- Since 1998, the *Inter-Regional Programme on the most Intolerable Forms of Child Labour in Africa* has been operational with support from the Government of Finland. The two-year programme that is operational in Eastern and Southern as well as in Western and Central Africa specifically addresses the problems of trafficking in young girls and their employment as domestic workers, in commercial agriculture, forced labour and the urban informal sector.
- Equally since 1998, a five-year programme called *Education as a Preventive Strategy against Child Labour* has been operational with support from the Government of Norway. It has focused on the enhancement of relevant education activities in 20 Country Programmes. Approaches are developed at policy, institutional, school and community levels. The Norwegian contribution is allowing a start to be made in two important research areas: *Promoting Children's Participation* and *Exploring Impacts on Children of Trends in Home-based Work of Women*.
- In 1999, a project proposal entitled *Education as a Preventive and Protective Strategy against Child Labour* was submitted to the Government of the Netherlands. The project will focus primarily on families and communities and intervene in five key areas: situation assessment; birth registration, school readiness, provision of child

care to free girls' time; and advocacy and social mobilisation. The project will intervene in one Asian and three African countries.

The Child Protection Section of Programme Division has identified 20 countries that have a large out-of-school and child labour population, that have subscribed to the Oslo Agenda for Action and that have made commitment to systematic capacity building. In this group of focus countries, UNICEF intends to support three strategic lines of action for child labour elimination: (i) facilitate national plans of action, i.e. a time-bound programme of action to prevent and eliminate all forms of child labour, starting with the worst forms; (ii) make education part of the solution through improved access and quality; (iii) implement area based multi-sectoral programmes which have a demonstrable effect.

The initiatives at global, regional and national levels are meant to be part of a global campaign against child labour that requires commitment and support of many partners. UNICEF's possible contribution can build on its extensive field presence, its capacity to adopt a broad child rights approach with an emphasis on the right to education, and its substantial advocacy and communications resource. However, the effectiveness and impact of a global campaign will depend on the establishment of close cooperation and strong partnership with other organisations, especially ILO-IPEC, the World Bank, UNDP and UNESCO as well as, at the country levels, with governmental and non-governmental organisations.

## **ANNEX III: RESULTS FROM SURVEYS**



## ANNEX III: RESULTS FROM SURVEYS

### 1. Overview

The study has made use of *surveys* among participants of the Turin Workshop, two of which were conducted during the event itself and one was realised two years later for the purpose of the present evaluation. The respective survey instruments are included in Annex IV. The surveys were characterised by the following features:

- Firstly, the participants' assessment of the Turin Workshop itself, which could be derived from anonymous surveys conducted at mid-point and at the end of the event. The results of both exercises were made available for the present evaluation. A majority of participants of the Workshop completed the evaluation forms at mid-point and seven participants answered open-ended questions at the end. The results were processed and analysed for the present evaluation with the help of a senior consultant.
- Secondly, a survey among the participants that focused on the follow-up of the Workshop in the respective Country Offices. A senior consultant was involved in the design of the survey instrument as well as in the processing and analysis of data. The evaluation coordinator ensured communication with the former participants through electronic mail. 11 of 24 participants from 10 Country Offices responded to the request to complete the survey instrument.

It should be mentioned that an attempt was made to also conduct a separate survey among Country Representatives / Senior Programme Officers of Country Offices that had sent participants to Turin. However, this initiative did not materialise, as the survey instrument sent out to them was not returned by anyone.

### 2. Surveys during the Turin Workshop

#### *Mid-point Evaluation*

The survey instrument for the *mid-point evaluation* consisted of three parts: part I - a 3 point scale for rating reactions to programme materials/activities; part II - a 3 point scale for rating reactions to presentations; and part III – three open ended questions about the workshop. The end-of-workshop evaluation instrument consisted of three open-ended questions (cf. Annex IV)

It should be noted that several responses were provided by participants, who were not UNICEF staff (see composition of participants in Table 1 in the Evaluation Report) and that it is difficult to isolate staff responses due to the anonymous character of the surveys.

**Table 1: Turin Workshop - Summary of Mid-Point Evaluation**

I.	PROGRAMME MATERIALS/ACTIVITIES	Disagree	Neither	Agree	
1	The Objectives were clear	2	6	19	
2	The course materials were easy to use	3	3	18	*
3	The materials were well chosen and well organized	3	3	20	*
4	Materials/activities helped me enhance my skills and understanding	0	1	25	*
5	The course materials/activities were interesting and enjoyable	0	8	19	
6	The materials/activities were appropriate for my purposes	0	6	22	**
<b>II. WORKSHOP PRESENTATIONS</b>					
7	Well prepared	5	7	13	
8	Presented the material clearly	4	12	11	
9	Responded effectively to the group's questions/challenges of the course content	3	11	11	*
10	Used a variety of relevant (real life) examples to illustrate course concepts	4	4	17	*
11	Helped me see ways to apply the material to my work	3	7	15	*
12	Made sure I was actively involved in the learning experience	2	15	10	
13	Effectively managed the time and task	5	7	13	*
<b>III</b>	<b>OPEN-ENDED QUESTIONS</b>	<b>See Text</b>			
N = 27					
* some respondents skipped some items					
** some respondents put down more than one response per item					

Table 1 contains detailed results from the *mid-point evaluation*. An analysis of the responses yields the following results:

- Nearly all respondents to part I (*workshop content*) indicated that the materials/activities helped enhance skills and understanding. A significant proportion of respondents indicated that the materials were appropriate, well chosen and organised. The respondents were less positive about the clarity of the objectives and had qualms about the materials/activities being easy to use, interesting and enjoyable. As the questionnaire aggregated the variables "materials" and "activities" into the same items, it is difficult to determine whether the responses referred to workshop activities or materials. Responses to part II (workshop presentations) would suggest that materials were largely appreciated, but activities to a lesser extent.
- It may be inferred from responses to Part II (*workshop process*) that a significant proportion of the respondents was neutral or negative about most of the items pertaining to workshop presentations. They were particularly neutral or negative about items pertaining to learner participation and responsiveness of the programme to the group. Nearly every respondent commented about the lack of interactivity and the tedium of poorly chaired panels. Clarity of presentation was also a problem for many participants. A number of participants commented that the presentation materials were not well prepared. A few found that the hand-written overhead sheets were particularly objectionable. Workshop management items pertaining to preparedness and time management were also observably neutral or negative. A few participants expressed interest in more unstructured time for networking and relaxing. Many participants reported that sharing experience with UNICEF colleagues both formally and informally was the most valuable part of the workshop.
- Part III consisted of three open-ended questions soliciting positive or negative feedback and suggestions for the follow-up phase. The variety of responses in each category is notable but there are recurring themes in each item. Most positive comments focused on the materials and the opportunity for sharing experience, particularly with experienced UNICEF staff. Negative feedback centred on over-reliance on the panel format. Other negative comments referred to the quality of presentations, overemphasis on theory over practical solutions, unclear next steps. Strong themes under the heading *suggestions for follow-up* are networking and capacity building.

The most significant general finding from the mid-point evaluation was the difference between participant responses to Parts I and II of the instrument. There were more positive and neutral responses for items in Part I (*workshop content*) than for Part II (*workshop process*). Given that subjective evaluation instruments tend to be highly skewed towards the positive, the relatively high proportion of neutral and negative responses is a strong indicator of participant discontent on the workshop *process*. The written comments indicate that the source of the general discontent was the heavy reliance on panel discussions and consequent lack of interaction amongst participants. Some participants regretted lost opportunities to learn more from UNICEF's own field

experiences. While a few desired less theory and more practical examples, others requested more theory and a tighter conceptual framework.

### ***End-of-Workshop Evaluation***

The *end-of-workshop evaluation*, which drew a rather limited response (seven completed evaluation instruments), may be summarised as follows:

- The question *what have you found most valuable about the workshop* drew various replies: information on CRC, on ILO-IPEC, on World Bank, on activities in other countries; sharing of experiences; develop regional and country-specific work-plans.
- The question *what didn't you find helpful about the workshop* provoked the following responses: lack of structure and clear objectives; inadequate time management; monotonous training methods (too many panels, poor presentations); inadequate accommodation and food. Participants' comments on the training methods contrasts with the organisers' stated intention to adopt *participatory* methods.
- *Suggestions for follow-up* include the following ideas: more internal discussions with consultants; information dissemination to Country Representatives; a study tour, organisation of a conference on child participation; appointment of regional or country-specific contact persons; regional networking; regional action plan review; joint research, establishment of a databank, follow-up workshops; development of training materials and a newsletter by UNICEF Headquarters.

According to the participants, the Workshop was apparently strong on *substantive* preparation and documentation, but less convincing in its *pedagogical* dimensions. It is interesting to note that the design of the programme strongly emphasised conceptual knowledge and skills to be imparted to participants, whereas participants expected to gain practical tools that would be useful in their actual work.

Although it is not legitimate to draw general conclusions from such a limited number of responses, it is interesting to note that there is little reference to the overall objectives of the workshop that strongly focused on the strengthening of *conceptual* skills. When completing the survey instrument, participants apparently had operational issues on their minds when assessing the value of the workshop and possible follow-up.

