



International Programme on the Elimination of Child Labour (IPEC)



International
Labour
Office

IPEC Evaluation

Time-Bound Programme - Urban Informal Economic Program on Prevention and Elimination of the WFCL in the Urban Informal Economy of Dhaka Metropolitan Area

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An independent final evaluation by a team of external consultants

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This document has not been professionally edited.

NOTE ON THE EVALUATION PROCESS AND REPORT

This independent evaluation was managed by ILO-IPEC's Evaluation and Impact Assessment section (EIA) following a consultative and participatory approach. EIA has ensured that all major stakeholders were consulted and informed throughout the evaluation and that the evaluation was carried out to highest degree of credibility and independence and in line with established evaluation standards.

The evaluation was carried out by a team of external consultants¹. The field mission took place in December 2011 – January 2012. The opinions and recommendations included in this report are those of the authors and as such serve as an important contribution to learning and planning without necessarily constituting the perspective of the ILO or any other organization involved in the project.

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Acronyms & abbreviations

APIU	Action Program Implementation Unit
APSU	Action Program Steering Unit
BEF	Bangladesh Employers Federation
BGMEA	Bangladesh Garment Manufacturing Export Agency
BSAF	Bangladesh Shishu Adhikar Forum
BTS	Beneficiaries Tracking Survey
CBOs	Community Based Organizations
CDS	Centre for Development Services
CLM	Child Labour Monitoring
CLMIS	Child Labour Monitoring and Information System
CLU	Child Labour Unit
CTA	Chief technical Advisor
DAM	Dhaka Ahsania Mission
DCC	Dhaka City Corporation
EIA	Evaluation and Impact Assessment section of IPEC
EKN	Embassy of the Kingdom of the Netherlands
GoB	Government of Bangladesh
ILO	International Labour Organization
IPEC	International Programme for the Elimination of Child Labour
JCLWG	Joint Child Labour Working Group
MASP	Monitoring and Supervision Plan
MOLE	Ministry of Labour and Employment
MOLGRD&C	Ministry of Local Government, Rural Development and Cooperatives
MOU	Memorandum of Understanding
MPC	Multi Purpose Centre
NCCWE	National Coordination Committee for Workers' Education (NCCWE)
NFE	Non Formal Education
NGO	Non-Governmental Organisation
OSH	Occupational Safety Health
OSHE	Occupational Safety, Health and Environment Foundation
PSC	Project Steering Committee
PSTC	Population Services and Training Centre
RIC	Resource Integration Centre
SDT	Skill Development Training
SEE	Socio Economic Empowerment

TBP	Time Bound Program
TCC	Tripartite Coordination Committee
TOR	Terms of Reference
TUF	Trade Unions Federations
TVET	Technical & Vocational Education & Training
UCW	Understanding Children's Work
UIE	Urban Informal Economy
UNESCO	United Nations Education, Scientific and Cultural Organisation
UNICEF	United Nations Children Fund
VTC	Vocational Training Centre
WDACL	World Day Against Child Labour
WFCL	Worst Forms of Child Labour
YES	Youth Employment Support
ZIU	Zonal Implementation Unit

Executive summary

The International Labour Organisation (ILO) has implemented a technical cooperation Project in Bangladesh, entitled Urban Informal Economy (UIE) Programme of the Project of Support to the National Time Bound Programme towards the Elimination of the Worst Forms of Child Labour in Bangladesh. The Government of the Kingdom of the Netherlands has funded the Project. A final evaluation was undertaken during December 2011 – January 2012.

Overall, it was assessed that the Project has shown a high level of effort, and performed very well in many of its endeavours, and has *contributed* to the overall, development objective to the elimination and prevention of worst forms of child labour in the urban informal economy of Bangladesh. Knowledge on child labour in the urban informal economy as well as capacity has increased among national and municipal stakeholders, as a result of the Project interventions. Policy work and attempts to influence national and local policies were also important components. The Project has protected children from hazardous work and prepared them for formal primary/secondary education through non-formal education. Others were prepared for and placed in decent work arrangements through participation in skills development training. Women/families were assisted to improve their social and economic security so that they would no longer depend on hazardous child labour.

The Project faced significant delays of more than thirty months – the reasons and circumstances for which are thoroughly explained in this report. As for reaching the immediate objectives, the evaluation team has assessed that the outputs for the IO:1 (Policy and Model) were well achieved, as well as the ones for IO:6 (Capacity-Building) – thus it can be safely confirmed that at least two immediate objectives (1 and 6) out of the 6 objectives, were fully met, while the others were only partially met (however, when taking a glance at the *original targets*, the performance and outcome has been very poor).

The evaluation has assessed the relevance and performance of work accomplished, applying four evaluation criteria (effectiveness, relevance, efficiency and sustainability). It was concluded that the project was relevant and the effectiveness is determined as satisfactory/good. The Project performed well regarding its policy work and development/adaptation of models. In terms of quantitative results, child labour protection activities gave quite good results i.e. the efforts to refer children to rehabilitation centres and other protective services. Much less satisfactory results are identified in declaring areas “child labour free”, as described in this report.

In the area of **education and preparation for employment** for working children, the Project also achieved well (assessed as medium) with the exception of mainstreaming children into formal schools, where the project achieved only 48% of its revised target. As for children referred to skills development training, the project achieved only 47% of its revised target. As for **prevention through social and economic development**, effectiveness was assessed as medium. However, regarding the Project’s efforts to enrol working children’s guardians in its SEE programme only 13.6 percent were enrolled and the Project performed poorly in the area of providing micro-finance to guardians, as only 32 percent of the guardians received micro finance support and started their income generating activities. Regarding **capacity building for sustainability** the Project did well as a total of 4,350 persons participated in the training programmes of which 2,804 were males (65%) and 1,536 females (35%)

Further, efficiency was assessed as good. In the end the rate of delivery was estimated as 90% of the (revised) budget. As for **sustainability**, a distinction was made between sustainability of systems/models, which were assessed to be satisfactory, and sustainability of activities and benefits - which was assessed to be good.

The evaluation team has assessed that there were **too many strategic pillars for the Project** to address. Measures should have been taken in 2009 not only to scale down targets and funds, but to

scale down the number of the core activity pillars (built on the 5-6 objectives) - in order to make the Project more manageable and to be able to focus on higher quality for fewer components.

It is recommended that LO should review and consolidate its experience from all its implemented IPEC projects, and learn from many documented lessons on the importance to scaling down on its ambitions. ILO should avoid drawing complicated Project structures with too many implementing agencies and too many objectives and outputs to be reached.

It was found that the momentum of ILO's interventions in the area of combating the worst forms of child labour was lost in the gap between ILO IPEC projects 1 and 2. The evaluation team has questioned the statement made by the Mid Term Evaluation that the new Project had built on the "social momentum, established footholds and credibility in nearly 100 selected urban neighbourhoods, and provided an integrated package of services for approximately 100,000 direct beneficiaries". With the knowledge that the ILO was not going to do business as usual in the follow-up project, but actually give the execution responsibility to the DCC - with the help of NGOs - the anticipation that one project would smoothly take over from the other was unrealistic.

It is recommended that the ILO headquarters and ILO country offices engage even more in negotiations with Government about technical cooperation Projects - even at an early stage before things get too complicated- as it seems that a too much burden for this is on the shoulders of the CTAs. The role assumed by Government Project Steering Committees (PSCs) in relation to externally funded Projects is crucial.

The evaluation also found that the **role/mandate of the PSC was far reaching** as it not only provided guidance and assistance but also approved the Project's work plans, the selection criteria and actual final selection of the NGOs, as well as the Action Program proposals for these NGOs.

It is recommended that the PSC should have a Terms of Reference that clearly outlines the role of the Committee at the start. Alternatively, a Project *Advisory* Committee (PAC) may be formed. Civil Society Organisations should be invited to participate regularly in the PSCs, in particular if they are stakeholders/implementing agencies in the project. Other actors may be invited as observers if this is beneficial for a smoother operation of the Project.

Regarding gender mainstreaming in the Project, both girls/women and boys/men have benefitted from participating in the Project activities, however boys and males (adolescents) have clearly benefitted more. More could have been done by the ILO, the Project and the development partners at the onset, highlighting gender issues and e.g. showing possible ways to encourage girls/adolescents to choose less traditional training paths in order for them to have more or better job opportunities on the labour market later on.

It is recommended that ILO Projects should be more convincing in showing that there is a plan for gender mainstreaming at the onset, and this should be described clearly already at the drawing board – and be reflected in Project Document and the Logframe

Dhaka City Corporation (DCC) developed a **child labour and trade license regulatory mechanism under the UIE Project**. In the second half of 2010, DCC issued an Office Order that includes two clauses that prohibits employment of under-aged workers in hazardous environments. The Project viewed this as a break through and the positive actions of the DCC have clearly been innovative and experimental. Unfortunately they may not mature as it was intended and/or be monitored by the Project because of the delays in the implementation. The effectiveness of the DCC clauses, at least in the short and medium term, is questioned by the evaluation team as it found that no action, in terms of enforcing these clauses had been taken, i.e. nobody had lost any trade licence because they have employed and/or *continued* to employ children in hazardous environments within the four zones in Dhaka.

It is recommended that the ILO Country Office in Dhaka, as well as the constituents should actively follow up on developments within MoLE. The implementing partners, that played an essential role in the Project, and in the previous IPEC project, also have a role in following up how the Ministry proceeds with child labour issues. The TVET Project (which reportedly has child labours among its target groups) has confirmed it has use for the educational materials/models among others, and these have already been made available to this Project. Also, one of the Project staff previously working in UIE project is now working for the TVET project – which may allow for some continuity and spread of experience and knowledge from the UIE Project.

Regarding **issues to be followed up**, at the time of the evaluation, the National Plan of Action was not yet fully reviewed by MoLE and the Child Labour Unit was not yet functioning. The child labour website needs continued maintenance, and as for the CLMIS it not clear how it will be maintained and by whom. The progress of the new USD 9 million MoLE child labour eradication Project (to be implemented in several major cities in Bangladesh) needs to be followed up. It was expected that the implementing agencies would be selected around March 2012. Progress in the enforcement of the DCC's Office Order should be reviewed.

It is recommended that **a)** ILO (and ILO-IPEC) as well as the constituents and partners monitor the developments regarding the above-mentioned issues and continue the dialogue with the MoLE on these issues; **b)** A study is undertaken to gauge the progress of the new MoLE child labour eradication Project; and **c)** An impact study/evaluation of the sustainability of the UIE Project is fielded within one year.

UNICEF is implementing an interesting project to eradicate child labour in Dhaka city, using conditional cash transfer (CCT), for which good results had come out. Impact in relation to reduced levels of child labour has also been observed in the Cash for Education Scheme in Bangladesh². ILO has recommended that CCT should be, overall, a key element of Child Labour mainstreaming strategies in the future. There seem to be sufficient grounds for a systematic examination of the potential of the CCT approach, as alternative to micro-finance to guardians for instance, at least in Dhaka city.

