ECLT PARTNER WORKSHOP 2008

Geneva, 1-4 December

Meeting Report

Visit to IUF

Laurence Cuny/Facilitator

Background and objectives of the meeting

1. Background

The third ECLT Foundation partner's workshop was held in Geneva, Switzerland from 1 to 4 December 2008. Previous editions took place in Nairobi, Kenya in 2007 and in Dar es Salam, Tanzania, in 2006.

The meeting gathered representatives of the seven projects ECLT partners are currently implementing in Malawi, Tanzania, Uganda, Zambia, Mozambique, the Philippines and Kyrgyzstan for a total of 18 participants including 13 field project partners, 4 ECLT staff and 1 facilitator.[1]

2. Objectives

The objectives of the workshop were the following:

- meet, exchange ideas and lessons, and learn from each other's experiences;
- meet and exchange ideas with some of the Swiss-based Board members on their CSR and its links to Child Labour;
- comply with the ECLT Foundation's objective to share and establish good practices at the field level; and
- address challenges which the ECLT field partners encounter and seek sustainable solutions.

In order to achieve these objectives ahead of the workshop participants had been asked to prepare several materials including:

- a project form with a short résumé of the project and achievements/concerns since the last partner workshop.
- a PowerPoint project presentation with a maximum of 7 slides to back up an oral presentation of 15 minutes. The presentation was to focus on project's good practices and challenges.
- a project organization chart including the project steering committee/advisory committee/working group structure and the name of the people involved.
- a child labour organization chart illustrating how and by whom (if possible with names) the issue of child labour is handle at local, regional

[1] List of participants in Annex 1.

and national level (inserting the links that the project has with various stakeholders.

- existing documents showing how the country is implementing ILO Conventions 182 (worst forms of child labour) and 138 (minimum age). The partners were in particular requested to present the progress, if any, on the implementation of the list of hazardous activities to be defined by each country as per convention 182. The participants were requested to discuss with their local partners to prepare this text, notably with the Governmental authorities.

As a sign of their interest participants came prepared to the workshop. Whenever the information was available at field level, the partners provided the requested documents.

3. ECLT and Participants Expectations

Besides the objectives set for the workhop, in his presentation the President of the Board and the Director listed the following expectations:

- adherence to ECLT 10 guiding principles
- quality implementation
- postitive impact on children and families through communities
- highest standards of accountability and reporting
- outreach to all partners addressing child labour (Government, companies, trade unions, NGOs, UN agencies)
- Need to integrate more the environmental issue
- Need to keep in mind, when developping/implementing a project the global perpspectives (for instance HIV/AIDS pandemic, gender, ...)

In their registration forms, participants also expressed their expectations for the workshop.[2]

These expectations can be summarized as follows:

On partners's projects

Projects goals and activities, challenges and good practices
Sustainability and replication of project activities
Education solutions for children (including follow up with children above 18/ vocational training, etc)
Cooperation between projects
Opportunities for partnerships

[2] List of expectations in Annex 2.

Awareness raising campaigns on child labour/change of values

On child labour policy

Implementation of child labour policy in the partner's countries
Advocacy strategies on child labour legislation and policies

On ECLT

Overall objectives and goals
Monitoring tools
Reporting requirements
Emerging good practices from other projects/countries
Vision/strategy

On other partners

ILO's role

On the conduct of workshop

Mutual respect
Speak openly
Respect time

At the end of the workshop, these expectations were reviewed for the satisfaction of participants. The question of education solution for children over 18 was considered as being outside the mandate of the Foundation. The vision and strategy of ECLT remained an ongoing question to be further elaborated.

On the conduct of the workshop, the group dynamics was very positive with opened discussions and exchanges of experiences. This was particularly evident during the "clinics" exercise that offered an opportunity to ask questions to other country teams that was appreciated by all and should be retained as an interesting modality for the next workshop. The availability of maps, pictures and charts of the projects in the meeting room was also a positive element that helped to visualize the areas where the projects take place and their main characteristics. Language remained an obstacle despite the efficiency of the two interpreters who accompanied the Kyrgyz representatives. It is very welcome that one of the representatives from Kyrgyzstan is currently taking language classes and his efforts are encouraged.