When interviewed a couple of years after the Workshop, several organisers conceded that there were some shortcomings in the preparation and organisation of the event that affected especially its pedagogical quality. In their views, the most important output was the strategy paper and the fact that programme staff from a significant number of Country Offices had had an opportunity to contribute to the paper.

### 3. Survey after the Turin Workshop

The survey among participants after the Turin Workshop was conducted approximately two years after the Workshop. It was realised with the specific purpose of providing information for the present evaluation.

The survey instrument was sent to 24 Country Office participants, of whom 11 responded. The low response is partly explained by the fact that seven of the 24 participants are now assigned to other duties. Another reason is that there were three Country Representatives among the participants.

Since all respondents were contacted by e-mail and / or interviewed personally, the survey was not anonymous. It should also be noted that five of the 11 respondents completed the questionnaire in connection with face-to-face interviews conducted by the evaluation coordinator on the occasion of visits to respective Country Offices.

The Survey instrument was organised in three parts. (i) Section A was to define the profile of participants regarding child labour; (ii) section B solicited information on participants' perspectives on process, outputs and outcomes of the Turin Workshop; (iii) section C would yield participants' views on lessons learned about capacity development. The instrument contained several open questions, which stimulated a variety of qualitative responses that were difficult to cluster.

Detailed tables containing key results from this survey are presented at the bottom of this Annex. The results from the survey may be summarised as follows:

- Section A: Three of the 11 respondents were international staff and the remainder national programme staff in Country Offices. All but one had already been involved in child labour activities before the Turin Workshop. Since 1997, several respondents increased the average time they spent on child labour issues as compared to the preceding period, but this rarely exceeded 50 percent of their time. Almost all respondents stated that attention given to child labour in their CO had increased since 1997. Factors considered important by the respondents were (in decreasing order): commitment by CO Management, commitment by governments, the Turin Workshop and the Oslo Conference.
- Section B: The majority of respondents stated that they had had *some* knowledge and experience related to child labour prior to the Turin Workshop. Most respondents apparently gained what they had hoped for from the Turin Workshop. The general appreciation of the Workshop became much more positive than expressed in the evaluation exercises during the event (cf. above). However, very few respondents could provide concrete examples how the Workshop had affected their work. Some activities apparently benefited from the workshop, e.g. the drafting of work-plans (considered useful) and activities related to monitoring and evaluation. All the survey respondents rate their participation in the workshop as either *very useful* or *moderately useful*.

- Section C: The application of knowledge and skills gained in a workshop apparently requires an enabling environment that goes beyond the Capacity Building Programme. Major positive external factors in this regard were highlighted by the respondents (in decreasing order): UNICEF policies and programming guidelines, NGO support, support from CO Management, support from the donors. Several respondents mentioned that UNICEF would be more effective and efficient, if it could further develop a holistic, inter-sectoral and child-rights based approach integrating especially education policies, general measures for poverty alleviation and a change in cultural attitudes that favour child labour.

The last item of the survey instrument solicited respondents' recommendations to their Country Representatives, their Regional Offices and UNICEF Headquarters. The suggestions may be summarised as follows:

- As all respondents considered child labour an issue of major importance, Representatives were advised to give adequate attention to this violation of child rights. Representatives should be more active in advocacy and resource mobilisation with education as a major entry point.
- A majority of respondents (7 of 11) called for more technical support from the Regional Offices, e.g. the organisation of workshops, but in one case a need for more action-oriented support was expressed. The formulation of regional policies and strategies was also suggested. A minority (2 of 11) of respondents favoured a strengthening of regional networking between countries rather than the appointment of regional advisers.
- Respondents' expectations as to what UNICEF Headquarters should do were surprisingly ambitious and varied: (i) set global goals for the elimination of child labour; (ii) conduct high-level contacts with governments, the World Bank, ILO etc.; (iii) provide technical guidelines and further develop capacities; (iv) develop training materials; (v) favour mutual support networks; (vi) develop proper monitoring and evaluation methods; (vii) organise workshops and meetings; (viii) pursue advocacy and media support; (ix) establish documentation on best practice.

Despite the limited number of responses the survey has produced a number of interesting qualitative observations that has proven useful for a more in-depth analysis of the process of capacity building related to child labour in UNICEF.

**Table 2: Survey After the Turin Workshop - Key Results Section A: Participant Profile Regarding Child Labour Activities**

Q 1B	Pre-Workshop Involvement in Child Labour Issues (Jan. 1996 – June 1997)			Number of Respondents
N=10	Less than 25 % of my time			4
	25-50 % of my time			4
	50-75 % of my time			2
	More than 75 % of my time			0
	Total			10
Q 2 B	Post-Workshop Involvement in Child Labour Issues (June 1997 – August 1999)			
N=10	Less than 25 % of my time			1
	25-50 % of my time			6
	50-75 % of my time			2
	More than 75 % of my time			1
	Total			10
Q 4 A	From your perspective, how would you describe the change, if any, in your Country Office's attention to child labour activities since 1996?			
N=11	More attention			10
	Same attention			1
	Less attention			0
	Don't know			0
	Total			11
Q 4 B	How important do you think the following factors were in influencing that change?			
		Not important	Somewhat important	Very important
N = variable	Turin Workshop	2	2	6
	Oslo Conference	1	4	4
	Amsterdam Conference	1	7	1
	Commitment of RO Management	2	4	2
	Commitment of CO Management	0	2	7
	Commitment of Government	0	3	6
	Lobbying by NGOs	0	6	3
	Cooperation with ILO	1	5	3

**Table 3: Survey After the Turin Workshop - Key Results Section B: Participant Perspective on Turin Workshop Process, Outputs and Outcomes**

Q 5	How would you describe your personal knowledge and experience related to child labour issues prior to the Turin Workshop?	
N=11	Extensive knowledge	2
	Some knowledge	9
	Extensive experience	3
	Some experience	8
	No knowledge or experience	0
Q 7	Did you gain what you had hoped for from the Turin Workshop?	
N=11	Yes – to a large extent	8
	Yes – to a limited extent	3
	No	0
Q 8	Did you participate in the guided review of literature and review of country information and experience that were part of the Turin Workshop?	
N=11	Yes	5
	No	6
Q 9	During or after the Turin Workshop, did you draft a child labour activity plan for your specific Country Programme?	
N=11	Yes	8
	No	3
Q 9 B	Please assess the usefulness of this plan for your activities related to child labour	
N=8	Very useful	4
	Moderately useful	3
	Not useful	1
Q 14	In general, how would you assess your participation in the Capacity Building Programme related to the Turin Workshop taking into account your work experience with child labour issues since mid-1997?	
N=11	Very useful	4
	Moderately useful	7
	Not useful	0
	Don't know	0

**Table 4 Survey After the Turin Workshop - Key Results Section C: Lessons Learned about Capacity Development**

Q 15	What factors external to the Turin Workshop enabled you to apply what you had learned to improving child labour activities? (N.B. several answers possible)	
N=11	UNICEF policies and programming guidelines	9
	Support from RO Management	3
	Support from CO Management	8
	Child labour a priority area for Government	6
	NGO activity in child labour area	9
	Adequate support from donor community	8
	Opportunity to provide training to other UNICEF personnel	6
	Networking with other Turin participants and resources	1
	Opportunity to follow up on Turin activities	3
	Synergy from activities surrounding the Oslo Conference	5
	Synergy from activities surrounding the Amsterdam Conference	2
	Availability of funding	6
Q 16	What factors external to the Turin Workshop inhibited you from applying what you had learned to improving child labour activities? (N.B. several answers possible)	
N=11	Nature of UNICEF policies and programming guidelines	1
	Other programming priorities	1
	Lack of support from RO Management	3
	Lack of support from CO Management	0
	Lack of Government interest	2
	NGO's not active in this area	1
	Donor support not available	1
	Not enough trained UNICEF personnel	1
	No opportunity to train others in what I learned at Turin	1
	No networking opportunity	3
	Lack of funding	3
	Lack of clarification regarding the cooperation with ILO-IPEC	1



## **ANNEX IV: SURVEY INSTRUMENTS**



**ANNEX IV: SURVEY INSTRUMENTS**

**A      *SURVEY INSTRUMENT DURING TURIN WORKSHOP  
EVALUATION FORM – MID-POINT***

The following statements cover aspects of the programme to date (phases 1-3).  
Please tick the response that best represents your reaction to each statement.

<b>I. PROGRAMME MATERIALS/ACTIVITIES</b>	Disagree	Neither agree or disagree	Agree
1. The objectives were clear 2. The course materials were easy to use 3. The materials were well chosen and well organized 4. Materials/activities helped me enhance my skills and understanding 5. The course materials/activities were interesting and enjoyable 6. The materials/activities were appropriate for my purposes.			