It is recommended that ILO should explore the possibility to team up with UNICEF, and perhaps Save the Children in Bangladesh, for a joint initiative using CCT as a strategy to contribute to the eradication of child labour.

Lessons to be drawn are several in these areas, described in this report related to the Project's models and experience; Adopting a clear stand and keep to agreements; Necessity to follow up and keep the momentum gained so far; and Key differences between UIE and the forerunner Project

Regarding a lesson to be drawn related to the Project's ending, and phasing out/exit strategy; **it is recommended** that all ILO projects should plan and implement phase-out/or exit plans, and the national stakeholders as well as development partners/donors need to be aware and appreciate this, as well, when reviewing project documents for possible funding. In many cases, targets are chased to the very end, because of delayed start-ups. Project staffs, therefore, feel there is no time for any gradual phase out.

² Ravallion and Wodon, 1999, pp. 6-17.

1. Background

1. This report is an account of the final evaluation of an International Labour Organisation (ILO) technical cooperation Project in Bangladesh, entitled Urban Informal Economy (UIE) Programme of the Project of Support to the National Time Bound Programme towards the Elimination of the Worst Forms of Child Labour in Bangladesh. (hereafter referred to as the UIE Project or the Project). The official duration of the Project was January 2007 – 31 December 2011.
2. The report presents findings, conclusions and recommendations.

1.1 Context

3. The ILO adopted the Worst Forms of Child Labour Convention (No. 182) and Recommendation No. 190, on 17 June 1999, urging immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour (WFCL). With the ratification of this Convention in March 2001, the Government of Bangladesh made a commitment to act accordingly. Along with employers' and workers' organizations, concerned civil society groups and global partners, the country was to create and implement a national plan to eradicate the WFCL within a specific time frame.
4. Like some other ILO member states, the GOB has also chosen to develop and implement a Time-Bound Programme (TBP) to manage the implementation process and fulfil its obligations under C182. The intention is that the National TBP will bring together all policies and actions related to child labour under a single overarching framework.
5. The ILO has been implementing Projects through the ILO International Programme for the Elimination of Child Labour (IPEC) in Bangladesh since 1995.

1.1.1 Child labour in Bangladesh

6. In 1996 the Bangladesh Bureau of Statistics (BBS) undertook a national survey on the child labour situation in Bangladesh. According to the second National Child Labour Survey (NCLS), carried out in 2003, among 42.39 million children aged 5-17 years 7.42 million are economically active, of which 3.18 million are considered child labourers, representing 7.5 percent of the entire child population in this age range. In comparison to the previous survey, this survey provides a broader scenario of the child labour situation in Bangladesh including its worst forms, causes and implications³.

³ Child population aged 5-17 years: It accounts for 32 percent of the total population. Of this, 54 percent are boys and 46 percent girls. Among them, about 75 percent children are attending school full-time. Among boys 25 percent do not attend school while for girls it is 17 percent. The percentage not attending school is very high among the children 15-17 years. 46 percent of boys and 32 percent of girls in this age group do not attend school (source: CLU website).

<i>Regarding children defined as economically active</i>	There are 7.39 million children aged 5-17 years are regarded as economically active. This represents 17.5 percent of the total child population in that age group. The highest number of working children, 4.41 million is in the age group of 10-14 years. Of the total children aged 5-17 years, about 6 percent combine work with schooling while 12 percent (5 million) are only working, not attending school. A higher proportion of girls (80%) is in employment in the informal economy and shows an increasing trend.
<i>Regarding children defined as “child labours”</i>	There are 3.18 million children working as child labourers, accounting for 43 percent of the total economically active children aged 5-17 years. The proportion of child labourers is higher for boys (77%) as compared to girls (23%). The highest number of child labour, 2.2 million (68%), is in the age group of 10-14 years which indicates that many children enter the labour force soon after completing primary school.
<i>Regarding children in hazardous work</i>	Hazardous work has been based on only one criterion, i.e., children working for 43 or more hours per week. According to this estimate, about 1.3 million children work 43 or more hours and are considered to be in hazardous conditions. On the basis of only one criterion, the number of children in Hazardous Child Labour (HCL) amounts to 41 percent of the total child labour population. The incidence of hazardous child labour increases with the age, highest (57%) in 15-17 age group followed by 10-14 age group (40%). 91 percent of children who work long hours are boys.

1.2 Final Project Evaluation

1.2.1 Specific purpose of the final evaluation

7. The evaluation has been initiated in accordance with ILO’s procedures for all technical cooperation projects and programmes. The specific purpose of the Project evaluation is to draw lessons from experience gained during the reviewed period, and how these lessons can be applied in programming future activities, existing or planned ILO/IPEC interventions as well as in broader terms of action against child labour in Bangladesh, particularly in the context of the Time Bound Programme process.
8. In addition the evaluation should document potential good practices, lessons learned and models of interventions that were developed in the life cycle of this project. It should serve as an important information base for key stakeholders and decision makers regarding any policy decisions for future subsequent activities in the country.

1.2.2 Scope

9. The final evaluation covers the whole project period, including all specific interventions in the form of Action Programmes implemented by local partners and other activities of the programme since the beginning of the programme. It focuses on the achievements of the project and its contribution to the overall national efforts to achieve the elimination of the targeted worst forms of child labour (WFCL). The link to the national Time Bound Programme process in Bangladesh and specifically the possible link to proposed ILO/IPEC activities in support of the Time Bound Programme process are also considered.

1.2.3 Intended Users of the final evaluation

10. The intended users of the evaluation are ILO Headquarters in Geneva, the ILO sub-regional office in New Delhi, ILO Country Office in Dhaka and the IUE Project staff. The intended users in Bangladesh are first and foremost the Government of Bangladesh (GoB), particularly the Ministry of Labour and Employment (MoLE) and the Dhaka City Corporation (DCC) - the primary government institutions involved. The Bangladesh Employers Federation and

Workers/Trade Union organisations are also important ILO constituents and users. The Non-Governmental Organisations (NGOs) were the main implementing agencies (designated “secondary partners”) and are also important intended users of this evaluation. The Embassy of the Kingdom of the Netherlands (EKN) in Dhaka, representing the Royal Netherlands Government is a key intended user, having provided the project funds to ILO and being responsible for the follow-up of the under review during 2007-2011.

11. Other international and local agencies are also users, primarily UNICEF and Save the Children – who, although not directly involved in the Project implementation on the ground.

1.2.4 Evaluation team

12. Two independent evaluators, one international and one national, undertook the final project evaluation.

1.2.5 Limitations

13. ILO had planned that this final evaluation would take place earlier in the 4th quarter of 2011⁴. It could not start until mid-December 2011 and at this point in time the field operations in Dhaka City, involving the direct beneficiaries had been closed down. Unfortunately, no field observations or discussions could take place - which has been a limitation. The evaluation team was, however, able to have group meetings and interviews with children, adolescents, guardians, supervisors/teachers and NGO staff at the offices of some of the concerned NGOs (see Annex V. List of Persons Met).

2. Methodology

14. The main evaluation criteria used in assessing the Project performance and achievements are effectiveness, relevance, efficiency and sustainability. The evaluation methodology used in the assessment and evaluation process is described below.

2.1 Overall approach

15. The evaluation has applied qualitative methods of acquiring data, mainly, as there was neither scope nor time to undertake any field survey to generate quantitative information from primary sources. Although the Project’s field activities had ended by the time the evaluation was fielded, and NGO-supported community centres had closed, valuable information was received from the majority of the stakeholders through interviews and focus group discussions with children, guardians and supervisors.
16. In terms of accessing/acquiring quantitative data, the evaluation team had to rely on secondary sources, i.e. available information generated through baseline studies, project evaluation reports and the Project’s own monitoring and evaluation system. The latter was important as data has been collected by the Project indicating what had been achieved vis-à-vis the set (revised) targets, e.g. number of children removed from hazardous work places, completing NFE courses and admitted to government schools etc. Reliability and validity of this data are a concern and therefore efforts have been made to cross-check information from various sources.
17. The evaluation team applied participatory consultation and inquiry methods throughout the work, until the closing of the Project on 31st December 2011. As very little time was available for documentation review before the interviews and meetings started up in Bangladesh, this

⁴ Source: Project staff and the Work Plan 2007-2011.

limitation had to be compensated by extending the review process even after the closing of the Project, thus reviewing documentation has taken place in parallel with data processing and analysing, following the field mission. The team leader of the evaluation also held three in-depth interviews with key external and internal informants in January 2012 (Annex I).

18. The evaluation team has focused on systems, structures, processes and institutional procedures so as not to place undue focus on individuals or groups. UN evaluation norms, standards and ethics have been followed throughout the work.
19. The evaluation team has applied a methodological triangulation when gathering data, i.e. using more than one method to gather data and information with the purpose of increasing the credibility and validity of the conclusions and neutralising personal biases. Triangulation has thus been used from perceptions (interviews with individuals, questionnaires), validation (direct observations, specific studies, group consultations, institutional analysis) and documentation (document review, meta-analysis of available monitoring and evaluation information). Crosschecking of information and analysis has thus, hopefully, strengthened the reliability of the conclusions.

2.2 Methods applied

2.2.1 Documentation review

20. The documentation review included reviewing key ILO publications, project-specific documents, progress reports, technical and research reports, ILO mission reports, minutes of meetings, evaluation reports, project financial statements and reports, among others.

2.2.2 Inception report

21. Based on the documentation review, an inception report describing the methodology and an evaluation instrument was prepared and submitted to the Evaluation and Impact Assessment (EIA) section, ILO-IPEC, Geneva, for approval. The evaluation questions proposed in the Terms of Reference have generally guided the work to prepare a tailor-made evaluation instrument with semi-structured questions for all key stakeholders. Efforts have been made to keep the questions open-ended (Annex II).

2.2.3 Briefing sessions and interviews

22. Briefing sessions were held with ILO headquarter programme staff responsible for following up on the project, the ILO Office Country Director and staff in Dhaka and the Project staff.
23. Interviews and group discussions were held with the Project staff, Dhaka City Corporation (DCC) and NGO staff in particular, some of which were more in-depth, as much as time allowed. The evaluation team also communicated and interviewed “relevant others”, such as the former Project CTA and former Dhaka-based representative of the Development Partner (donor agency), whose specific experience from being involved with the Project has been equally useful to the conclusions of the Evaluation.
24. The team has gathered information and listened to views from all key stakeholder categories, including the children and adolescents who have participated in the Project (twenty-three children and adolescents were interviewed. See Annex V. List of persons met).

2.2.4 Meetings

25. The evaluation team has held meetings and discussion sessions that have included all stakeholder categories.

2.2.5 Focus Groups

26. In order to get more in-depth information on perceptions, insights, attitudes and experiences, focus groups were also organised which proved to be useful in providing interpretations of available quantitative and qualitative data. These sessions were particularly important in view of the fact that the actual field programmes in Dhaka city had ended. The evaluation team facilitated such discussions with graduates of the Non-Formal Education (NFE) programme; graduates of the Skills Development Training (SDT) programme and with the guardians of children previously engaged in WFCL in Dhaka city. Focus groups were also organised with Trade Unions and NGO representatives.