Country project presentations

Country team presentations were a way to gather knowledge and experience from the other participants. The discussion was to focus on how to go forward and solve concerns. Perhaps due to time constraints, the teams were not able to engage deeply enough to bring forward solutions to other through this peer-to-peer process. In the evaluation[3] it was suggested that field partners should present their "unresolved" challenges to their peers for discussion, rather than those "encountered and already solved."

The country presentations received a positive assessment from the participants. Despite the variety of projects a set of common issues emerged as follows:

- Working with the steering committee and in particular how to get the steering committees involved throughout the project
  Number of participants in the steering committees and costs related to their participation
- Working at local level with the village child labour committees
- Awareness raising campaigns and the definition of child labour
- Vocational training and opportunities provided to withdrawn children
- Micro credits: reimbursement and administrative challenges
- How to allow new beneficiaries to enter the system of household credits?
- Sustainability strategies and how to ensure local ownership of the projects
- Transition period and exit strategy

These common concerns were placed in the parking lot to see if through the course of the workshop some of them would be resolved or tackled.
A number of ideas for solutions and lessons learnt were also put in common:

- On opportunities for children withdrawn: use of youth employment programmes and collaboration with Companies as they invest in skills they need
- Business plan models for sustainability
- Develop own capacity for micro credit
- Train district child labour coordinators
- Linkages between child labour and migration investigated by ECLT Secretariat in consultation with IUF and ILO

[3] An analysis of evaluations of country team presentations and the full workshop is provided in Annex 5.

- Interesting model for tracking withdrawn children and families including a table
- Involvement of children in village child labour committees
- Use of new technologies to address the problem of travel costs for steering committee members
- Advantages of government agency as implementer for national ownership and need to involve Government actors
- Importance of documenting by-products of ECLT involvement
- Involvement of women and youth in the project to address gender issue

An evaluation was carried out specifically on country presentations in order to receive ideas on the format as it was felt both by ECLT and by participants that more time is needed but the workshop cannot be devoted entirely to country presentations. This is particularly difficult since 5 of the participants were attending the partner's workshop for the first time. Out of the 2008 participants 8 had already participated in previous workshops i.e. 3 in 2006 and 5 in 2007.

The objective is therefore to provide an overview of projects without being too descriptive and allowing to concentrate the discussion on challenges and solutions and cross project exchanges. As suggested by participants, ECLT staff could have a role in this. The following are proposals for consideration at the next partner's workshop.

- Prepare a chronogram to be posted in the meeting room and introduced by ECLT staff showing the dates of start for each programme (including different phases) and the main areas of activities.

- Send country presentations to all partners ahead of the workshop (if unavailable send summary of the project) and ask one country team to take on an advocate's role for another country team. This team would then take the lead in asking questions and direct the discussion.

- Following the country presentations, allow time for group discussions around common issues that were pointed out in the partners evaluations: i.e. village child labour committees, steering committees, children participation, integration of child labour issues into wider children's issues at national level, tracking system for withdrawn children, multi stakeholder approach, exit strategies. The objective of

these group discussions would be to brainstorm and come up with challenges and solutions found.

- Provide for discussions among partners either by email or on ECLT's website (through a campus modality) on the above mentioned issues. One topic could be selected to be the focus of the elimination of child labour day. The exercise on good practices could also allow focusing on one of these issues per country.

Meetings with ECLT Stakeholders

Holding the meeting in Geneva provided a unique opportunity for partners to meet with ECLT stakeholders and was key to give an insight of the Foundation[4]. This was fully acknowledged in the evaluations as all participants considered there was an added value in having the meeting in Geneva. Three sessions were devoted to this end: Presentations by corporate firms represented by Philip Morris, Japan Tobacco Company and Universal leaf, a working afternoon of five presentations at ILO and two at IUF.