<p><b>II. WORKSHOP PRESENTATIONS</b></p> <p>The presenters were</p> <ol style="list-style-type: none"> <li>1. Well Prepared</li> <li>2. Presented the material clearly</li> <li>3. Responded effectively to the group's questions/challenges of the course content</li> <li>4. Used a variety of relevant (real life) examples to illustrate course concepts</li> <li>5. Helped me see ways to apply the material to my work</li> <li>6. Made sure I was actively involved in the learning experience</li> <li>7. Effectively managed the time and task</li> </ol>			

**II. COMPLETE THE FOLLOWING QUESTIONS ABOUT THE TURIN WORKSHOP**

14. What have you found most valuable about this workshop so far?

7. What, if anything, would you like to see changed about the second week of this workshop?

8. Do you have any suggestions at this stage for the follow-up phase?



**C SURVEY INSTRUMENT FOR PARTICIPANTS AFTER THE TURIN WORKSHOP (SEPTEMBER 1999)**

THIS QUESTIONNAIRE IS TO BE COMPLETED BY PARTICIPANTS FROM COUNTRY OFFICES WHO PARTICIPATED IN THE TURIN WORKSHOP ON CHILD LABOUR (30 JUNE - 10 JULY 1997)

**SECTION A: PARTICIPANT PROFILE REGARDING CHILD LABOUR ACTIVITIES**

*This section provides an overview of your activities in Child Labour before and after the Turin Workshop.*

Name:

1. Pre-Workshop involvement in child labour issues (January 1996 - 30 June 1997)

Functional title:

Level:

Country Office:

Were you personally involved in activities related to child labour at that time?

YES / NO

- If you answered NO, please go to Item 2.
- If you answered YES, please respond to Item 1.A and Item 1.B.

⇒1.A. Please describe activities related to child labour in which you were personally involved:

⇒1.B. Approximately how much of your time did you spend on these child labour activities during this time period?

- ( ) Less than 25% of your time
- ( ) Between 25% and 50 % of your time
- ( ) Between 50% and 75% of your time
- ( ) More than 75% of your time

2. Post-Workshop involvement in child labour issues (July 1997 – Present):

Functional title:

Level:

Country Office:

Were you personally involved in activities related to child labour during this period?

YES/NO

- If you answered NO, please go to Item 3.
- If you answered YES, please respond to Item 2.A and Item 2.B.

⇒2.A. please describe child labour in which you were personally involved, (including their exact period)

⇒2.B. Approximately how much of your time did you spend on these child labour activities during this time period?

- ( ) Less than 25% of your time
- ( ) Between 25% and 50 % of your time
- ( ) Between 50% and 75% of your time
- ( ) More than 75% of your time

3. How do you rate the priority you personally attach to child labour activities in relation to other activities you are personally involved in using the values **low priority**, **middle priority**, or **high priority**

Child Labour Activities	Low Priority/ Middle Priority/ High Priority
Other Child Protection Activities (specific examples)	Low Priority/ Middle Priority/ High Priority
_____	Low Priority/ Middle Priority/ High Priority
_____	Low Priority/ Middle Priority/ High Priority
_____	Low Priority/ Middle Priority/ High Priority
Other Programme Activities (specific examples)	Low Priority/ Middle Priority/ High Priority
_____	Low Priority/ Middle Priority/ High Priority
_____	Low Priority/ Middle Priority/ High Priority
_____	Low Priority/ Middle Priority/ High Priority
Other Activities (specific examples)	Low Priority/ Middle Priority/ High Priority
_____	Low Priority/ Middle Priority/ High Priority
_____	Low Priority/ Middle Priority/ High Priority

Please explain:

4. Have there been changes in the child labour activities in which you were personally involved since 1996?

YES/ NO/ Don't Know

- If you answered NO or Don't Know, please go to Item 5.
- If you answered YES, please respond to Item 4.A. and Item 4.B.

⇒4.A. From your perspective, how would you describe the change, if any, in your Country Office's attention to child labour activities since 1996?

\_\_\_ More Attention

\_\_\_ Less Attention

\_\_\_ Don't Know

Other:

⇒4.B. How important do you think the following factors were in influencing that change?

FACTOR	(NOT IMPORTANT)	(SOMEWHAT IMPORTANT)	(VERY IMPORTANT)
Turin Workshop			
Oslo Conference			
Amsterdam Conference			
Commitment of RO Management			
Commitment by CO Management			
Commitment by Government			
Lobbying by NGOs			
Co-operation with ILO			
Other (explain)			

Comments:

**SECTION B: PARTICIPANT PERSPECTIVE ON TURIN WORKSHOP PROCESS, OUTPUTS AND OUTCOMES**

*This section provides information on the impact of the Turin Workshop on participants*

5. How would you describe your personal knowledge and experience related to Child Labour issues **PRIOR TO** the Turin Workshop?

Knowledge: \_\_\_\_\_ None; \_\_\_\_\_ Some; \_\_\_\_\_ Extensive

Experience: \_\_\_\_\_ None; \_\_\_\_\_ Some; \_\_\_\_\_ Extensive

Please explain:

6. What had you hoped to gain from the Turin Workshop?

7. Did you gain what you had hoped for from the Turin Workshop? Please explain:

8. Did you participate in the *guided review of literature* and *review of country information and experience* that were part of the Turin Workshop?

YES / NO

- If you answered NO, please go to Item 9.
- If you answered YES, please respond to Item 8.A, Item 8.B., and Item 8.C.

⇒8.A. Please list specific training outputs (e.g., written reports or group presentations) you produced that relate to your Country Programme regarding:

*Review of literature:*

*Review of country information and experience:*

⇒8.B. Please describe the usefulness of these outputs for your country programme activities related to Child Labour as perceived by yourself:

*Guided review of literature*

\_\_\_ Very useful; \_\_\_ Moderately useful; \_\_\_ Not useful; \_\_\_ Don't Know

Comments:

*Review of country information and experience*

\_\_\_ Very useful; \_\_\_ Moderately useful; \_\_\_ Not useful; \_\_\_ Don't Know

Comments:

⇒8.C. Please give examples of how you used these outputs in your Child Labour activities

Example of how *country information and experience review* was used:

Example of how *guided review of literature* was used:

9. During or after the Turin Workshop, did you draft a *child labour activity plan* for your specific Country Programme?

YES / NO

- If you answered NO, please go to Item 10.
- If you answered YES, please respond to Item 9.A, Item 9.B., and Item 9.C.

⇒9.A. Please assess the usefulness of this plan for your activities related to child labour:

\_\_\_ Very useful; \_\_\_ Moderately useful; \_\_\_ Not useful  
\_\_\_ Don't Know

Comments:

⇒9.B. Please give an example of how you used the *Child Labour Activity Plan*.

⇒9.C. Did you discuss this *activity plan* with others after the Turin Workshop?

YES/NO

- If you answered NO, please go to Item 10.
- If you answered YES, please respond to Item 9.D.

⇒9.D. With whom did you discuss this *activity plan*?

\_\_\_ Country Representative \_\_\_ Programme Co-ordinator / Senior Programme Officer \_\_\_ UNICEF colleagues \_\_\_ others

Comments:

10. The capacity building programme related to the Turin Workshop was to result in a *mutual support network* among participants. To your knowledge, was this network established?

YES / NO / I don't know

- If you answered NO or I don't know please go to Item 11.
- If you answered YES, please respond to Item 10.A.

⇒10. A. Did you participate in this mutual support network?

Yes / No

If Yes, Please assess the usefulness of this mutual support network for your activities related to child labour:

\_\_\_ Very useful; \_\_\_ Moderately useful; \_\_\_ Not useful \_\_\_ Don't Know

Please explain:

11 . Did you participate in any follow-up capacity development activities which are **DIRECTLY RELATED** to the Turin Workshop (including activities organised by Regional Offices and/or Headquarters)?

YES/ NO

- If you answered NO, please go to Item 12.
- If you answered YES, please respond to Item 11.A. and 11.B.

⇒11.A. Did you participate in a *regional workshop*? Yes/ No

If Yes, which one?

How would you assess the usefulness of that *Regional workshop*?

\_\_\_ Very useful; \_\_\_ Moderately useful; \_\_\_ Not useful \_\_\_ Don't know

⇒11.B. Did you participate in any other follow-up capacity development activities **DIRECTLY RELATED** to the Turin Workshop? Yes/ No

If yes, please describe:

How would you assess the usefulness of those follow-up capacity development activities?

\_\_\_ Very useful; \_\_\_ Moderately useful; \_\_\_ Not useful \_\_\_ Don't know

Please explain:

12. Have you been involved in any *monitoring and evaluation* activities in your Country Offices that directly concerned Child Labour activities?

YES / NO

If YES, did you use the skills you acquired at the Turin Workshop in carrying out this activity? Yes/ No

Please explain:

13. Please complete the following :

As a result of my participation in the Turin Workshop I am now able to:

14. In general, how would you assess your participation in the capacity building programme related to the Turin Workshop taking into account your work experience with Child Labour issues since mid-1997?

\_\_\_\_\_ Very useful; \_\_\_\_\_ Moderately useful; \_\_\_\_\_ Not useful;  
\_\_\_\_\_ Don't Know

Please explain:

## SECTION C: LESSONS LEARNED ABOUT CAPACITY DEVELOPMENT

*The Turin Workshop was part of a comprehensive capacity building effort by UNICEF on issues related to child labour. Your answers to the following questions will help identify lessons to be learnt from the overall experience:*

15. What factors external to the Turin Workshop enabled you to apply what you learned to improving child labour activities? Please tick all that apply:

UNICEF policies and programming guidelines;  Support from Regional Office management;  Support from Country Office management;  Child labour a priority area for Government;  NGO activity in child labour area;  Adequate support from donor community;  Opportunity to provide training to other UNICEF personnel;  Networking with other Turin participants or resources;  Opportunity to follow-up on Turin activities;  Synergy from activities surrounding the Oslo Conference;  Synergy from activities surrounding the Amsterdam conference;  Availability of funding;  Other enabling factors.