2.2.6 Brief questionnaires

27. A brief questionnaire was disseminated to the Project staff, in addition to discussions, meetings and interviews in which they participated (Annex II). Originally the team planned to use questionnaires also for other project participants/stakeholders, however, this was not appropriate for a number of reasons, partly related to the late start-up of the evaluation programme at the end of the year.

2.2.7 E-mail correspondence and telephone interviews

28. E-mail correspondence was used to supplement the information gathered. “Skype” calls were used in interviews, not only with ILO Headquarter staff and the development partner, but also with relevant external key person who has been involved in the Project.

2.2.8 Stakeholder Workshop

29. A Stakeholder Workshop/Meeting was organised at the ILO Country Office on 28 December 2011. The main purpose of the meeting was to present the objectives of the evaluation, the activities that had been undertaken and to present some preliminary findings. The workshop proved to be a valuable session to acquire feedback and further information from the participants (Annex VI).

3. Project framework

3.1 Basic facts

30. The evaluated Project is entitled “Urban Informal Economy (UIE) Project of Support to the National Time Bound Programme towards the Elimination of the Worst Forms of Child Labour in Bangladesh” - hereafter referred to as the Project, or the UIE project.
31. The Ministry of Labour and Employment (MoLE), is the focal Ministry for prevention, protection and elimination of child labour in Bangladesh. Officially, the MoLE is the executing agency of this Project, with technical assistance provided by an ILO team of experts⁵. It has been one of two ILO technical cooperation initiatives in support of the National Time Bound Programme (TBP) framework⁶. The other project is the Technical Vocational and Education Training (TVET) Reform Project⁷.

⁵ The Project is part of GoB’s Annual Development Programme (ADP), and as such, it is described in a Technical Assistance Project Proposal (TPP) – the GoB standard format for such Projects.

⁶ It is described in the Project Document as a component of TBP - and as such it contributed to the overall goals of the TBP.

⁷ The European Commission is the donor of this Project, implemented during 2008 – 2012. Its overall goal is to ensure Bangladesh’s competitiveness in the global market by improving the quality of vocational educational and training.

32. The official duration for the UIE Project was January 1st January 2007 – 31st December 2011. However, it faced a *30 months delay in its start-up, and implementation of its service delivery only took off by mid-October 2009*⁸. At the time when the final evaluation took place at mid-December 2011, service delivery to the target groups and beneficiaries (the children and adolescents) had only been undertaken for 2 ½ years - instead of the stipulated 5 years.
33. The original aim was to remove approximately 45,000 children from hazardous work in urban informal economy workplaces, such as battery recharging workplaces blacksmiths, shops, metal workshops, automobile repairing, welding and painting, metal, plastic, rubber, vulcanising, carpentry, shoe factories, plastic recycling, chemicals and dying, where child labourers are exposed to gas, fumes, harmful chemicals and sharp tools/equipment. Its aim was also to prevent children from entering the labour market in Dhaka City⁹.

3.2 Building on previous experiences and lessons

34. The UIE Project was built on experiences and lessons drawn from a previous ILO International Programme for the Elimination of Child Labour (IPEC) pilot project, also funded by the Royal Government of the Netherlands. This Project was entitled “Prevention and Elimination of Selected Worst Forms of Child Labour in the Informal Economy of Dhaka City” and was operated between March 2001 and December 2006.

3.2.1 Previous pilot project in the urban informal economy in Dhaka

35. The previous pilot raised awareness through its many activities, including fieldwork in Dhaka city, and increased knowledge among actors in the urban informal economy in Dhaka. It tested strategies and models related to withdrawing children from the WFCL and mainstreaming them into primary and secondary schools. It developed models on skills development and protection and reached out to approximately 100,000 direct beneficiaries in nearly 100 urban communities. The project evaluation of this pilot project strongly recommended that the follow-up UIE project would take off without interruption and that it would be integrated in the national TBP.
36. The UIE Project is clearly designed on the basis of the experiences made by the previous project – although there are clear differences, particularly in the institutional set up and execution. The most important difference is that that the new Project was to be implemented by a local government agency, namely the Dhaka City Corporation (DCC). This shift in implementation, from ILO to a local Government implementation, via sub-contracted NGOs, had considerable consequences discussed in report.

3.2.2 Most important lessons drawn to benefit the UIE Project

37. Lessons learnt from the previous project (2001-2006), to benefit the new UIE Project are presented below:

Independent participative associations	The most important lessons from the previous project were that independent participative associations (such as NGOs and CBOs), organising community activities and viable alternatives should be provided for both children and guardians in prevention and elimination of child labour.
Inclusive non-formal education	Inclusive non-formal education should be an alternative but the ultimate goal is children to be mainstreamed into public schools. Appropriate skills training models need to be worked out with due consideration to the prevailing informal apprenticeship systems in the UIE as well as by involving employers.

⁸ The Project Document, the main steering document was signed between ILO and ERD only on 29 April 2010.

⁹ Source: Understanding Children’s Work (UCW) Country Report, July 2011, ILO, UNICEF, World Bank Group.

Micro-credit for guardians	Further, micro-credit for guardians could help to reduce their dependency on children's earnings in the long run, in particular, when accompanied by strong non-financial (social empowerment) elements.
Improvements of employers business performance	It was also learnt that employers are more likely to participate in child labour interventions that also offer improvements in business performance.
Limited capacity for service delivery amongst NGOs & involvement of ILO constituents	The experience had also been that capacity for the work to be done to deliver services was limited, especially amongst the NGOs, and there was therefore a need to involve local government authorities and to improve the institutional framework under which they operate. Credible involvement of the ILO constituents was also required.
Follow up on the children and sustainability of systems and benefits	Regarding follow-up, ILO and its partners had learnt that both 'tracking' of individual beneficiaries (during and after interventions) and 'tracing' (aimed at identifying long-term impacts on a few of those beneficiaries) are important to assess whether positive changes have occurred and adequately sustained. Regarding sustainability, it was learnt that this can only be ensured when the "interventions are implemented under the mandate and authority of local government with the effective involvement of the ILO tripartite constituents ¹⁰ ".
Combination of policy-related upstream work and targeted downstream interventions	It was also learnt, that although highly visible projects can have a great impact - they alone cannot solve child labour problems and, equally, the national objectives cannot be met while the extent of child labour presents such an obstacle. The conclusion for the start-up of the new UIE Project was that child labour issues must be mainstreamed into national development plans and an effective combination of policy-related upstream work and targeted downstream interventions must exist to achieve decent work goals.

3.3 ILO technical assistance Project team

38. The Project technical assistance team, recruited by the ILO, was based in an office in Dhanmondi, Dhaka. At the time of the final evaluation, the team consisted of 11 staff members¹¹. The first Chief Technical Adviser (CTA) left Bangladesh in March 2009, and the new CTA started working in December 2009 until the closing of the Project, on 31 December 2011.

3.4 External Development Partner

39. The Government of the Kingdom of the Netherlands has funded both of the above-mentioned Projects. The UIE Project, the subject of this evaluation, had a budget of US\$ 6,227,904, but which had an original budget of US\$ 10,244,930. According to preliminary figures from the Project's administrator, the expenditure stood at approximately US\$ 5.6 million in December, with a delivery rate of 90%, and with a balance in the bank amounting to US\$ 595,842. This development partner was represented by the Embassy of the Kingdom of the Netherlands (EKN) in Dhaka, from where the Project was rather closely monitored.

3.5 Stakeholders and Project partners

40. The primary partners were the Ministry of Labour and Employment (MoLE) and the Dhaka City Corporation (DCC) - which falls under the Ministry of Local Government, Rural Development and Cooperatives (MOLGRDC). The Bangladesh Employers Federation (BEF) and the Workers Organisations and Trade Unions were also primary partners, being constituents of the ILO. In fact, nine Trade Unions Federations (TUFs) of NCCWE were involved, although

¹⁰ Source: UIE Project Document

¹¹ The UIE Project staff consisted of a Chief Technical Adviser (CTA); three Programme Officers, one Administration and Finance Assistant; a Senior Secretary; four Programme Assistants and driver (See Annex V. List of persons met).

marginally, e.g. through the implementation of mini programmes during the last year, and through activities related to the World Child Labour Day (WCLD).

41. Five NGOs were contracted directly by the DCC, under the Project, named secondary partners. These were the actual implementing agencies for the community related work. Another NGO was contracted directly by the ILO. The NGOs worked with the local community leaders and monitoring surveillance groups, trade license supervisors, schools, guardians, and other local actors in Dhaka city.
42. Other partners based in Bangladesh were UNICEF and Save the Children, collaborating with the TBP-UIE Project in issues related to national policy and but not directly involved with the actual Project implementation. Last but not least, the most important stakeholders were the children, adolescents, the employers and guardians participating in the Project.

3.6 Beneficiaries

43. The Project made a distinction of the beneficiaries who were to receive various services and be enrolled in the programme activities, as follows:
 - *Direct beneficiaries:* Children under 18 years of age engaged in hazardous child labour, their guardians/ households (28,000), 4,000 employers and 95,000 other community members in the areas which they work or reside, totalling approximately 173,000 direct beneficiaries.
 - *Indirect beneficiaries:* The child population of the targeted urban areas through the coverage of the Child Labour Monitoring and workplace surveillance system; other household members, neighbouring families and employers through the spin-offs of advocacy and awareness raising, other family members through the increased household income with immediate impact on school enrolment and on adult workers through the workplace improvement programmes.

3.7 Operational area

44. *Operational area:* While the Project Document foresaw that the operational area was to be 33 Thanas divided over 90 Wards and 8 Zones “and other selected City areas”, the Project operations were limited to only 4 (out of 10) zones in Dhaka city.

3.8 Logical Framework

45. The structure of the Project is clearly complicated, as it is built on 6 different “pillars” (6 main objectives, but treated as 5 to be easier handled by the Project team). Each pillar had its set of strategies to follow, activities to be carried out, targets to reach and outputs to produce and actions were undertaken as direct action at field/community level, at institutional level and at national level, and as efforts to influence national policy. The Project developed models for the eradication of child labour, for child worker protection, child workers education and preparation for employment and models for preventions through micro credit delivery to guardians – and built capacity at all levels in its efforts to make a sustainable impact.
46. The Project’s Logical Framework is constructed as follows:
 - There is one **development objective (DO)**, reading “To contribute to the elimination and prevention of worst forms of child labour in the urban informal economy of Bangladesh.”
 - Six **immediate objectives (IOs)** are intended to lead to this DO, and each of these objectives head a number of outputs (in total twenty-two outputs) that should be produced in order to

reach the immediate objectives. The outputs, in turn, are intended to be the results/outcomes of the 170 activities that the Project planned to undertake.