The discussion that followed the corporate companies presentations showed there was space and need for more interaction between the corporate programmes and the partners programmes in common countries. It raised the question of the integrated approach and was a good opportunity to start a reflection on ways to ensure that all stakeholders implementing projects in the field carry out the message of child labour elimination.

Recommendation:

- During the strategic day of discussion of the Board in March 2009 explore avenues for further collaboration with field partners. One avenue is through the training of leaf technicians that work directly with growers. In Tanzania, Philippines, Kyrgyzstan and Uganda, leaf technicians participated in specific training on child labour; it is also very effective, in collaboration with the tobacco companies, to integrate a specific session on child labour within the technical training that the tobacco companies regularly organise for their leaf technicians employees. The content of a training module could be jointly discussed. Another avenue would be through joint field visits for partners to learn

[4] The ECLT Foundation is a tripartite partnership between unions, producers and corporates within the tobacco industry whose mission is to contribute to the elimination of child labour within the industry and within agriculture more generally. Established in 2001, its Board is composed of trade unions, tobacco multinational companies, farmers associations and the International Labour Organisation.

about the companies' methods for implementation, monitoring and evaluation.

The session at ILO provided participants with a number of tools on norms and standards, advocacy, on mainstreaming HIV/AIDS in child labour elimination work, on education and on monitoring and evaluation. It opened new perspectives for partners and made evident that the resources available at headquarters are not always as accessible at field level and that partners should take a proactive approach to access this information. It was regretted that the statisticians could not be present to explain the ongoing discussions on child labour statistics in particular as relates to domestic Household chores and family domestic work.

Recommendation:

- Partners and ECLT Secretariat to reinforce contacts at ILO/IPEC both at national/regional and international level.
- ECLT to circulate the final report of the 18th International Conference of Labour Statisticians convened by the Governing Body of the International Labour Office to discuss and adopt international statistical standards on two topics, Child Labour and Working Time. ILO could be requested to summarize the main points that have an impact on tobacco growing.

The session at IUF provided a very clear picture of its partnership with ECLT and was an occasion to discuss the incorporation of trade unions at local level, one of the questions that had been raised by the participants early during the workshop.

It provided useful ideas on how to address local trade unions and what arguments could be used to convince trade unions of their interest in fighting child labour.

Recommendation:

- Partners to engage with local trade unions in the context of Labour Day and World Day Against Child Labour Day (WDACL) celebrations by producing a one-page advocacy document. ECLT/IUF to provide guidance on this tool.

Hazards health and risks in agriculture

Participants praised the participatory session on "Hazards, Health and Risks in Agriculture" presented by Peter Hurst from ILO/IPEC as a good learning opportunity. As all but one of ECLT projects have yet to complete and ratify an hazardous work list the session clarified the processes necessary at country level to develop such a list. This could be a good opportunity for field partners to engage all stakeholders at local, regional and national level. The ECLT projects are unique in these countries and provide a great opportunity to influence policy in the agriculture sector, and in particular in tobacco, and to demonstrate efforts to protect children.
The discussions again highlighted the needs for training on child labour issues for all stakeholders involved, a capacity that goes beyond ECLT's mandate. The need to define where to draw the line between what is work and what is not without hiding behind cultural issues was made clear. In this sense the definition of hazards and risks can allow to go deeper in these issues by answering the following questions. Which activity? Which age? When? (School time, etc)

It was also made evident that most projects engage with the Ministry of Labour whereas for most countries and in particular in Africa it is the Ministry of agriculture that has most outreach.