Comments

16. What factors external to the Turin Workshop inhibited you from applying what you learned to improving child labour activities? Please tick all that apply:

Nature of UNICEF policies and programming guidelines  Other programming priorities  Lack of support from Regional Office management;  Lack of support from Country Office management;  Lack of Government interest  NGO 's not active in this area  Donor support not available  Not enough trained UNICEF personnel  No opportunity to train others in what I learned at Turin  No opportunity to follow-up on what I learned at Turin  No networking opportunity  Lack of funding;  Other inhibiting factors

Comments:

17. Did you participate in any capacity development activities **NOT RELATED** to the Turin Workshop you participated in since July 1997?.

YES/ NO

- If you answered NO, please go to Item 18.
- If you answered YES, please respond to Item 17.A and Item 17.B.

⇒17.A. Please describe these capacity development activities

⇒17.B. Please assess the usefulness of these capacity development activities for dealing with Child Labour issues.

\_\_\_\_\_ Very useful; \_\_\_ Moderately useful; \_\_\_ Not useful \_\_\_ Don't know

Please explain:

18. In what ways has the organisational capacity of the UNICEF Country Office improved to deal with child labour issues as a result of the Turin Workshop?

19. Please complete the following sentence: UNICEF would be more effective and efficient in dealing with Child Labour issues, if .....

20. Recommendations in this regard to your:

Country Representative

Regional Office

UNICEF Headquarters:

**ANNEX V: RESULTS FROM INTERVIEWS  
CONDUCTED DURING COUNTRY VISITS AND FROM  
DESK REVIEW OF DOCUMENTS**



**ANNEX V: RESULTS FROM INTERVIEWS  
CONDUCTED DURING COUNTRY VISITS AND FROM  
DESK REVIEW OF DOCUMENTS**

## **1. Selection of Countries and Methodology**

For the present evaluation, the evaluation coordinator visited six countries situated in five UNICEF regions between October and December 1999: Thailand, India (Delhi and Andhra Pradesh), Uganda, Senegal, Brazil and Colombia. The respective countries were *selected* by virtue of some key criteria:

- The respective CO was to have delegated at least one staff member to the Turin Workshop and employed him / her in activities related to child labour after the Workshop.
- Care was taken that there was a reasonable geographical spread among UNICEF regions.
- An attempt was made to observe experiences at different stages of programme development, as far as child labour is concerned, i.e. not exclusively concentrate on countries with extensive child labour programmes.

Despite these endeavours, the selection is not fully representative in terms of UNICEF experience at country level.

The *methodology* for the field visits was the same in all countries. The respective CO were requested by e-mail sent beforehand to arrange meetings with CO management, with programme staff involved in child labour activities and related areas (especially education), with ILO-IPEC as well as with other governmental and non-governmental partners. This resulted in extensive discussions with UNICEF staff and with representatives of partner organisations, i.e. individual interviews or focus group discussions, as well as, in most cases (Thailand, India, Uganda and Colombia), in visits to field projects. In Brazil and Colombia, the evaluation coordinator of this study could attend major meetings of partner organisations.

In all countries visited, all relevant documents were collected. These included documents related to the Country Programme (e.g. Master Plans of Operation, Mid-Term Reviews, Annual Reports) as well as studies, evaluations and information material with special reference to child labour, some of which were produced by partners of UNICEF.

## **2. Thailand**

The Government of Thailand has stated in various publications that the Labour Protection Law is violated with the prevalence of employment of children under 15 and the imposition of harsh employment conditions on children of all ages. Such conditions include too long working hours, low wages, lack of basic comfort and hygiene, separation from parents and harassment. The prevalence of child labour is observed especially in

agriculture, manufacturing and in commerce and services. Sexual exploitation of children is also a major problem.

Between 1994 and 1997, child labour is said to have declined. According to the World Bank, a major reason was Thailand's economic boom, which had also contributed to overall poverty alleviation. Another factor was the enforcement of nine years of compulsory education and the improvement of access to basic education especially for children under 12. The Government had also launched a broad awareness building campaign to encourage parents to value education rather than work to support their children's development.

UNICEF's Country Programme 1994-98 was linked to the achievement of World Summit for Children goals. The MTR of 1996 noted that the goals had globally been attained, but that there was still a considerable proportion of disadvantaged children in need of special protective measures. Consequently, it was recommended that attention should focus on sustainability and reducing disparities.

The new Country Programme of Thailand covers the period 1999-2004. It comprises four main components: (i) child protection and development; (ii) promotion of child rights and disparity reduction; (iii) social policy analysis and monitoring of goals; (iv) technical cooperation among developing countries. UNICEF has developed a new area-based approach capitalising on the process of decentralisation now underway in Thailand.

Special attention is given to abuse and exploitation of women and marginalised groups in high-risk areas. Child labour is identified as one of the priority areas. It should be mentioned that this not an entirely new concern for UNICEF, since child labour had already been addressed by the CEDC Programme (*Children in Especially Difficult Circumstances*) at least since the early 1990s. The CEDC Programme focused on prevention, early detection and monitoring of child labour and child prostitution. UNICEF supported a large number of activities mainly through NGOs and also improved the documentation of child labour.

UNICEF supported activities under way that are specifically related to child labour include the following projects and programmes:

- A project entitled *Establishment and Expansion of Child Friendly Schools* is carried out in cooperation with the *Office of the National Primary Education Commission (ONPEC)*. The goal of the project that started in early 1999 is to establish a rights-based education system that promotes physical and mental health as well as psychosocial wellbeing. ONPEC agreed to progressively expand the model to all primary schools of Thailand over a three-year period. The programme includes participatory and experiential learning, child centred approaches to learning, school self-assessment, early warning systems to monitor the learning process, classroom action research and community participation.

- Against the background of governmental policies aiming at decentralisation, the development of *provincial plans of action* has been considered of prime importance. In cooperation with ILO/IPEC, such plans have been launched in five selected provinces (Chiang Rai, Chiang Mai, Khon Kaen, Srisaket and Songkhla). Building on these experiences, a new initiative has been developed, which is the *Master Plan and Operations Plan on Child Labour for the Bangkok Metropolitan Administration (BMA)*. The project pursues the overall goals of developing effective strategies and methodologies to combat child labour and to raise the capacity of BMA officials at all levels to deal with the problem. Activities include the organisation of a consultative meeting with key governmental and non-governmental institutions, to organise social research on child labour, to design the master plan, and eventually translate objectives into direct action on the ground.
- UNICEF also supports smaller NGO implemented projects, e.g. the initiative *Promoting the Participation of Child Labourers in the Economic Crisis Solution*, which is carried out by the *Foundation for Child Development (FCD)*. The *Santikham Centre Project* provides non-formal education services, occupational skills training and recreation for child labourers who are mostly beyond the age of primary education. The centre hosts a *Child Labour Club* with around 300 members both in Bangkok and the surrounding area. The club offers the possibility to discuss labour conditions and liaise with the communities and authorities.

UNICEF cooperates closely with ILO/IPEC that has worked in Thailand since 1992. IPEC assistance to the Government of Thailand has been significant especially for the establishment of a *National Plan of Action on Child Labour*, which was launched officially in 1996. Moreover, ILO/IPEC has supported a host of project activities. Both ILO/IPEC and UNICEF assist the BMA support programme.

The new Country Programme of UNICEF has clearly placed a stronger emphasis on child protection issues in general and child labour in particular. There has been a notable attempt to overcome traditional sectoral divisions and to formulate all activities in a child rights perspective. Within the CO there is expertise in the area of education, but no specific in-depth knowledge and experience of issues related to child protection in general and child labour in particular. The latter areas are covered by two informed generalists (one SPO and one JPO), one of whom (the SPO) participated in the Turin Workshop, when he was in his previous duty station.

### **3. India (with special attention for Andhra Pradesh)**

India continues to have the largest number of child labourers globally. According to UNICEF's publication *Rights and Opportunities – The Situation of Children and Women in India* (New Delhi 1998), more than half of India's children between the ages of six to fourteen do not attend school, i.e. 105 million children, most of whom work full-time. There is no reason to believe that the phenomenon is declining. Child labour appears to be ubiquitous in India. Poverty alone does not account for the prevalence of the

phenomenon. Discrimination against certain caste and tribal groups result in debt and bondage. Children pass their entire childhood in a debilitating life of labour.

In the past, child labour was often explained with arguments related to poverty and family hardship. There is an increasing acceptance in India of the fact that child labour violates fundamental child rights, and especially the right to education. It is increasingly also seen to depress adult wages, perpetuate survival modes of production and undermine long-term human development. In 1997, the Supreme Court of India passed a landmark judgement paving the way for the progressive elimination of Hazardous Child Labour in India. The judgement decreed that no child should be employed in bonded or hazardous labour and ordered the establishment of a Child Labour Rehabilitation Fund. The Fund was to be fed by deposits to be made by employers in compensation for each employed child. Central and state governments were to draw on the Fund to promote employment of adults of respective families and to ensure that the children would receive education.