47. There are six **immediate objectives**¹² (IOs):

- **Policy and model formulation**¹³

IO 1: By the end of the Project, the knowledge on child labour in the urban informal economy is enhanced and potentially viable models that regulate, monitor and address hazardous child labour in an urban informal economy are available for country-wide replication.

- **Child worker protection**

IO 2: By the end of the Project, approximately 45,000 children will have been protected from hazardous work and their workplaces will have been determined to be free from hazardous child labour, applying a Child Labour Monitoring system that includes participation of Government, employers' and workers' organisations and the community.

- **Child worker education and preparation for employment**

IO 3: By the end of the Project, approximately 26,000 relatively young children will have been prepared for formal primary/secondary education through the participation in (and completion of) Non Formal Education (NFE) Programmes appropriate to their needs

IO 4: By the end of the Project, approximately 10,000 relatively older children will have been prepared for and placed in decent employment arrangements through participation in (and completion of) Skill Development Training Programmes (SDT) appropriate to their needs

- **Prevention through social and economic development**

IO 5: By the end of the Project, approximately 28,000 guardians/household members, and approximately 4,000 employers will have improved their social and economic security through trainings, sensitization, and/or micro finance such that they will not or no longer depend on hazardous child labour.

- **Capacity building for sustainability**

IO 6: By the end of the Project, the capacity of national and municipal stakeholders (in particular Dhaka City Corporation, its parental Ministry (LGRD) and the MOLE), employers' and workers' organisations/associations (formal and informal), NGOs and community structures, will have been increased at conceptual, institutional and implementation levels through trainings and gradually increased national, local and community resources that are required for carrying out their responsibilities.

¹² On ILO's website, these are termed as "outcomes", [http://www.ilo.org/dhaka/Whatwedo/Projects/WCMS_106334/lang--en/index.htm](http://www.ilo.org/dhaka/Whatwedo/Projects/WCMS_106334/lang-en/index.htm)

¹³ After the construction of the Prodoc and the Logframe, Five "strategic components" were developed, to head the 6 immediate Objectives.

3.8.1 Reflections on the Logical Framework

48. The Project's Logical Framework (Logframe) was developed in conjunction with the Project Document, the main steering document for the Project, but was kept as a separate document – although it should have been part and parcel of this document.

49. These are some comments on its specifics (not here listed in any order of importance)

- The Logframe is constructed more as a list than as a proper Logframe. It lacks standard elements such as Objectively Verifiable Indicators (OVI), and Means of Verification (MoV) which are part of ILO's Logframes and most logframes used by other UN agencies. Indicators at output level are in the TPRs shown as *percentages* of the (revised) targets, e.g. “75% of the (revised) target of 7,542 children to be fully withdrawn from hazardous labour”, and “80% of the targeted 7,560 in 4 zones to be enrolled in NFE programs. However, the Project Document states that numbers should be used, e.g. numbers of children graduating from Non-Formal Education, number of NFE graduates mainstreamed and retained in formal education, Number of children referred to the Skill Development Training Programme etc. (see indicators for IO3, Project document, Part II, p. 53).
- The Project's Logical Framework (Logframe) reveals that the plans for this Project are ambitious, possibly over-ambitious, and would have been so - even if the Project would have had five years *as planned* to accomplish the work with the qualitative outcomes expected, and fully producing its inputs and reaching its objectives.
- Many of the assumptions are within the control of the Project, while to qualify as assumptions; they should be outside of the control of the Project.
- Some objectives are phrased as very long statements, making it difficult to understand what is really meant, as illustrated in this IO:6 statement:

“By the end of the Project, the capacity of national and municipal stakeholders (in particular Dhaka City Corporation, its parental Ministry (LGRD) and the MOLE), employers' and workers' organisations/associations (formal and informal), NGOs and community structures, will have been increased at conceptual, institutional and implementation levels through trainings and gradually increased national, local and community resources that are required for carrying out their responsibilities.

- In a Logframe, it is important that the Outputs¹⁴ are phrased as tangible results – in order for the management and evaluators to identify/assess whether or not they are actually produced. In the UIE Project Logframe, some outputs are very similar to the objectives (for example Objective 1: “*Knowledge on child labour in the urban informal economy is enhanced....*” with Output 1.1 intended to lead to this objective: “*Enhanced knowledgebase on child labour..*”. The way many outputs are phrased is far from being tangible or results-oriented statements e.g. Output 6.2: “*The conceptual, institutional and implementation capacity of secondary partner agencies such as NGOs and cluster-based trade union units, informal sector employers' associations and community structures is strengthened to a level that enables them to effectively implement, monitor and report on the interventions under their responsibility.*”
- The main documents (Project Document, Work Plans and TPRs are mainly process- and/or activity oriented, not results-oriented. In the work plans, which were up-dated annually and inserted in the TPRs outputs and activities are not differentiated, which has made it very

¹⁴ On ILO's website, the “outputs” are termed as “outcomes”,
http://www.ilo.org/dhaka/Whatwedo/Projects/WCMS_106334/lang--en/index.htm.

difficult for the evaluation to determine how the project has fared against the planned outputs, see for instance the column headed by this: “Objectives/outputs/activities (As listed in project document or summary outline)” in e.g. 2007-2011 work plan.

- The Logframe’s immediate objectives include targets. Target should have been shown separately in the project operation plans/work plans. These figures are the original quantitative targets for e.g. how many children to remove from hazardous labour and placed in schools, indicating expected performance for a Project meant to be running for 5 years with a budget of USD 10 m – while in fact it had only 2 ½ years and a budget cut to almost half. The expectation that the project would be extended beyond December 2011 was, according to the management, the reason for not revising the original targets. With the drastically reduced targets for the Dhaka city implementation by the NGOs under the DCC - it is now odd to see that the original targets are in the Logframe handed over to the evaluation team.
- It is doubtful that the Logframe has been of any use as a tool for the management, programme staff or evaluators, the way it was intended.

3.9 Institutional arrangements

50. The Ministry of Labour and Employment and Dhaka City Corporation, Employers’ and Workers’ organizations (formal and informal sectors), NGOs and Civil Society Organizations were the key institutions creating the platform for the UIE Project. Six different Action Programmes were developed, to steer the activities towards the set targets and objectives, involving the beneficiaries. The operational areas were four administrative zones in Dhaka city, out of existing ten.
51. The core units created to guide the implementation were the Project Steering Committee (PSC) Action Programme Steering Unit (APSU), the Action Programme Implementing Unit (APIU) and the Zonal Implementation Unit (ZIU), as mentioned below.

3.9.1 National level

52. A Project Steering Committee (PSC)¹⁵ was set up to guide the UIE Project, chaired by the Secretary, MoLE, and composed of representatives Ministries and Departments, employers’ and workers’ organisations, ILO, UNICEF and other relevant strategic partners. The role of the Committee was not only to provide guidance - but also to *approve the Project’s work plans, selection criteria, actual selection as well as the action program proposals of the NGOs.*
53. The expectation is that the Child Labour Unit (CLU) will be the lead government entity for coordination, monitoring, and supervising the implementation of the Child Labour projects/programs in the country, including the National Time Bound Programme. CLU should also head the multi-tier Child Labour Monitoring system, the tool for monitoring the situation from community to national level in conjunction with employers, workers organisations and civil society organisations.
54. An Action Programme for the CLU was developed in order to enhance its capacity to plan, manage coordinate and monitor Child Labour programmes in Bangladesh which was a priority to ensure that child labour-related activities were undertaken in a systematic and sustained manner and a more institutionalised approach to the problem of child labour is adopted. The knowledge among MoLE officials was to be enhanced and a system for monitoring child labour

¹⁵ For the TBP, a National Steering Committee (NSC) is guiding the work, and is the highest level national tripartite authority, intended to provide leadership and overall guidance to the TBP, in accordance with an MOU signed between the ILO and the GOB. It’s role is also to review and provide facilitation and guidance to the overall progress made in achieving the goals of the TBP UIE Project, holding meetings on a six-monthly basis.

was to be created and be functioning. Also the action program with the CLU was intended to make public and policy makers more aware of the issue and its negative consequences and thus be increasingly willing to support the fight against it (re. CLU organisational chart)

3.9.2 Municipality level

55. The Dhaka City Corporation (DCC) was selected as primary local government partner because it has the mandate and authority to regulate and monitor small businesses, establishments and roadside workshops within its administrative boundaries (10 zones). It has, thus, the authority to issue and renew trade licences, and raise local taxes¹⁶. It is referred to as the Project's primary partner, and as such is the first city corporation in Bangladesh entrusted with the execution of child labour programme in the urban sector.
56. DCC falls under the parental ministry, the Ministry of Local Government, Rural Development and Cooperatives (LGRD&C)¹⁷. DCC administers an area of nearly 50 square kilometres, divided into ten city zones and 90 wards. DCC assumed the responsibility for the operations of the Child Labour Programme on Non Formal Education, Skills Development Training and Social and Economic Empowerment for children and their guardians *through contractual arrangement with the NGOs* – the latter referred to as the secondary partners. The role of DCC was to take the lead role, with ILO assistance, in demonstrating tested models that reduce child labour in a sustainable manner to be replicated in other urban areas.
57. The Chief Executive Officer of DCC was responsible for the overall supervision of the Action Program Steering Unit (APSU). APSU was composed of the heads of relevant departments, as well as the ILO Project manager. The Chief Slum Development Officer was a Member Secretary of the unit, whose role included overall supervision and review of the Action Programme, reporting to the Project Steering Committee (PSC).
58. Furthermore, an Action Programme Implementation Unit (APIU) was also set up, chaired by the Chief Slum Development Officer, who reported to the CEO. At a level below the APIA, was the Zonal Implementation Unit (ZIU), headed by Zonal Executive Officers.

3.9.3 Community/field level

59. The NGOs involved, through their respective Action Programmes, contracted by the DCC were:
60. Dhaka Ahsania Mission (DAM), Centre for Development Services (CDS), Population Services and Training Centre (PSTC), Resource Integration Centre (RIC) and Nari Maitree. The OSCHE, another NGOs was *contracted directly by the Project*, i.e. not by the DCC.

¹⁶ The estimated population is nearly 10 Million and according to UNDP, it may rise to 20 Million by 2015. In November 2011, the parliament passed a bill seeking to bring amendments to the DCC aimed at dividing it in two parts. The proposed two bodies would be named as 'Dhaka North City Corporation' and 'Dhaka South City Corporation'.

¹⁷ The LGRD&C was represented in the PSC but no action programme was developed for this Ministry.

61. These NGOs assumed different roles in contributing to the Project, as shown below:

NGOs as implementing agencies	Role/Activity areas of the NGOs
Dhaka Ahsania Mission (DAM)	Preparation of Employment through the Provision of (pre-) Vocational (marketable) Skill Training (Skill Development Training - SDT)
Centre for Development Services (CDS); and Resource Integration Centre (RIC)	Strengthening households' ability to rely on adult rather than child labour through the provision of social and economic empowerment services (Social and Economic Empowerment – SEE)
Community Services, Population Services and Training Centre (PSTC); and Nari Maitree	Preparation for formal primary or secondary education or skill development training through the provision of basic literacy, numeracy and life skills (Non Formal Education -NFE)
Occupational Safety, Health and Environment Foundation (OSHE)	Promoting and implementing Occupational Safety and Health and Workplace Improvement Programmes (WIP) towards Hazardous Child Labour-free workplaces.