Main recommendations:

- Partners to try to get involved in the process of developing the hazardous work list
- Partners to involve Ministries of agriculture in their implementation strategies
- Involve farmer's organizations and other agricultural bodies and associations, especially the grower's associations
- Involve other partners such as FAO. On partnerships other possibilities were also mentioned by partners such as work with universities

Monitoring and evaluation

The session on monitoring and evaluation was a follow-up to the previous partner workshop when indicators were agreed upon as well as the 8 monitoring questions that are to guide partners in their reporting.[5] Its objective was to discuss the usefulness of the monitoring tools that have

[5] A summary of the 8 Monitoring questions is provided in Annex 3.

been jointly developed with partners in 2006 and 2007 workshops. This session was to inquire where the partners has used them, had faced challenges, etc. The discussion was interesting in that it showed commitment on the part of partners to move towards qualitative reporting.Partners agree on the importance of using the 8 questions tool, which focuses on qualitative monitoring. Some country confirmed that they are already using it and they are satisfied by the information they can collect. A question (number 1) focuses on qualitative indicators that were considered very important to be regularly monitored.

- Qualitative indicators should be integrated in the regular monitoring of the project activities.

Many questions were raised in particular following the presentation of the Philippines on how they had carried out a baseline study. In particular it was made clear that a survey of baseline cannot be organised in a few weeks. It demands to get in contact with locally based competent institution, preferably, the national statistical office. However the survey can be done with the support of a consultancy firm or a statistical department/social sciences department from a University.

It was also underlined that the ECLT indicators and questionnaire prepared in 2007 with the support of Pierre Martel, should be adapted to the local context. For instance to establish the “hazardous activities" the project should look at the country list if it exists. However, in making the analysis and in defining the agreed groups, it is important to refer to the ECLT indicators as they are as close as possible from the conventions. It was highlighted that if the national legislation is less demanding than the Convention, the latter should be considered.

The partners discussed the specific situation of children working in the tobacco sector at their household level. As for children working in commercial agriculture outside the house, it was reiterated that these hours are to be considered as child labour, if they impede a child to have a proper education, if the child is working long hours, or if the activity is impacting on his/her health (physically or psychologically.

The table below illustrates child labour as defined for the purpose of global estimates.

From "Every child counts, new global estimates on child labour", ILO 2002

Age groups	Forms of work			
	Non-hazardous work (in non-hazardous industries & occupations and < 43 hrs/week)		**Worst forms of child labour**	
	Light work (<14 hrs/week)	**Regular work** (> 14 hrs/week and 43 hrs/week)	**Hazardous work** (in specified hazardous industries & occupations plus 43 hrs/week in other industries and occupations)	**Unconditional worst forms** (trafficked children, children in forced and bonded labour, armed conflict, prostitution and pornography and illicit activities)
5-11				
12-14				
15-17				

The shaded areas are considered as child labour in need of elimination as per ILO Conventions no. 138 and 182.

Following a demand for a reporting format from one of the partners there was a discussion on whether this would be appropriate. The current practice so far at ECLT Secretariat has been to avoid a « fit for all » format. The reason for that was to allow partners to adapt the monitoring tools or their needs based on a reflection on where the project goes, what is the impact, what is the legacy of the project, how to ensure that with changing teams and even donors the quality instruments and tools are in place for evaluating the impact on communities and children, etc.

As mentioned earlier, this is particularly pertinent since teams have changed in the past and some of the projects are coming to an end meaning that the exit strategy has to be addressed.

Recommendations:

- ECLT and partners to consider the importance of timeframe and clear figures that can serve to establish comparisons when engaging in a baseline study. In the case of the Philippines the baseline study was carried out over a period of 8 months

- Partners to introduce the 8 questions in their regular reporting and to inform of methods to gather information
- Next partner workshop to include a session on M&E that could take the form of a role play exercise

Financial reporting:

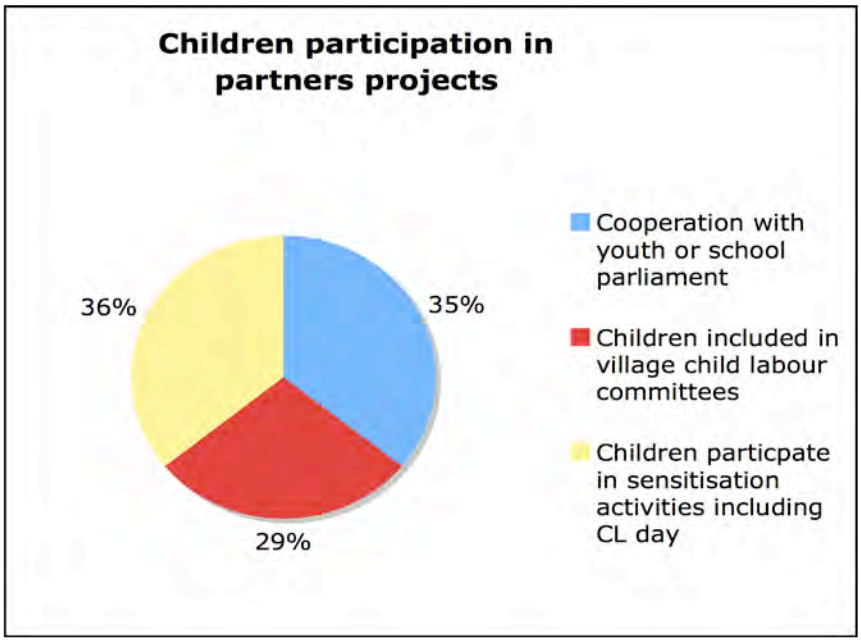
A new financial reporting format was presented and adjusted following discussions. [6]

The richness of discussions on qualitative monitoring and financial reporting meant that the questions of children participation and advocacy strategies that had also been introduced at the last partner workshop could not be directly addressed, as the session time was not sufficient. They were therefore included in the evaluation with the following result:

Children participation:

A session was devoted to children participation at the last workshop in 2007. As a result, this year several partners have implemented strategies to involve children in their projects. 6 of the 7 partners have taken action to involve children in their projects and 1 is planning to do so in the next phase. The level of involvement varies depending on the projects as can be seen in the examples provided and summarized in the table below:

[6] The new financial reporting format is available in Annex 4.



Children participation is now part of the projects but challenges remain for the qualitative participation of children and to assess the impact of this participation. As one participant put it, now that children have been included in the village child labour committees, the challenge is to find innovative ways for a significant involvement.

Recommendation:

- Children participation should be considered for one of the areas to document a good practice, if it is deemed as such
- Since one of the partners has not yet started to include children in their project, they should be considered to seek advice from other field partners through email networking

Advocacy strategy:

Based on the partner's self-evaluations, more than a half of the projects have developed an advocacy strategy. However there is no means to know what is considered as "an advocacy strategy" by partners and this should be clarified to have a common measure. The explanation provided for those who have not engaged in an advocacy strategy is mainly the lack of funds and that other actors should also be involved.

Most advocacy strategies that have been developed are limited in scope and only address one stakeholder (i.e. youth parliament) and remain local. In one case messages have been developed for several audiences (parents, members of village child labour committees, farmers and leaf technicians).

Recommendation:

- In view of the low level of engagement for advocacy strategies, ECLT could explore the feasibility and costs related for a common action on the Elimination of Child Labour day (hiring of communication consultant, drafting of press release).
- ECLT and partners to define the elements of an advocacy strategy
- Invite local/regional/national media during ECLT field visits (partners and ECLT)
- Partners to organise screenings of the DVD provided by ILO on the Global Campaign against child labour with teachers/communities/school parliaments, etc.

Good practices

The "Good practices session" presented by Nick Grisewood, consultant, was a good example of the current state of projects. On Day 2 when filling the evaluation of the country presentations participants themselves mentioned the sharing of good practices on repeated occasions as being one of their objectives. A preliminary exercise carried out by the consultant on definitions of good practices also showed there was a theoretical understanding of what a good practice is.

However what this means in practical terms and how and when to document good practices raised a lot of questions. In many ways this echoed the discussion on qualitative monitoring and shows a shift in the understanding of the projects. It also relates to exit strategies, involvement of other partners and how to guarantee ownership of the project at local level, possible replication, and impact on a larger scale.