The Supreme Court Judgement defined a long list of hazardous forms of child labour, which still excluded, however, agricultural and domestic labour (unless it was bonded). Agricultural and domestic labour involves the largest numbers of children. The Indian Government has not imposed a total ban on child labour, since it holds the view that survival of the poor may depend on it. Moreover, enforcement of the Child Labour (Prohibition and Regulation) Act remains feeble. Many state governments have not even created the regulatory infrastructure envisaged by the Act.

UNICEF India believes that *all* forms of child labour should be eliminated to comply with Art. 32 of the Convention on Child Rights ratified by India in 1992. Strategies proposed by UNICEF include (i) the immediate removal of children from the most hazardous working environments (including bonded labour and child prostitution), (ii) the strengthening of universal compulsory primary education as the prime prevention strategy; (iii) provision of transitional education especially for girls; (iv) strengthening of policies strengthening adult employment and poverty alleviation; (v) empowerment of families and communities.

UNICEF has been engaged in activities related to child labour since the 1980s. The Master Plan of Operation 1999 – 2002 states that the progressive elimination of child labour, especially the most exploitative forms, is one of the principal objectives of UNICEF collaboration with the Government on child protection. Key ingredients will be a change in established mind-sets regarding causes and solutions regarding child labour; mobilisation of support for universal primary education; effective networking of civil society partners for advocacy, monitoring and information dissemination; and strengthening the reviewing and adapting of legislation and policy at central and state levels.

UNICEF India intends to cooperate with ILO/IPEC, which has only recently started activities in India. ILO/IPEC has been engaged in a dialogue with the Government of India on Conventions 138 (Minimum Age Convention 1973) and 182 (Worst Forms of Child Labour Convention 1999). There has also been some donor-sponsored interest of

ILO/IPEC for the elimination of child labour in export manufacturing (especially football stitching and carpet weaving). As far as the latter interest is concerned, the Government of India has drawn attention to the fact that export manufacturing employs but a limited number of children and defended the position that child labour should be tackled in a more comprehensive manner.

UNICEF India has sub-offices in ten states, some of which cover more than one state. All of them employ staff with particular responsibilities for child protection (including child labour), mostly in combination with tasks related to communication. The state programme that has received particular attention for the present study is the one of Andhra Pradesh.

Andhra Pradesh with a population of 66.5 million tops the list of Indian states in which child labour is prevalent. Most child labour is found in the rural areas, where children work especially as cultivators and cattle grazers. Since 1990, UNICEF has launched an energetic advocacy campaign among state government and NGOs to highlight the problem and marshal forces to progressively eliminate child labour. Small NGO implemented projects demonstrated that poor families need not necessarily depend on their children's income.

At a later stage, the State Government of Andhra Pradesh was supported in its efforts to meet requirements of the Judgement of the Supreme Court, both in its overall policy-making as well as in its budgeting and programming for working children. Staff of several Departments was sensitised and trained in this regard. Labour and Factory Officials were trained to prioritise law enforcement. The Department of Women's Development and Child Welfare was helped to withdraw children and especially girls from work and enrol them in primary education (*Back to School Programme* – see below). The Home Department was assisted to train police officers in dealing with children.

The UNICEF supported *Back to School Programme* of Andhra Pradesh has been particularly successful in withdrawing from work mostly girls from scheduled castes and tribes by offering them short educational courses to catch up with requirements of formal education. The process resulted in high levels of (re-) enrolment of these girls in schools, which were apparently also able to retain them. What started as a limited NGO sponsored programme is now becoming a major feature of state government educational policies.

In Andhra Pradesh, UNICEF plays an important role as advocate of children's rights and supports concrete activities at the grass-root level, the results of which directly feed into policy-making and implementation of the state government. By virtue of its broad rights approach and also its specific competence on child protection issues, UNICEF appears to be a trusted partner of all governmental and non-governmental agencies at state level that intervene on child labour.

These remarks also apply to UNICEF India programmes in general. UNICEF speaks out with a clear and recognisable voice defending the right of all children to be protected

from exploitation and abuse and to have universal access to basic education and best possible preparation for adult life. UNICEF actively communicates with both governmental and non-governmental partners and draws on extensive field experience in almost all states of the country.

#### 4. Uganda

Child labour has received attention from Government and NGOs in Uganda since 1995 only. There is widespread domestic labour carried out by children as well as the involvement of children in armed conflict and in prostitution.

The Government of Uganda basically adheres to the definition of child labour contained in different international Conventions, especially the CRC and those of the ILO. The Constitution of 1995 prohibits social and economic exploitation of children and the employment of children in work that is likely to be hazardous or to interfere with their education. In 1996, the Children's Statute No. 6 was adopted, which defines child labour along similar lines. Several documents emanating from the Government also mention forms of work or labour through which children contribute to their own as well as their families' and communities' wellbeing and development.

UNICEF Uganda has provided technical and logistical support to the Ministry of Labour and Social Welfare since 1995. Main highlights of the technical support have been the following:

- Between 1995 and early 1996, operational research on the situation of child labour was conducted. The ILO was a member of the National Steering Committee of this research. UNICEF and ILO contributed to the funding and organisation of a National Tripartite workshop for the dissemination of the findings of the operational research.
- UNICEF supported the establishment of a functional inter-agency National Steering Committee on Child Labour as from August-September 1997, which meets quarterly.
- In February 1998, UNICEF participated in the planning meetings for the OAU / ILO Regional Tripartite Conference on Child Labour and sponsored consultancy support to collect data and information in this context.
- In November 1998, a national seminar was organised in which an *Action Plan for the Progressive Elimination of Child Labour 1998-2000* was discussed.
- In May 1999, a meeting took place for the sensitisation of representatives of workers' and employers' organisations as well as of key officers of five districts of concentration for UNICEF activities (Bushenyi, Kalangala, Kampala, Mubende and Nebbi). The exercise resulted in five draft district action plans for child labour and requests for assistance from UNICEF.

In a broader context, the Government of Uganda launched the *Universal Primary Education (UPE)* initiative in 1997, which provides for free primary education for up to four children per family. Enrolment has almost doubled as a result, though retention still seems to be a problem, especially for girls. UNICEF supports the process with the *Child Friendly Basic Education and Learning Programme*. UNICEF also facilitates alternative forms of education, e.g. through the *COPE Programme (Complementary Opportunities for Primary Education)*, under which 8-14 year old children who have never been to school receive basic education within a three-year period. COPE specifically addresses disadvantaged children, many of whom have to work either at home or in a workplace.

UNICEF has ensured that the ILO was closely associated in all activities mentioned above. ILO/IPEC has recently appointed a national coordinator who will cooperate with the Ministry of Labour and Social Welfare. Both organisations are presently engaged in consultations with the Ministry concerning its needs for further assistance and specific contributions that can be made by each of the organisations.

Within UNICEF, child labour is presently part of the comprehensive *BECCAD Programme (Basic Education, Child Care and Adolescent Development)* and more particularly its child protection component. The new Country Programme for the period 2001-05 will be based on a human rights perspective with a special stress on the reduction of disparities through the empowerment of the poor and especially of women and girls. Two components of the overall programme will be particularly relevant for child labour:

- HIV/AIDS will receive most attention, especially through prevention strategies (with a special emphasis on mother-to-child transmission) and programmes to allow children affected by AIDS, especially orphans, to realise their rights.
- The child friendly education programme will contribute to the strengthening of basic education especially for girls with a focus on the most vulnerable and disadvantaged children, e.g. those at work, the disabled and children in conflict zones.

The progressive elimination of child labour will hence, in the future, be part of both the health and the education components of the Country Programme. There may be a need to further pursue efforts to overcome a merely sectoral approach and integrate child labour related activities in a broader picture. Cooperation with the ILO/IPEC Programme will need to be further clarified in consultation with the Government.

## **5. Senegal**

In Senegal, child labour has been recognised by the Government as a basic infringement of children's rights since the early 1990s. Especially prevalent forms of child work are domestic labour (both in rural and urban areas) as well as exploitative and sometimes hazardous forms of *apprenticeship* in the informal sector, i.e. enterprises such

as wood and metal workshops, garages and in the small textile industry. Some children are constrained to live on petty trade, begging and prostitution.

Throughout the 1990s, both UNICEF and ILO/IPEC commissioned studies and contributed to general awareness raising concerning child labour. Government policy statements have increasingly stated in explicit terms that child labour was unacceptable and that there was a need for a programme to progressively root out the phenomenon. The ILO/IPEC Programme formally commenced its activities in 1998. There has continuously been close cooperation between the ILO and UNICEF on the issue of child labour. Major highlights of a government sponsored programme formulated in 1999, to be supported jointly by UNICEF and ILO/IPEC, are the following:

- Strengthening of government policies aiming at increasing access and retention levels of primary education (promotion of education in families and communities, supply of teaching and learning materials, school feeding, teacher training, curriculum development);
- Strengthening of vocational training opportunities for 15-19 year old youngsters, information for this group on their rights, psycho-social and health education especially for vulnerable groups with a special emphasis on working children, improvement of apprenticeship in cooperation with Chambers of Industry, professional organisations, labour inspection and academic institutions;
- Support to children in especially difficult circumstances (street children, working children, beggars, victims of violence and sexual abuse etc.) through NGOs that seek to re-insert them in their family context;
- Strengthening of research, dissemination of information and advocacy related to child labour and other forms of child right violations;
- Support to political and judicial reforms as well as to law enforcement through research, advocacy and training programmes;
- Monitoring and evaluation of the programme through the establishment of databases, regular monitoring and reporting and an external evaluation before the completion of the programme.