Figure 1. The role of Secondary partners (NGOs) in the UIE Project

62. The NGOs covered areas in different zones (some were overlapping), e.g. CDS covered Zone No. 6: while DAM covered 4 (zones 1, 2, and 4). Those that implemented Non Formal Education activities worked with children ages 8-14, while the NGOs involved with Skills Development Training worked with adolescents of ages 14-17, as well as guardians/parents and/or households. The Project did not target child labourers of any of the “unconditional worst forms of child labour” (e.g. commercially sexually exploited children and child trafficking), because this would, reportedly, require another, special approach.

63. The activities at this level involved, among others, the Labour Inspectorate, Zonal Executive Officers, Thana (education) Officers, Ward Commissioners, employers and workers and community-based groups.

4. How it all evolved - important milestones

64. The sources for the account below are many, including but not limited to: Project’s final report, Project Technical Progress Reports (TPRs), Minutes of PSC meetings, e-mail correspondence, interviews, a Gender Audit report, Project brochures, MoLE and ILO websites.

4.1 Forerunner project: March 2001 – Dec 2006

65. The runner-up ILO IPEC project, also funded by the Netherlands government, operated between March 2001 and December 2006, entitled “Prevention and Elimination of Selected Worst Forms of Child Labour in the Informal Economy of Dhaka City. The intention was that the UIE Project would take off where the first one stopped so as to keep up momentum and engagement of stakeholders and, above all, to keep the infrastructure in Dhaka city that provided education and services to the children.

66. The action programmes with the implementing agencies (NGOs) and the multi-purpose centres (MPCs) were extended awaiting the new Project’s start-up, but as there was no progress, the collaboration with the NGOs had to stop.

4.2 UIE Project time line 2007-2011

Month/Year	Nature of the event and challenges
Jan 2007	The official starting of the UIE Project is January 2007, but no action could yet be taken this year. It was necessary for the Planning Commission to approve the Technical Project Proposal and for the External Relations Department to sign the project document.
July 2008	In July 2008, work started on developing an action programme for MoLE, for the CLU, which was revised in September the same year, and revised again almost six months later, in February 2009. Already two years had passed and still the Project could not take off.
Feb 2009	In February 2009 a Participatory Gender Audit of ILO Dhaka ¹⁸ (the Project participated/contributed to this process. See conclusions/recommendations for UIE Project in report).
March 2009	In March 2009, ILO fielded a Mid Term Evaluation. Apart from evaluating the Project's achievements to date, it set milestones for what it should accomplish between June and December that year. The same month the then Chief Technical Adviser (CTA) ¹⁹ left the Project, and one of the Sr. Programme Officers was in charge of the management. MoLE set up a Child Labour Unit in accordance with the Memorandum of Understanding (MOU) signed between the ILO and the Government of Bangladesh, the national Time Bound Program framework and the approved TPP document of the TBP-UIE project.
June 2009	In June 2009, the first phase of the Project's action programme with MoLE – for CLU - was signed with an amount of US \$ 176,957, to cover 1 June 2009 to 31 May 2010. It includes enhancing the CLUs capacity in coordination and developing partnerships; identification of the worst form of child labour; establishment of a Child Labour Monitoring system and undertaking awareness raising and advocacy programmes (source: APSO MOLE-UIE Project). The process had involved drafting a Terms of Reference for the CLU, and discussing it in a multi stakeholder consultation workshop, to ensure the integration of the perspectives of all key institutions in setting goals and defining a vision for the Unit. A ToR was then presented to, and endorsed by, the Project Steering Committee (PSC).
Oct 2009	In October 2009, a new CTA was on board.
Nov 2009	In November 2009 the first baseline survey was undertaken, as a workplace-based or topical survey. More than 4,000 informal workplaces, employers and workers, in particular working children, of 28 prioritized sectors in 4 zones of Dhaka City Corporation were interviewed (the baseline survey was to become a regular annual exercise, carried out in the targeted operational areas before the start of the direct services). The same month, the UIE Project could finally start its service delivery to the project participants and beneficiaries (including the children), 2 ½ years after its official starting date.
Jan 2010	In January 2010, 10 months the MTE had been carried out, the Project organised a follow-up to this evaluation with the specific purpose to review the milestones formulated in the first evaluation.
March 2010	In March the same year, the long-awaited National Policy on the Elimination of Child Labour was officially adopted by the Government after many rounds of meetings and discussions with relevant agencies over the a number of years. In April, the same year the Project Document was signed, between ILO and ERD. The following month (on 31st May) was the first end date of MOLE's CLU Action Programme.
June 2010	In June 2010, the UIE Project consolidated its comments regarding the Understanding Children's Work (UCW), a comprehensive report by UNICEF, SC-WD and World Bank.
Aug 2010	On 18th August 2010, CLU, MOLE, organized a national consultation workshop titled "Finalizing the List of Hazardous Work" – the list which was drafted has since then been awaiting official approval by the Tripartite Coordination Committee (TCC).
Nov 2010	In November 2010, the DCC "Office Order" on prohibiting employment of under aged children in hazardous work was issued. Mainstreaming Child Labour into Trade Licensing is done by DCC with clauses prohibiting the employment of under aged children in hazardous work by establishments.

¹⁸ The gender audit was a comprehensive exercise for the ILO Country Office in Dhaka, organised by the ILO HQ Gender Bureau, Geneva, in which also technical cooperation Projects participated. It took place between 22 February and 5 March, 2009.

¹⁹ The first CTA has also been the CTA for the previous Dutch-funded Project.

Month/Year	Nature of the event and challenges
Dec 2010	<p>On 1st December 2010, the PSC held an urgent meeting²⁰. At this point in time, only USD 3.7 million had been spent (37 % of the total budget of 10.24 million). Direct services had been provided to 5,028 working children (around 50% of the total target of 10,056 in the 4 zones) of which 3,780 children were enrolled in NFE, 1,248 - above 13 - attended SDT programme and over 1,141 guardians of working children were enrolled in social and economic empowerment programme of which 215 received micro-credit and were running IGAs.</p> <p>It should be noted that at this point in time there were 35,000 children remaining of the total target of 46,000 children – and only one year to go before the closing of the Project.</p> <p>In the meeting, the Secretary, MoLE, stated that most decisions had been implemented since the previous 9th PSC Meeting. MoLE requested that the Project be extended, beyond December 2011, but the Netherlands Ambassador had informed that this request could not be granted because of the decision by the EKN to withdraw from supporting the education sector in Bangladesh. He also stated that if the money would not be spent, the unutilized funds would have to be returned to the Netherlands Government. Also, repayment to the development partner (donor agency) would discourage other potential donor agencies interested to support projects against child labour. The participants agreed that all available funds would be utilised by December 2011 (i.e. USD 6 million in one year).</p> <p>In order to spend more money, it was decided that the Project would expand its coverage immediately, i.e. starting up activities through the engagement of new NGOs, to be contracted already the following month, January 2011 – these would be directly contracted by ILO, not the DCC in order to save time. The intention was that these new NGOs would be operating in the remaining 6 Zones of DCC. Therefore, four new Action Programmes had already been drawn up, and selection criteria pre-prepared requiring a new round of NGO selection criteria started²¹. (This arrangement never materialised as the budget was cut).</p>
Jan 2011	<p>On 25th January 2011 the Project held an Inception and Orientation Workshop on the newly issued DCC “Office Order” on Child Labour and Trade License. DCC also produced an Operational Manual on Child Labour Monitoring and Trade License Regulatory Mechanism in March the same year.</p>
April 2011	<p>On 27th April 2011 another important PSC meeting took place (the 11th) in which it was confirmed that the Project had reached “some momentum”, but utilization of the budget was very low, only 45% (up from 37% stated in December 2010 meeting) – with only 6-8 months to go. At this point it was made clear that there would be no extension of DCC’s coverage in six additional zones in Dhaka city and no new contracts between NGOs and ILO as the development partner (donor agency) had revised its earlier commitment and the budget was going to be cut from USD 10,234,935 to USD 6,227,904.</p> <p>Again, MoLE forwarded a request to the donor for an extension, which again was declined by the donor representative who stated that the GoB should mobilise its own resources to maintain sustainability of the initiatives and models. The meeting recommended that Tripartite Coordination Committee (TCC) should hold an urgent meeting to discuss adoption of the final list of hazardous work, prohibiting employment of children and that CLU should officially launch its website and CLMIS. Further recommendations were to mainstream CLU in MoLE’s permanent structure and mobilise Government resources as well as accelerate the formulation of the NPA for the implementation of the NCLP 2010 and to ratify ILO C138. DCC stated that it would ensure sustainability of achievements and mechanisms in place.</p> <p>MOLE had “actively considered” to place CLU under revenue budget²².</p> <p>The meeting was informed that the 3rd phase of the USD 9 m Government Project entitled Elimination of Hazardous Child Labour in Bangladesh was under implementation, targeting 50,000 children. A representative of IMED was present in the meeting and was informed about the monitoring tools developed through the Project. A requested was made to improve CLU’s Website www.clu-mole.gov.bd.</p>

²⁰ This was PCS’s meeting number 10.

²¹ These would be the criteria for selection of the new NGOs: i) Willingness to continue beyond 2011, ii) Experience of child labour issues, NFE and skills training, iii) having ongoing child labour programmes in Dhaka city. Proposed NGOs were UCEP (new, but had been involved in the previous Project), Aparajeyo Bangladesh (new), Nari Maitree, Dhaka Ahsania Mission DAM (exist), CAMPE (Campaign for Popular Education) – the latter “if necessary”.

²² PCS Meeting Minutes, 27th April 2011, paragraph 5.