The session did not meet all the objectives that had been set in particular the agreement on a common definition but this did not seem to be the main obstacle and a working definition, i.e. the definition of ILO/IPEC could be used as a basis. It was widely agreed as it appears in the evaluations that good practices is a priority area that should be further discussed in the next partner's workshop and that requires immediate action. The consultant provided a separate report on this session.

Consequently a timeframe was discussed and proposed the following steps:

Step 1: Joint consultation initiated by ECLT on good practices criteria/guidelines/tools and methodology – Several partners showed interest in being associated to this process. First quarter of 2009 to be submitted to field partners.
Step 2: Preparatory documentation for strategy meeting with board March 2009
Step 3: Establish a standard reporting form for good practices/lessons learnt - June 2009 Documentation from field to ECLT Secretariat
Step 4: Aim to produce final products by end 2009

Evaluation and ways forward

ECLT finds itself at an interesting moment after 7 years of experience and with the question raised several times on whether it is to remain project oriented or to become program oriented. Holding the workshop in Geneva with the presence of several ECLT stakeholders and the forthcoming day of strategic discussion in March 2009 was a great opportunity to discuss these issues. Some projects are starting and others are coming to an end. In that sense the discussion on the legacy of projects, local ownership and good practices came at the right moment. It is a continuation of the discussion on monitoring and evaluation and on the impact of the actions carried out by the Foundation and partners and their overall contribution to child labour elimination. At ECLT level it also raises question of the lessons learnt through the implementation of individual projects.

Partners at the workshop showed a real interest in learning from each other's experience and questioning in a constructive manner the structural coherence at local level of the steering committee and multi stakeholder approach.

The following is a set of recommendations gleaned from the week's discussions and presentations on the way forward. The facilitator is compiling these recommendations with an indication in parentheses of the suggested group that should be responsible for it. These recommendations may require further reflections and internal discussions by the ECLT Secretariat in terms of implementation.

- Engaging with ILO/IPEC at local level on issues of training on child labour and the elaboration of the list of hazardous work (partners)
- Engaging with corporate companies and donors on the integrated approach and possible synergies in the common countries of implementation (ECLT Secretariat, board and partners)

- Discuss possibilities of child labour training at the strategic meeting in March 2009 with a view to finding a common ground for all actors (ECLT Secretariat and Board)
- Engaging with trade unions at local level through a better understanding of their interests and the relation between children employment and adult unemployment (partners)
- Build on the momentum created by the workshop to encourage exchange of experiences through ECLT website and group mail discussions (ECLT and partners)
- Start process of documenting good practices as a framework for partner's discussions (ECLT and partners). Areas for good practices to include among other possibilities: engaging with steering committees, village child labour committees, children participation, advocacy strategies, tracing withdrawn children, baseline definition, micro credit system.
- Engage with local trade unions in the context of May Day celebrations by producing a one-page advocacy document. (ECLT, IUF, partners)
- Study the feasibility of inviting partners to field visits carried out by ECLT staff in particular in the African region. (ECLT board)
- Study the feasibility of inviting local media to field visits carried out by ECLT staff (ECLT and partners)
- Study the feasibility of working on communication strategy for Child labour elimination day (ECLT Secretariat and Board)
- Use Monitoring and Evaluation tools to measure the impact of the next Elimination of child Labour Day advocacy strategies (partners)
- Include a session on Monitoring and Evaluation at the next workshop (ECLT staff). To maximise the learning experience this session could take the form of a role-play exercise in order for partners to experience the position of both the evaluator and the target group and have a reflection on the questions asked and dynamics of the exchange.
- Some of the common issues from the partners' presentations are ongoing and should be considered or taken up, if possible in the next workshop or through another mechanism such as a good practice. Among them are the following: exit strategy, transition period and sustainability of projects, opportunities provided for withdrawn children and engagement with steering committee and village child labour committee (ECLT).