In general terms, the implementation of the Country Programme 1997-2001 has suffered from a low level of supplementary funding, which, among other things, prevented a number of key staff posts from being filled. Moreover, there has been a lack of continuity in the management of the CO. On the occasion of a Mid-Term Review in 1998, it was concluded that the overall Programme needed stronger vision, focus and greater coherence of interventions. Immediate priorities are to achieve specific objectives for 2001 concerning vaccination levels, salt iodisation, guinea worm eradication and strengthening of reproductive health of women and girls. There is also a special emphasis

on enrolment levels in education, with particular attention to girls' education, and a reduction of the vulnerability of children at risk, among whom working children.

The preparation of a new Country Programme will require an in-depth situational analysis and re-thinking of the specific contribution that UNICEF can make to support policies and activities promoting the fulfilment of child rights. Taking into account the growing awareness concerning child labour in the Government and in the general public, UNICEF is likely to have an important role to play in the education sector as well as in activities aimed at specific groups of vulnerable children. For this purpose, the CO will in the short run require: (i) leadership for an extended period of time; (ii) retention and expansion of its qualified staff (with one staff member specialised in child protection having participated in the Turin Workshop); as well as (iii) an increase of resources.

## 6. Brazil

Child labour has always been part of the reality of poor strata of the population in Brazil. Until the 1980s, there was a tradition to place the children who worked and / or wandered in the streets in prison-like institutions that would "protect" and "re-educate" them. The practice that often separated children from their parents gradually phased out during the 1980s. The attention of Government and NGOs then focused on *street children* that were the most visible part of all working children. It is only during the past decade that issues related to child labour are considered in a more comprehensive manner and within the context of *families* and *communities*.

During the 1980s there was a major indigenous movement to recognise and promote children's human rights. The Federal Constitution of 1988 contained explicit provisions in the regard. During the 1980s, there was an intense debate on the *Children's Act* (known officially as the *Statute on the Child and the Adolescent*), which eventually became law in 1990. The document describes in detail principles and procedures for the protection and promotion of children's rights. It should be noted that the process that led to the preparation of this legal framework largely preceded and accompanied activities related to the CRC at the international level.

The new framework fundamentally changed ways how society was to view children. Whereas until then children had been seen to require supervision and sometimes correction, they and their families were increasingly seen as bearers of rights that were intrinsically entitled to protection and promotion. In the Brazilian context, this new human rights based perspective is embodied in the notion of *cidadania*, which can be translated as *citizenship* or *civil rights*. It encompasses everything from the right to a name and an identity to the right to education and adequate preparation to adult life. Some institutions were created to promote the new perspective (e.g. Children's Rights Councils at municipal, state and federal levels, Guardianship Councils in municipalities for children at risk). However, the process of giving life to the promotion of child rights has been very uneven in a country characterised by huge regional disparities. It is still far from completed at the present time.

Within this context, there has also been a growing interest in child labour. The *Public Ministry of Labour* has been commissioned to implement the provisions of the Statute. Labour inspection structures have been strengthened, notably the *General Prosecuting Office of Labour* and the *Regional Prosecuting Offices*. Moreover, The Ministry of Social Security and Assistance has been particularly sensitised to issues related to child labour. Employers' organisations committed themselves to eradicate child labour and formulated action plans for specific sectors, e.g. toy industry, shoe manufacturing and fruit production. Trade Unions also became increasingly involved. Several NGOs were created that were particularly interested in child labour. One of the most important ones has been the Abrinq Foundation, which is sponsored by the business community. Since 1994, both governmental and non-governmental organisations have been united in the *National Forum for the Prevention and Elimination of Child Labour*.

UNICEF Brazil has played a major role in the process since the early 1980s. UNICEF undertook a comprehensive study in the charcoal yards of the State of Mato Grosso do Sul, which was followed by an action plan to eradicate child labour mainly through the school-grants programme (see below). The approach is now being applied to other regions, notably the sugar-cane agro-industry in the State of Rio de Janeiro and sisal production in the State of Bahia. Concrete actions have been implemented to offer alternatives to children that work in the garbage sector of Recife. UNICEF is a key participant in the *National Forum* and provides advice in the areas of legislation, policy formulation and advocacy based on comprehensive research and concrete experiences on the ground.

UNICEF has also supported a multitude of activities to improve access and quality of education. Particularly relevant in the fight against child labour is the *Federal District Scholarship Programme*, to which UNICEF contributes with funding provided by a private bank (*Itaú*). The programme pays one minimum monthly wage to deprived families (in principle through the mothers) whose children aged 7-14 are registered in public schools, provided the children do not miss more than two days of class per month. Only families whose monthly income does not exceed half the minimum wage per family member are eligible. Selection of beneficiaries is made with the participation of the communities. The Federal Government has increasingly taken over as the main sponsor of the programme, which has thus gone to scale.

There has been close cooperation between UNICEF and the ILO-IPEC Programme since its inception in 1992. IPEC has considerably contributed to the raising of awareness concerning child labour especially in the Public Ministry of Labour as well as Employers' Organisations and Trade Unions. *Integrated Action Plans* were designed at federal, state and municipal levels with the aim of better coordination of efforts to combat child labour. Plan implementation has shown results in the states of Pernambuco (sugar cane), Mato Grosso do Sul (charcoal), and Bahia (sisal and quarries).

UNICEF Brazil operates in a complex and diversified environment, as far as child labour is concerned. Brazilian expertise and experience on the issue is rich and varied. Since the early 1980s, UNICEF has continuously played a major role in support of

activities sponsored and/or implemented by both governmental and non-governmental organisations. UNICEF seems to be appreciated, not principally as a source or channel of funding, but especially for a certain intellectual leadership concerning a broad human rights based approach to child development. UNICEF Brazil has a competent and devoted team that is acclaimed in the national context, particularly also because of its expertise on child labour. In this context, it should be mentioned that UNICEF Brazil had more to contribute to than to receive from the Turin Workshop through the participation of the official who was the then Senior Programme Officer.

At the present time, UNICEF's capacity may have to evolve to match a changing environment. There is now a broad based adherence to the *National Forum* and a universal acceptance of the basic principles and strategies to prevent and eliminate child labour. Further steps may have to be made in three directions: (i) documentation of past experience through improved monitoring and evaluation; (ii) extension of activities to states and municipalities that have not yet made progress in the fight against child labour; (iii) more attention to the relationship between macro-economic policies aiming at liberalisation of the economy and the phenomenon of child labour. The latter dimension seems to be particularly challenging in view of a major World Bank sponsored programme on child labour that will mobilise considerable resources.

## **7. Colombia**

The situation of children and adolescents in Colombia is still precarious due to serious social inequities and difficulty in access to public services such as health and education. Guerrillas control a substantial part of the national territory. Even in regions controlled by the Government kidnappings for political or criminal reasons are widespread. Children are the main victims of the conflict between the army and the guerrilla forces. Children are not only objects of armed aggression, but they have become active subjects in the hostilities. There is also widespread abuse of children by criminals, especially in drugs production and trafficking. Child labour and child prostitution are other forms of psychological and physical abuse to which children are exposed.

Children work as from the very early age of 6-11, mostly in the informal sector. Even children at an older age receive very little income. Only three out of ten child workers attend school. Children are employed in occupations classified as hazardous, especially in agriculture. A particular problem is employment of children aged 5-18 in the production of illegal crops, particularly the harvesting of coca. The latter may yield relatively attractive seasonal income (up to US\$ 26-29 per day), but poses serious problems for the health and social development of the children involved.

UNICEF's Country Programme 1993-99 had a Mid-Term Review in 1996. The programme was reoriented to become less sectoral and more integrated, with a limited number of interventions. At present, the programme is structured into three closely inter-linked clusters, viz. public policies, local development, and communication/social mobilisation. The main features of the three programmes are the following:

- The Public Policies programme aims to translate local development experiences into strategies and policies for wider replication and expansion. The programme pursues the reorientation of current social policies to better match services to real needs of the poorest and most vulnerable children, adolescents and women.
- The Local Development Programme intervenes in selected municipalities in the country and in a limited number of neighbourhoods in Bogota. The programme pursues the development of models to empower families, communities and local government structures in sustainable development through peace, child rights and gender equity. It also aims to expand basic services at the local level within the framework of the government's policy of decentralisation and institutional capacity building. Basic services include support to child friendly schools and projects for income generation for parents.
- The Communication and Social Mobilisation Programme aims at placing child and women rights, peace, gender equity and sustainable development on the agenda of important national actors and opinion makers.