June 2011	On 12th June 2011, the 10th World Day Against Child Labour (WDACL) was held, following a joint Press Briefing at the National Press Club, Dhaka, held on 11th June.
June 2011	On 29th June 2011, CLU-MoLE launched the recently developed Child Labour Management Information System (CLMIS) (Annex XI) and Website (technical assistance from the Project) followed by an orientation workshop on CLMIS database reporting for officials of concerned government Ministries and institutions, and child labour actors.
June 2011	On 30th June 2011 the EKN confirmed its fund allocation for 2011 amounting US\$ 2,384,400 to honour current commitments to the partners (government and non-government implementing partners) in the 4 piloted zones.
June 2011	In June 2011, the educational materials on “Safe Workplace for Working Adolescent and Smart Business for Employer” for eight (8) hazardous sectors were printed.
July 2011	On 12th July 2011 the first national consultation workshop on the National Plan of Action (NPA) for implementation of the National Child Labour Elimination Policy was held. (source: MoLE website).
Oct 2011	On 12th October, the Second national consultation workshop on formulation of National Plan of Action (NPA) for implementation of the National Child Labour Elimination Policy, 2010 (source: MoLE website).
Oct 2011	As late as 13th October, the EKN through its representative responsible for following the UIE Project, informed the Project, through an e-mail, that the donor considered to, after all, grant an extension of the Project in order to “offer the project the opportunity to end the programme in a proper and sustainable way”. The condition was that EKN obtained an approval for its multi-annual budgets. The proposal was to extend the Project to 31 December 2012 (e.g. one more year) with a budget of EUR 1,5 million (Annex VII). This was later not approved by The Hague.
Oct 2011	On 27th October 2011, the Project held the second Divisional Level consultation workshop on formulation of the National Plan of Action for the implementation of the National Child Labour Elimination Policy, in Khulna.
Oct 2011	On 31st October, the field and community work ended, including the NFE programme
Oct 2011	The same month, the Project completed ten study/research reports.
Nov 2011	In November 2011 “DCC approved its sustainability plan” – a plan which had been drafted jointly by the Project technical assistance team and the DCC.
Nov 2011	The same month, the Inter-Agency Report on Understanding Children’s Work (ILO, UNICEF and WB) in Bangladesh was launched, including inputs by the Project.
Nov 2011	On 30th November, the CLU’s action programme was completed and the last NPC Meeting was held.
Dec 2011	On 5th December, the Final National Consultation workshop on the formulation of National Plan of Action (NPA) for implementation of the National Child Labour Elimination Policy, 2010 was held. The same month, the Project submitted the NPA to MoLE where it was being reviewed for approval.
Dec 2011	By mid-December the final evaluation team commenced its assignment in Dhaka (official date 15th Dec), with a presentation of some initial/preliminary findings on 28th December.
Dec 2011	The Project’s comprehensive publication on Lessons Learned was printed and distributed to the partner organisations and on 31st December the UIE Project came to a close.

5. Strategies, key achievements and results

67. The Project’s strategy was built around 5 “strategic components” which derived from the 6 immediate objectives, namely; i) Policy and model formulation; ii) Child Worker Protection; iii) Child worker education and preparation for employment; iv) Child worker education and preparation for employment v) Prevention through social and economic development vi) Capacity building for sustainability.
68. The following sections describe the strategies developed and the key achievements of the core activity pillars of the Project:

The Project Pillars	Strategy	Which objective to be reached?
Policy & model formulation:	Increase knowledge through testing of models on child labour in urban informal economy.	Immediate objective 1
Child Worker Protection:	Identify children at risk, remove from hazardous work, refer to protection and rehabilitation services.	Immediate objective 2
Child worker education & preparation for employment	Provide alternatives for working children below 18 yrs engaged in hazardous work (NFE, SDT)	Immediate objective 3 & 4 combined
Prevention through social & economic development	Social mobilization (SM), Social & Economic Empowerment (SEE) & Workplace Improvement Programs (WIP)	Immediate objective 5
Capacity building for sustainability	Establish long-standing structures in Dhaka City for eradicating WFCL (reduce reliance on external technical assistance/support e.g. ILO-IPEC)	Immediate objective 6

Figure 2. The core pillars of the Project derived from the immediate objectives (1-6)

5.1 Preliminary result on rate of budget delivery

69. As mentioned earlier, the original project budget was US\$ 10.2 million, and the revised project budget was US\$ 6.2 million. At end December 2011, the Project reported that the cumulative expenditure was US\$ 5.6 million. The balance in the bank was US\$ 595,842 and the rate of delivery was estimated as 90% of the (revised) budget.

5.2 Overall status of producing the outputs

70. The figure below shows the achievements of the 22 outputs for each of the stated six Project objectives. It also indicates some of the challenges met. It should be noted that in some cases, the original design of the outputs are not completely compatible with the actual work undertaken.

Objective 1. Knowledge on child labour in the urban informal economy is enhanced and potentially viable models that regulate, monitor and address hazardous child labour in an urban informal economy are available for country wide replication (<i>Policy and model formulation</i>)		
Outputs for IO:1²³	Achievements (revised targets)	Challenges/gaps and original targets
1.1 Enhanced knowledgebase on child labour.	10 research studies incl. comprehensive lessons learned & baseline surveys. Findings fed into national policy (NPA) formulation process, UNDAF discussion forum & specific sectoral working groups.	Limited time for the studies is a reason for not doing all planned studies, e.g. “dynamics and flows of urban migration of children”.
1.2 Credible model for regulating & monitoring... devel’d, introd’d & pilot-tested...	DCC’s CLM through trade license regulatory mechanism, two clauses as part of Office Order. Community-based Workplace Surveillance Groups (CWSGs). A Child Labour Monitoring Information System (CLMIS) June 2011 & website; Beneficiary Tracking System (BTS).	DCC has not enforced the order, not withdrawn any licences.

²³ The full text of the outputs have been shortened here, as they have are described in very long and sometime complicated sentences.

1.3 Appropriate models developed under the previous Dutch-funded WFCL Project ...further tested..	(see above)	
Immediate objective 2. By the end of the Project, approximately 45,000 ²⁴ children will have been protected from hazardous work and their workplaces will have been determined to be free from hazardous child labour (<i>Child worker protection</i>)		
Outputs for IO:2	Achievements	Challenges/gaps in reaching targets
2.1 Children engaged in hazardous work are identified, removed and referred to rehabilitation services.	10,342 WC in NFE in 42 MPCs & SDT in 4 VTCs (102% of revised target 10,056) 6,812 children (M: 4,014 & F: 2,798) (90% of revised target 7,542) withdrawn from hazardous work.	Due to the delayed start-up: Only 23% of original target of 45,000 children reached, & 20% of original target 33,750 withdrawn.
2.2 The workplaces from which children are removed are placed under workplace surveillance	1,528 workplaces out of 4,260 targeted workplaces declared child labour free (36% of revised target).	Due to the delayed start-up: 38% of its original target of 4,000 workplaces.
2.3 Workplace Improvement Programmes...(<i>improve the description of this output!!</i>)	880 informal workplaces (representing 8 different occupational sectors) enrolled in WIP (100% of the targeted workplaces in 4 target zones of DCC). OHS Materials produced at least, submitted to ILO-IPEC HQ (assessed by IPEC to be of good quality ²⁵).	Project targeted 2,600 adolescents (14-17 yrs). Most participating workplaces started Management Action Plan (MAP) – <i>but continuation doubtful</i> .
2.4 Services provided to beneficiaries are regularly monitored, verified, recorded & analysed through BTS.	Project set up Community-based Workplace Surveillance Groups (CWSGs) who reported to DCC.	Continued monitoring through these groups will probably not be continued, as the NGO work stopped and the Project closed.
Immediate objective 3. By the end of the Project, approximately 26,000 relatively young children will have been prepared for formal primary/secondary education through the participation in (and completion of) Non Formal Education (NFE) Programmes appropriate to their needs (<i>Child worker education and preparation for employment</i>).		
Outputs for IO.3	Achievements	Challenges/gaps and original targets
3.1 Child labourers (below 8 yrs) directly mainstreamed into primary school after being removed from hazardous work.	NGOs (under DCC) identified 15 under aged working children (9 boys and 6 girls) & enrolled them in formal schools.	These are very few – but no target had been set for this output and no such children were identified in baseline survey.
3.2 Approximately 26,000 children under 18 years prepared for mainstreaming into FE (23,000)/SDT (3,000)	<u>Enrolled NFE</u> : 7,371 working children (M: 5,397 & F: 1,974) - 97.5% of its revised target. <u>Mainstreamed (formal schools)</u> : 2,714 working children (M: 1,784; F: 930) - 48% of revised target ²⁶ ; <u>Enrolled (SDT)</u> : 665 NFE graduates 13 years & above (M: 601 & F: 64) - 47% of its revised target.	<u>Enrolled NFE</u> : 40% of its original target. <u>Mainstreamed</u> : 16% of its original target. <u>Attending SDT</u> : only 62% of original target. <u>SA Model</u> : only 12.6% of original target <u>Work placements</u> : 70% of its original target
3.3 Approximately 27,000 NFE graduates mainstreamed into formal primary/ secondary school get support services for 1 year.	13,667 NFE learners of the total NFE learners (7,371) have utilized other “services” in MPCs & community (basic health check, legal assistance, birth registration etc. (some benefited from more than one service).	Support services for 1 year were not realistic because of the late start-up.

²⁴ The project Website mentions 48,000 children.

²⁵ To the knowledge of the evaluation team, the OSH final documents were not passed on.

²⁶ Measures had been taken by DCC to ensure maximum numbers of NFE graduates will be mainstreamed into formal school when the new enrolment schedule for the new school year starts in January 2012. DCC and its Zonal Executive Offices issued letters to local schools and guardians for ensuring enrolment of NFE graduates in January 2012. DCC's partner NGOs had agreed to follow up this matter (Source: CTA Project final report, December 2011).

Immediate objective 4. By the end of the Project, approximately 10,000 relatively older children will have been prepared for and placed in decent employment arrangements through participation in (and completion of) Skill Development Training Programmes (SDT) appropriate to their needs. (*Child worker education and preparation for employment*)

Outputs for IO.4	Achievements	Challenges/gaps in reaching targets
4.1 Modular vocational training Programmes (on...) developed & tested in concurrence with the TBP Technical Education component.	Seems not to be applicable.	
4.2 Approximately 5,000 children (13-18 yrs) receive SDT after graduation/in conjunction with functional literacy/numeracy training (was this done?).	<u>Attending SDT:</u> 2,496 (100% of revised target) <u>SA Model:</u> 475 adolescents (18% higher than revised target) <u>Work placements under DCC regular monitoring:</u> 2,097 SDT graduates (12% higher than revised target)	
4.3 A model of non-exploitative, supervised ...set up on SDT for 5,000 child labourers who may not attend SDT courses at Programme Centres full time	240 SA employers enrolled in Workplace Improvement Program (WIP).	
4.4 YE support units established at Programme centres...	<u>Youth Employment Services YES:</u> 99% of revised target. <u>SDT graduates used services in VTCs:</u> 1,389 (11% higher than revised target)	<u>YES:</u> 93% of its original target 3,750 <u>VTC services:</u> (No target mentioned)

Immediate objective 5. By the end of the Project, approximately (29,000 check) guardians/ household members, and approximately 4,000 employers will have improved their social and economic security through trainings, sensitization, and/or loans such that they will not or no longer depend on hazardous child labour (*Prevention through social and economic development*) –

Outputs for IO.5	Achievements	Challenges/gaps in in reaching targets
5.1 All stakeholders have adequate awareness of labour and child rights issues and are mobilized to take action	Public gatherings, billboards, trainings, sensitization, and/or activities connected with micro finance, round-table dialogues, workshops, Trade Union meetings in connection with WCLD and Mini-Programmes.	
5.2 Commitment of employers demonstrated ...in supply chains involve children in hazardous work.	<u>Guardians</u> Enrolled in SEE: 3,167 of the revised target 5,500 (58% of revised target). Received Micro-credit: 1,315 guardians (32% of revised target) Guardians reported sustained living conditions: 793 (60% of target). Dialogues with BEF on CSR & and OSH Practices.	<u>Guardians:</u> 13.6% of its original target 23,200. “Quality of NGO partners” and lack of willingness of guardians to enrol in SEE programme were the main constraints. BEF only marginally involved.
5.3 Commitment of trade unions ...demonstrated by promoting social partnerships for ‘decent work’ ...	WCLD and Mini-Programmes; 180 TU members trained as “child labour trainers”; 1,250 mid-level TU members and activists were aware about the negative consequences of child labour and role of TUs to combat child labour.	TUs were brought in through a “Mini Action Programme”, contracted by the ILO. Their contributions to the Project took place in late 2010.

Immediate objective 6: By the end of the Project, the capacity of national and municipal stakeholders (in particular Dhaka City Corporation, its parental Ministry (LGRD) and the MOLE), employers’ and workers’ organisations/associations (formal and informal), NGOs and community structures, will have been increased at conceptual, institutional and implementation levels through trainings and gradually increased national, local and community resources that are required for carrying out their responsibilities (*Capacity building for sustainability*).

Outputs for IO.6	Achievements	Challenges/gaps in reaching targets
6.1 Stakeholders receive various trainings aimed at strengthening their capacity to combat hazardous child labour	Workshops and training organised for all involved stakeholders (see section 5.8 for details on training).	Commitment of the participating GoB institutions, starting from 2007.
6.2 Capacity of secondary partners strengthened.	NGOs may have been strengthened on child labour “topics” (see section 4.7.2 for details on training).	NB: Project management referred to “quality of NGO partners” as a constraint re. only 13.6% of guardians’ involvement in SSE. TUs and Employers organisations were only marginally involved, e.g. in mini-programmes & WCLD.
6.3 Alliances and collaboration... established and strengthened...	Collaboration with UNICEF, UNESCO, ILO-TVET Project, WB and UCW, Save the Children, NGO Networks & CSOs. Inter-Agency Working Group (IAWG) important for the NPA formulation, as road map for 2010 National Policy on Elimination of Child Labour 2010.	

Figure 3. Status and challenges in producing the 22 outputs and reaching (original and revised) targets

5.3 Policies and models

5.3.1 Strategy

71. The strategy for the component “policy and model formulation” was to increase the knowledge on child labour issues in an urban informal economy context. It involved the developing and testing of models and interventions on the basis of what had been learnt. Originally, the intention was to also work out strategies to scale up these models and interventions to other parts of the country – however, this did not materialise.
72. The strategy included the undertaking of research studies in order to strengthen the decision-making regarding which occupations were to be included in the “List of Hazardous Child Labour. With the experience gained from the previous WFCL Project, also funded by the Royal Government of the Netherlands, the idea was also that new information would benefit the development of regulatory and monitoring mechanisms, including workplace surveillance under a Child Labour Monitoring system. Based on the outcome of consultative processes, a pilot intervention would then be launched in order to test the proposed system, tools and practices that would eventually provide the CLM model for replication throughout the country.

5.3.2 Key achievements

73. Five **strategic components**, were formulated in the design of the Project, based on the six immediate objectives. These encompass policy work, child labour protection, education and skills development training, micro-finance delivery and a specific objective related to sustainability of benefits and systems in the government structures.

Mainly good results

Increased the knowledge base, produced research and studies

74. The UIE Project has contributed to the growing knowledge and understanding of child labour issues among the involved stakeholders, such as the government institutions, social partners, NGOs and other civil society groups. It has also been actively involved in policy work and in contributing to various plans, notably the National Policy on the Elimination of Child Labour, adopted in March 2010, and a National Plan of Action (NPA) to implement this policy,

submitted to MoLE in December 2011 and being processed by MoLE and be submitted to the Cabinet.

75. The Project also made contributions to other important policy and planning documents. Among these are the Bangladesh Sixth Five Year Plan (2011-2015), the National Education Policy, 2010, and the National Policy for Children 2011.
76. An important sign of WFCL being highlighted at policy level - for which Project and ILO-IPEC should receive credit – is that the Prime Minister issued a statement on World Day Against Child Labour (WDAFL) in 2010. The message was through electronic and print media.
77. The Project undertook twelve studies, some of which provided the platform for the development of the various implementation models. The reports were completed before the closing of the Project (for details, see Annex X, Report Part II). The reports have been distributed to the stakeholders/partners. The Lessons Learned documentation was printed late in December and distributed to the participants in the Stakeholder Workshop on 28th December 2011. A number of awareness raising and education materials were produced, including CLU's brochure and posters. The English and Bangla versions of the National Policy on the Elimination of Child Labour were printed and widely distributed.

Website and Child Labour Monitoring and Management Information System

78. Ministry of Labour and Employment (MoLE), with technical assistance of the UIE project, established its child labour website (www.clu-mole.gov.bd) and a Child Labour Management Information System (CLMIS) in June 2011.

DCC's regulatory models prohibiting employment of children in hazardous work

79. The Project staff provided technical assistance to its primary partner organisation, the Dhaka City Corporation (DCC) to develop a "child labour and trade license regulatory mechanism". In the second half of 2010, DCC issued an Office Order that includes two clauses regarding the prohibition of employment of under aged workers in hazardous work environments - viewed by the Project as a break through. There are also 10 hotline numbers established within the Revenue Department - but which had only once been advertised in one local newspaper and only 6-7 calls were received at the time of the evaluation.
80. Tax Officers and Trade License Supervisors of DCC's Revenue Department in all the ten zones of Dhaka city reportedly implement this new order. Directives have been sent to approximately 400 workplaces/employers. The Project has also developed an Operational Manual as a tool for the DCC enforcement officers. In discussions with the concerned officials, it transpired that employers could receive several warnings, even more than three times, and that no employer had their licenses cancelled because they employ child labourers, or adolescents in hazardous work.
81. In a discussion with the Chief Executive Officer, DCC South, he expressed that raising awareness about the issues is viewed as equally important to that of punishing employers. He stated that what had been set in motion on 21st September 2010 was "only a starting phase" (see related DCC communications, Annex IX). Other Government officials have expressed similar views, and stressed that the officials, themselves, have to "get used" to the fact that such orders must be enforced.
82. The officials stated that they could only enforce the regulation among those employers working in the formal sectors. As more than 85% of the employers in Dhaka city do not have any licences, the evaluation team inquired about the rationale of this approach – how are the informal economy employers affected by this regulation? When discussing this issue with the

Project staff, they emphasised that, in fact, even small, informal economy employers were also targeted by the Project.

83. A Sustainability Plan for DCC was developed in November 2011. The plan, produced with assistance from the Project team, was approved by DCC. An allocation from its revenue (US\$ 90,000) was to be used to maintain and strengthen the regulatory mechanism and CWSG activities beyond the completion of the project²⁷. In discussions with the Chief Slum Development Officer and Chief Coordinator, DCC South, they claimed that DCC should address the remaining six zones from its own resources and at the same time “make efforts to attract resources from donors, without this it will be difficult”. It was also mentioned that there was a risk that he would be shifted to another department within DCC. To the questions about whether or not the work against WFCL would continue, he stated that it “depends on the person and personal initiatives, efficiency and knowledge.”

Monitoring workplaces by local surveillance groups

84. Through the Project, Community-based Workplace Surveillance Groups (CWSG), were formed in November 2010. These local groups monitored workplaces and created awareness among the residents in the city. Various operational manuals were developed for the benefit of these groups and by the NGOs involved. DCC also developed and operated a Beneficiary Tracking System (BTS), with the information reportedly maintained in a database.
85. The conclusion by the evaluation team, also expressed by the Project staff and other stakeholders, is that it is not likely that these CWSGs continue their monitoring function beyond 31 December 2011.

List of Hazardous Child Labour

86. The Project contributed to the List of Hazardous Child Labour, which was submitted to MoLE. The Project expected that the Tripartite Consultative Committee (TCC) would endorse it “in due course”.

Models for prevention, education, training and micro-finance

87. Five Non-Governmental Organisations (NGOs), contracted by DCC, carried out community work using tailor made models developed by the Project. The action programmes involved children, adolescents and guardians within the areas of Non-Formal Education (NFE), Skills Development Training (SDT), Social and Economic Empowerment (SEE). The NGOs were contracted by the DCC and undertaken in four (out of ten) zones in Dhaka City, according to their respective Action Programme arrangement with the UIE Project.

National and local policies and plans

88. The Government endorsed the long awaited National Policy on the Elimination of Child Labour in 2010. The policy is a result of joint efforts by the ILO - in particular the management of the UIE Project – UNICEF and Save the Children. Both English and Bangla versions were printed and distributed widely.
89. The Project has also been instrumental in the development of a draft National Plan of Action (NPA), in joint efforts with its partner Partners. A Joint Child Labour Working Group (JCLWG) was established, in which the CTA of UIE Project took the lead. The others organisations

²⁷ Source: Final Report, UIE Project, ILO.

involved are. UNICEF, Save the Children, Bangladesh Shishu Adhikar Forum (BSAF), and Together Working Children (TWC).

90. The NPA was submitted to MoLE in December 2011, for approval. In a discussion with the Secretary and staff at the Ministry, it transpired that the NPA is important as the Planning Commission approves projects based on the plan. At the time of the discussion, the officials were in the last stage of reviewing the plan, after which it will be shared with the main Stakeholders to the Ministry in a TCC meeting, as well as with other relevant ministries. NGOs would also be invited in the process which will not be complete before March 2012.
91. Furthermore, the MoLE has been entrusted to implement a Government funded Project entitled Elimination of Hazardous Child Labour in Bangladesh, under the responsibility of the Joint Secretary. This is clearly a spin-off from the UIE Project as it intends to apply some of the models and the experience the Ministry has from the UIE Project in Dhaka city. It will target 50,000 children and has a budget of Tk. 630,000,000 (USD 9 M) with focus on non-formal education for the duration of two years and skills development training for six months. The operational areas are Dhaka, Chittagong Rajshahi, Khulna, Sylhet, Barisal and Rangpur, mainly industrial sectors (the shrimp industry was mentioned as one possible area) but no particular distinction will be made regarding children working in formal or informal economy work places.
92. The concern here is that the MOLE Project is in its 3rd phase already - and some of the funds have already been spent - but field implementation has not yet started and the NGOs to be involved have not been selected. The Ministry has received expressions of interest from more than 600 NGOs, out of which 53 will be selected as implementing agencies, according to the PPR Public Procurement Rules (PPR) directives. A committee is currently working on the review/selection and will submit a report with recommendations to the Secretary. He emphasised that it is important the “right NGOs are selected”, which are “competent and experienced”.
93. The Secretary also informed that the Ministry is working on a draft project on domestic work, following the ILO C189 adopted in June 2011, with focus on protection and welfare, however whether this would focus on under-aged domestic workers was not clear.
94. It was also mentioned that the Ministry needed to undertake more capacity building for its staff on child labour laws and increase the number of Labour Inspectors, which currently are less than 200 – in order to work more efficiently.
95. Finally, the Secretary stated that he was aware that from January 2012, there is no more IPEC project as such in Bangladesh, and stated that “we can start on our own..” and that donors may be asked to continue supporting the work at a later stage. Regarding the TBP, the Secretary was aware that there existed no official endorsement for this framework by the Cabinet, however the tripartite stakeholders had approved it – and the expected endorsement of the NPA and the existence of the CLU reflected this fact.