Child labour is included in all clusters as one of the serious violations of children's rights, but the dimension does not command a high profile. UNICEF Colombia has opted to support respective activities mainly through NGOs and academic institutions. Especially important is support to the child and women specialist of the *Defensoria Publica*, an *ombudsman* type of institution that documents and denounces human rights abuses, including child labour, both generically and in individual cases. It should also be mentioned that UNICEF supports ILO/IPEC that has been active in Colombia since 1996. ILO-IPEC entertains a close working relationship with the Ministry of Labour as well as with Employers' and Workers' Organisations. In the Colombian context, it is, however, especially difficult to reach the vast majority of working children in the informal sector.

It should be noted that UNICEF's choice of adopting a lower profile on child labour has to be understood within the specific context characterising the Country Programme of Colombia. There may be even more pressing issues related to the rights of children, e.g. their involvement in armed conflict or in drug production. The Country Office has adequate capacity to deal with child labour issues if the need arises. Due to staff changes the Capacity Building Programme related to the Turin Workshop has had a marginal effect in Colombia.

**ANNEX VI: PERSONS INTERVIEWED AND PROGRAMME OF  
COUNTRY VISITS**



## ANNEX VI: PERSONS INTERVIEWED AND PROGRAMME OF COUNTRY VISITS

### 1. Persons interviewed

Date	Location	Meeting / Activity
Sept. 1999	New York	Principal Organisers of the Turin Workshop: Mr. Jim Hymes (formerly ICDC) and Mr. Alec Fyfe (Child Protection Section in Programme Division)
02-11-99	Geneva	Principal Organiser of the Turin Workshop: Ms. Judita Reichenberg (formerly CEDC NYHQ; at present Sr. Programme Officer Child Protection CEE/CIS)

### 2. Programme of Country Visits (11 October – 05 November 1999)

Date	Location	Meeting / Activity
08-10-99 p.m.	New York	Departure for Seoul
09-10-99 p.m.	Seoul	Arrival from New York – Rest Stop
10-10-99 p.m.	Seoul / Bangkok	Travel
11-10-99 a.m.	CO Bangkok	Meetings with Ms Yuangrat Wedel (Project Officer Capacity Building), Mr Somsak Boonyawiroj (Monitoring and Evaluation Officer) and Ms Isabella Castrogiovanni (JPO Child Protection)
11-10-99 p.m.	CO Bangkok	Meetings with Mr Gamini Abeysekera (Representative) and Mr Fida Shah (Programme Officer)
11-10-99 p.m.	RO Bangkok	Meeting with Ms. Margie de Monchy (Project Officer Child Protection)
12-10-99 a.m.	Bangkok	Meeting with Mr Dominique P. Plateau (Regional Working Group on Child Labour)
12-10-99 p.m.	Bangkok	Meeting with Ms. Khemporn Wiroonrapun (Program Director Foundation for Child Development) and with Mr Prajak Kamkum (youngster of the Child Labour Club)
13-10-99 a.m.	Bangkok	Meeting with Ms. Srisuda Ubol and Ms. Chonmasri Patcharapimon (Woman and Child Labour Division / Department of Labour Protection and Welfare)
13-10-99 a.m.	Bangkok	Meeting with Ms. Nelien Haspels (ILO Regional Office for Asia and the Pacific – former M&E specialist in ILO-IPEC in Geneva)
13-10-99 p.m.	Bangkok	Meeting with Ms. Benjalug Sookpokakit (Teacher Supervisor / Assistant Director Office of Project Development and Special Activities in the Office of National Primary Education Commission (ONPEC))
13-10-99 p.m.	CO Bangkok	Meeting with Ms. Isabella Castrogiovanni (JPO Child Protection)
14-10-99 a.m.	RO Bangkok	Meeting with Mr Chuck Schlegel and Mr. Nicholas Pron (Planning Officer EAPRO)
14-10-99 p.m.	CO Bangkok	Lunch with Mr Fida Shah and Ms. Isabella Castrogiovanni
14-10-99 p.m.	CO Bangkok	Meeting with Ms. Natamis Pongchisak (Social Work Division / Social Welfare Department in the Bangkok Metropolitan Administration), Ms. Narumon Hinshiranan (Chulalongkorn University), Ms. Apinya Wechayachai (Thammasat University) and Mr. Chalermrat Chaiprasert (Programme Officer ILO-IPEC)
15-10-99 a.m.	CO Bangkok	Debriefing with Mr Gamini Abeysekera, Mr Fida Shah and Ms. Isabella Castrogiovanni
15-10-99 p.m.	CO Bangkok	Lunch with Mr. Somsak Boonyawiroj (Monitoring and Evaluation Officer)
15-10-99 p.m.	CO Bangkok	Note-taking / processing of information
16-10-99	Bangkok	Note-taking / processing of information
17-10-99 p.m.	Bangkok / Delhi	Travel
18-10-99 a.m.	CO Delhi	Meeting with Mr. Gerry Pinto (Programme Officer Child Protection)
18-10-99 a.m.	CO Delhi	Meeting with Mr. Balaji Lakshmi (Chief Planning)
18-10-99 p.m.	CO Delhi	Meeting with Mr. Richard Young (Chief Child Rights and Community Processes)

<b>Date</b>	<b>Location</b>	<b>Meeting / Activity</b>
18-10-99 p.m.	CO Delhi	Meeting with Mr. Gerry Pinto (Programme Officer Child Protection)
19-10-99 a.m.	Delhi	Note-taking / processing of information
19-10-99 p.m.	Delhi	Lunch with Mr Jan-Teun Visscher (IRC Delft on Water, Environment and Sanitation)
19-10-99 p.m.	Delhi / Hyderabad	Travel
20-10-99 a.m.	AO Hyderabad	Meetings with Mr. S.K. Chaturvedi (Officer in Charge) and Ms. Sudha Murali (Assistant Project Officer Communication / Child Protection)
20-10-99 a.m.	Hyderabad	Meeting with Mr Narasimha Rao (Commissioner Andhra Pradesh Academy of Rural Development)
20-10-99 p.m.	AO Hyderabad	Meeting with Mr. D.P. Vaish (Project Officer Water, Environment and Sanitation)
20-10-99 a.m.	Hyderabad	Meeting with Mr S. Ray (Principal Secretary to Government – Social Welfare Department)
21-10-99	Medak	Full day field visit to Medak with Ms Zubeda (Social Welfare Department) and Mr Murali (NGO Sadhana)
21-10-99 p.m.	Hyderabad	Meeting with Ms. Sudha Murali
22-10-99 a.m.	Chevella	Field visit to Chevella with Mr. Venkat Reddy (NGO MV Foundation)
22-10-99 p.m.	Hyderabad	Meeting with Mr Ramesh Sekhar Reddy (NGO Mehita) and Ms. J. Padmavattu (Consultant)
22-10-99 p.m.	Hyderabad	Meeting with Sri Jaspal Singh, Sri D. Isaac Prabhakar, Sri T. Murali Krishna, Sri Sudama, Sri D. Devanna and Sri B.G.V. Kumar (Andhra Pradesh Police Academy)
23-10-99 a.m.	AO Hyderabad	Meeting with Mr. Chaturvedi and Ms. Sudha Murali
23-10-99 a.m.	Hyderabad	Meeting with Ms. Chandana Khan (Secretary to Government – Women Development, Child Welfare & Disabled Welfare Department)
23-10-99 p.m.	Hyderabad	Departure for Mumbai / Abu Dhabi / Kampala
24-10-99 a.m.	Kampala	Arrival from Hyderabad
24-10-99 p.m.	Kampala	Study of documentation on Child Labour in Uganda
25-10-99 a.m.	CO Kampala	Meetings with Ms. Kari Egge (Deputy Representative) and Ms. Maria Bawubya-Senkezi (Project Officer Child Protection)
25-10-99 a.m.	Kampala	Meeting with Mr Yiga Deogratias and Ms. Nakanjako Maragaret Njeri (African Network for Prevention and Protection Against Child Abuse and Neglect)
25-10-99 a.m.	CO Kampala	Meeting with Mr Neill McKee (Section Chief BECCAD)
25-10-99 a.m.	Kampala	Meeting with Mr. Martin Odwedo (Permanent Secretary), Dr. Ogaram (Commissioner Labour), Ms. Harriet Luyima (Assistant Commissioner Labour) (all Ministry of Gender, Labour and Social Development) as well as with Dr. Regina Mbabazi (ILO-IPEC National Coordinator) and Dr. Hitimana Lukanika (Deputy Director National Council of Children)
25-10-99 p.m.	Kampala	Meeting with Dr. Regina Mbabazi (ILO-IPEC Coordinator)
25-10-99 p.m.	Kampala	Lunch with Ms. Kari Egge (Deputy Representative UNICEF)
25-10-99 p.m.	Kampala	Meeting with Ms. Maria Massali Semachula, Ms. Edith Kibalama and Ms. Lilian Keene Mugema (FIDA – Uganda Association of Women Lawyers)
25-10-99 p.m.	Kampala	Meeting with Mr. Mujukizi Daniel Bukonya (Kampala District Probation and Welfare Officer)
25-10-99 p.m.	CO Kampala	Meeting with Mr. Charles Nabongo (Assistant Programme Officer Education)
26-10-99 a.m.	Kampala	Meeting with Mr. Geoffrey Kyeyune and Mr. Samuel Senyama (Rubaga Youth Development Association)
26-10-99 a.m.	Kampala	Meeting with Mr. Rogers Kasirye-Lugolobi, Mr. Livingstone Mpalanyi and Mr. Patrick Wasswa (Uganda Youth Development Link – UYDEL)
26-10-99 a.m.	Kampala	Meeting with Mr. Michael Matovu and Mr. Dominic M. Hab'lyalema (Federation of Uganda Employers)
26-10-99 p.m.	Kampala	Lunch with Ms. Maria Bawubya (PO UNICEF)
26-10-99 p.m.	Kampala	Meeting with Professor Victoria Mwaka (Member of Parliament)
26-10-99 p.m.	CO Kampala	Meetings with Mr. Michel Sidibe (Representative), Ms. Kari Egge (Deputy Representative) and Ms. Maria Bawubya (Programme Officer)

Date	Location	Meeting / Activity
27-10-99	Kampala / Addis Abeba	Travel and note-taking / processing of information
28-10-99	Addis Abeba / Dakar	Travel
29-10-99 a.m.	CO Dakar	Meetings with Ms. Teresa Pinilla (Representative a.i.) and Mr. Mamadou Wane (Project Officer CEDC)
29-10-99 a.m.	CO Dakar	Meeting with Mr. Jean Ndikumana (Project Officer Education), Mr. Mohamed Moustapha Malick Fall (Assistant Project Officer Education) and Mr. Moustapha Niang (Project Officer)
29-10-99 p.m.	Dakar	Meeting with Mr. Sadio Vouro Ba (Ministère de l'Economie, des Finances et du Plan), Mr. Ndao Makhtar (Ministry of Justice), Mr. Sagar Diouf and Mr. Birama Diawara (Conseil Rural de Fissel), Mr. Laye Mohamed (Défense Internationale des Enfants), Mr. Moussa Sow (Avenir de l'Enfant), Mr. Marius Biya (Centre Emmanuel), Mr. Abdoulaye Sy (Ballal), Ms. Coumba Geye Fall (Université Cheikh Anta Diop), Mr. Mamadou Diouf (Syndicat Unique Démocratique du Sénégal) and Mr. Mamadou Cisse (Confédération des Syndicats Autonomes)
29-10-99 p.m.	Dakar	Meeting with Mr. C. Castro-Almeida (Director ILO Area Office) and Ms. Fatou Kiné Ndiaye Sall (Coordinator ILO-IPEC)
30-10-99 a.m.	CO Dakar	Meeting with Mr Mamadou Wane (Project Officer CEDC)
30-10-99 p.m.	Dakar	Note-taking / processing of information
31-10-99 a.m.	Dakar / Geneva	Travel
01-11-99 a.m.	RO Geneva	Meeting with Mr. R. Fuderich (Regional M&E Officer)
01-11-99 a.m.	RO Geneva	Note-taking / processing of information
01-11-99 p.m.	ILO Geneva	Meeting with Mr. Enrique Bru, Mr. Gyorgy Simonics, Ms. Maya Bachner, Ms. Prme Hopkins, Ms. Susan Saidi (Central Evaluation Unit)
02-11-99	RO Geneva	Meetings with Ms. Dita Reichenberg (Sr. Programme Officer Child Protection) and Mr. Robert Fuderich (Regional M&E Officer)
02-11-99	RO Geneva	Report writing
03-11-99	ILO Geneva	Meeting with Mr. Peter Wchmand (Sr. Evaluation Officer ILO-IPEC)
03-11-99	RO Geneva	Meeting with Ms. Judita Reichenberg (Sr. Programme Officer Child Protection)
03-11-99	RO Geneva	Report writing
04-11-99	RO Geneva	Meeting with Ms. Judita Reichenberg (Sr. Programme Officer Child Protection)
04-11-99	RO Geneva	Report writing
05-11-99	Geneva / New York	Travel

### 3. Programme of Country Visits (30 November – 17 December 1999)

Date	Location	Meeting / Activity
30-11-99 p.m.	New York	Departure for Sao Paolo / Brasilia
01-12-99 p.m.	Brasilia	Arrival from New York / Sao Paolo
02-12-99 a.m.	Brasilia	Meeting with Ms. Reiko Niimi, Representative in Brasil
02-12-99	Brasilia	Attendance of Workshop "Prevention and Elimination of Child Labour"
03-12-99	Brasilia	Attendance of Workshop "Prevention and Elimination of Child Labour"
04-12-99	Brasilia	Reading documentation
05-12-99	Brasilia	Meeting with Ms. Vesna Bosnjak (former SPO CO Brasil)
06-12-99 a.m.	CO Brasilia	Meeting with Ms. Arabella Rota and Ms. Sizue Imanishi (Child Labour)
06-12-99 a.m.	CO Brasilia	Meetings with Mr. Manuel Buvenich and Mr. Maarten Immink (M&E)
06-12-99 p.m.	Brasilia	Meeting with Ms. Beatriz da Cunha and Ms. Cecile de Boer (ILO-IPEC)
06-12-99 p.m.	CO Brasilia	Meeting with Ms. Raquel Licursi Benedeti (Consultant)
07-12-99	Brasilia	Attendance of the Meeting of the National Forum for the Prevention and Elimination of Child Labour
08-12-99 a.m.	Brasilia	Attendance of ILO Workshop "Vocational Training for Youngsters"
08-12-99 p.m.	CO Brasilia	Meeting with Ms. Arabella Rota, Ms. Sizue Imanishi (Project Officers), Mr. Carlos Amaral and Mr. Caio Marcio L.P. da Silveira (Consultants)

<b>Date</b>	<b>Location</b>	<b>Meeting / Activity</b>
09-12-99 a.m.	Brasilia	Attendance of a Meeting with with Frente Parlamentar on Child Rights (with Ms. Arabella Rota)
09-12-99 p.m.	CO Brasilia	Meeting with Ms. Reiko Niimi (Representative)
09-12-99 p.m.	Brasilia	Meeting with Ms. Soleny Alvares Hamu (Executive Secretary of the National Forum for the Prevention and Elimination of Child Labour)
09-12-99 p.m.	CO Brasilia	Meeting with Mr. Manuel Buvenich (M&E)
10-12-99 a.m.	CO Brasilia	Meetings with Mr. Sergio Koulousian (M&E) and Ms. Kiyomi Kwagushi (Project Officer Finance)
10-12-99 p.m.	CO Brasilia	Lunch with Ms. Arabella Rota and Ms. Sizue Imanishi
10-12-99 p.m.	CO Brasilia	Meetings with Mr. Manuel Manrique (SPO) and Mr. Mario Volpi (Project Officer)
11-12-99 a.m.	Brasilia	Meeting with Ms. Vesna Bosnjak (former SPO) and Ms. Magdalena Santana (Consultant)
11-12-99 p.m.	Brasilia / Bogota	Travel Brasilia / Sao Paulo / Bogota
12-12-99	Bogota	Meeting with Mr. Nelson Ortiz (Project Officer Child Labour)
13-12-99 a.m.	CO Bogota	Meetings with Mr. Fernando Lazcano (SPO), Mr. Jorge Ivan Bula Escobar (Public Policies) and Ms. Sara Benjumea (Local Development)
13-12-99 a.m.	Bogota	Visit to the Project Paloquena (Child Labour Project of the Universidad Javeniano)
13-12-99 p.m.	Bogota	Attendance of a Meeting of the Inter-Institutional Committee for the Elimination of Child Labour
14-12-99 a.m.	Bogota	Meeting with Ms. Patricia Buritica (CUT – Trade Union)
14-12-99 a.m.	CO Bogota	Meeting with Mr. Nelson Ortiz
14-12-99 a.m.	TACRO	Meeting with Mr. Sam Bickel (Planning and M&E)
14-12-99 p.m.	CO Bogota	Meeting with Ms. Maria Cristina Salazar (Consultant)
14-12-99 p.m.	Bogota	Meeting with Ms. Beatriz Linares Cantillo (People's Ombudsman especially for Children, Women and the Elderly)
15-12-99 a.m.	CO Bogota	Meeting with Mr. Carel de Rooy (Representative)
15-12-99 a.m.	Bogota	Meeting with Ms. Olga Isabel Isaza (ILO-IPEC)
15-12-99 a.m.	TACRO	Meeting with Mr. Sam Bickel (Planning and M&E), Ms. Gladys Acosta (Regional Adviser Women and Gender Equity), Ms. Claudia Julieta Duque and Ms. Soraya Hoyos (Consultants)
15-12-99 p.m.	CO Bogota	Meetings with Mr. Carel de Rooy (Representative) and with Mr. Nelson Ortiz
15-12-99 p.m.	TACRO	Meeting with Mr. Sam Bickel (M&E)
16-12-99 a.m.	Bogota	Departure for New York
16-12-99 p.m.	New York	Arrival from Bogota

**ANNEX VII: DOCUMENTS CONSULTED AND  
FOR FURTHER READING**



## ANNEX VII: DOCUMENTS CONSULTED AND FOR FURTHER READING

### GENERAL

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