Monitoring systems and tools

96. The models and tools created for the Ministry of Labour and Employment (MoLE), with technical assistance from the UIE Project, include a website (www.clu-mole.gov.bd) and a Child Labour Management Information System (CLMIS), developed in June 2011. The database includes child labour related information and project interventions made by the Government and other agencies. The website reportedly had had more than 2,000 visitors recorded in December 2011. Further, the Secretary confirmed that the Ministry has plans to bring the Child Labour Unit (CLU) into its regular Ministry structure, funded through revenue

budget, but that this is a cumbersome procedure as it involves creating new posts in the Ministry.

97. A coordinator is presently in charge of the CLU unit but it is not functional in that it has not yet assumed the responsibility for the tasks it was meant for. The CLU coordinator who is also responsible for the CLMIS database (developed through the UIE Project) confirmed that the database is in fact at the CLU office, where it will be used and maintained²⁸. The evaluation team is here expressing concerns regarding the difficulties the CLU may have in keeping this database maintained, as it requires much effort to collect relevant data as well as skills. The same concern applies for the Website. In the UIE Project Steering Committee Meeting (on 27th April 2011), a representative of the Implementation Monitoring and Evaluation Division (IMED), Ministry of Planning, were requested that suggestions be made on how to improve the website.

5.4 Child worker protection

5.4.1 Strategy

98. The strategy for the work under “child worker protection” was to target child labourers between 5 and 18 years of age who are engaged in hazardous work, which involved physical identification of the children at risk, and the gradual removal of these children from the hazardous workplaces and to refer them to protection and rehabilitation services. When the removal of children from hazardous workplaces would not address their basic needs and aspirations, attempts will be made to remove the hazards from these workplaces through Workplace Improvement Programs provided by the UIE Project. Removing child labourers from hazardous conditions or improving working conditions²⁹ would be done with full cooperation and consent from employers.
99. A Child Labour Monitoring (CLM) system was to be applied, which had been piloted already in the earlier ILO-IPEC Project, with adaptation. A Beneficiary Tracking System (BTS) was to be applied in order to monitor, verify, record and analyse the impact of rendered services, improved environment and practices of workplaces, and the changed socio-economic situation of the children and families.

5.4.2 Key achievements

Good results

100. The Project has achieved good quantitative results in its efforts to refer children to rehabilitation centres and other protective services, i.e. vis-à-vis the revised targets³⁰. A total of 10,339 working children (or 102%) of the revised target of 10,056 (but only 23% of its original target of 45,000³¹), working children were thus identified and referred to non-formal education courses undertaken in 42 Multi-Purpose Centres (MPCs) set up by the Project, and skills development training in 4 vocational training centre (VTCs).
101. Good results are also found in withdrawing children from hazardous and dangerous work. A total of 6,812 working children (M: 4,014 & F: 2,798), or 90% out of the revised target 7,542

²⁸ This was stated both at the Meeting with the Secretary, MoLE, and in the Stakeholders Meeting on 28th December 2011, in which the evaluation team presented some of its preliminary findings.

²⁹ Removing hazardous elements from workplaces through Workplace Improvement Project are addressed under the component “Prevention through social and economic development, see the separate component.

³⁰ See Part II of this report, Annex IV. Voices of the Children.

³¹ The source for the text below is the Project’s Final Report 2007-2011, submitted to the ILO headquarters at end December 2011 - and thus the quantitative information is the most recent.

were fully withdrawn from hazardous work. The project achieved 90% of its revised target (but only 20% of its original target of 33,750).

102. Regarding the workplace improvement program (WIP), good quantitative results are also reported, as a total of 880 informal workplaces (or 100%) of the targeted workplaces for the WIP in 4 target zones of DCC were enrolled in WIP. The programme promoted occupational safety and health of around 2,600 working adolescents (aged between 14-17 years old). Most of the workplaces that were part of the WIP had started implementing the agreed Management Action Plan (MAP) at the end of the Project.

Poor results

103. Much less satisfactory quantitative results are identified in the area of declaring “child labour free”, as it is reported that a total of 1,528 workplaces (36%) - out of 4,260 targeted workplaces in the 4 target zones - were declared as child labour free workplaces. The project achieved 36% only of its revised target.

5.5 Child worker education and preparation for employment

5.5.1 Strategy

104. The strategy to be applied for the component “child worker education and preparation for employment” was to exemplify the need for alternatives to hazardous child labour and direct action for children under 18 years of age and already engaged in hazardous work. It meant giving opportunities for alternative education to children/adolescent, that were suited to their “experience and aspirations” to be better prepared for employment.

105. **Non Formal Education (NFE) Programs** were to be organised at Multi Purpose Centres for child labourers of young and medium age (9 – 17 years) to gain competencies in basic and functional literacy, numeracy and life skills. The NFE graduates would then be mainstreamed into formal primary or secondary schools or referred to the Skill Development Program. Child labourers identified in the 5-8 age bracket would – after immediate post withdrawal rehabilitation if required – be directly mainstreamed into primary school.

106. **The other alternative was Skill Development Training (SDT)** and preparation for employment for older children (ages 13-17). Vocational Training Centres (VTCs) would be set up for Skill Development Training (SDT) and preparation for employment. Children in VTCs would be given vocational skills. Children who would not be able to fully attend the Program centres would be encouraged to participate in follow-up vocational preparation activities, i.e. supervised apprenticeships, to be combined with vocational training – and this would be linked to the Workplace Improvement Programs (WIP). Links would also be made with the EC-funded ILO TVET Reform project. Youth Employment Support (YES) units at the Program Centres would be set up for services regarding e.g. job information and job placements.

5.5.2 Key achievements

Good results

107. As for children enrolled in non-formal education programme: A total of 7,371 working children (M: 5,397 & F: 1,974) (97.53%) out of the revised target 7,560 for enrolment in NFE programme were enrolled in Non-Formal Education (NFE) programme. Out of which 235 (M: 202 & F: 33) (or 3.2%) children dropped out. The project achieved 97.5% of its revised target and 40% of its original target 18,400 (80% of 23,000). Mobility of working children’s families was one of the main issues.

108. Regarding the Project's supplementary services, a total of 13,667 NFE learners (or 185%) of the total NFE learners (7,371) have utilized the supplementary services in MPCs and community, e.g. basic health check, legal assistance, and birth registration (some learners benefited more than one services).
109. Regarding working children who attended the SDT programme, the result was 2,496 (or 100%) out of its revised target 2,496 for enrolment in SDT in the 4 VTCs in the 4 zones. The project achieved 100% of its revised target and 62% of its original target 4,000 (80% of 5,000).
110. As for Supervised Apprenticeship (SA) Model, such a model was developed and tested. This model was designed for the working adolescents, aged 14 years and above, who were willing to combine decent work and skills development at their workplaces. A total of 240 workplaces were identified and 240 Master Craft Persons (1 MCP per workplace) received orientation on the SA model including their roles and responsibilities and code of practice. There were 475 adolescents (M: 469 & F: 6) (or 119%) out of its revised target 400 for enrolment in SA programme. The project achieved 18% higher than its revised target and only 12.6% of its original target 3,750 (75% of 5,000).
111. A total of 2,097 SDT graduates (M: 1,027 & F: 1,070) (or 112%) out of its revised target 1,872 for job placement were placed in decent employment under proper and regular monitoring of DCC partner NGOs. The project achieved 12% higher than its revised target and 70% of its original target 3,000 (75% of 4,000).
112. Regarding Youth Employment Services (YES): A total of 3,493 beneficiaries (2,490 SDT learners and 1,003 unemployed youth and guardians in the catchments areas) (or 99%) out of its revised target 3,500 for Youth Employment Services (YES) benefited from the YES activity. The project achieved 93% of its revised target.
113. The number of skills development graduates who used supplementary services in vocational training centres was 1,389 (or 111%) of its target 1,248. A total of 240 participating SA employers (or 100%) out of its target 240 - were enrolled in Workplace Improvement Program (WIP).
114. Regarding child labourers below 8 years old, the beneficiary identification assessment at the start of the project did not identify any working children below this age, however, the NGOs later identified 15 under-aged working children (9 boys and 6 girls) and enrolled them in formal schools.

Poor result

115. Regarding children mainstreamed into formal schools - a total of 2,714 NFE learners (1,784 boys and 930 girls) (or 48%) out of the revised target 5,670 for mainstreaming into formal primary schools were mainstreamed into formal schools. The project achieved only 48% of its revised target and 16% of its original target 13,800 (75% of 18,400). Measures had been taken by DCC to ensure maximum numbers of NFE graduates will be mainstreamed into formal school when the new enrolment schedule for the new school year starts in January 2012.
116. As for children referred to skills development training, a total of 665 NFE graduates aged 13 years and above (M: 601 & F: 64) were referred to Skills Development Training (SDT). The project achieved only 47% of its revised target 1,417.
117. NGOs have expressed severe concerns that no "end of Project phase out" was arranged and that the work with the children had to end "abruptly", as it was closed October 2011. One consequence of this was that some children enrolled in the NFE could not finish their courses and apply for entry into public schools – thus some children have returned to work in hazardous

environments and according to the NGOs, were now very vulnerable. In the Project's final report, covering 2007-2011, it is stated that some NGOs will follow-up this issue and ensure that applications are forwarded properly.

5.6 Prevention through social and economic development

5.6.1 Strategy

118. "Prevention through social and economic development" as a strategy was developed in order to point to alternatives to hazardous child labour (other than those directly geared towards child labourers), which included three measures, **namely Social mobilization, Social and Economic Empowerment and Workplace Improvement Programs.**
119. Social mobilization included mobilisation of employers, parents, guardians, and opinion leaders in the community through dialogue and awareness raising campaigns, with a view to change their perceptions of children's role in the family and of how children should be prepared for the future. The Project would undertake various campaigns at both national and community level³².
120. Social and Economic Empowerment meant that parents and guardians of NFE and SDT students, among others, would be enrolled in various activities/programs at the centres. Various issues, such as health/hygiene, early marriage, dowry, gender, entrepreneurial skills were to be combined with micro-finance support to guardians/parents for income generating activities, savings and health insurance schemes which were deemed "appropriate to their needs".
121. Workplace Improvement Programs (WIP) meant that small and medium-scale informal establishments and businesses would be provided with "incentives" – for instance improvements if the workplaces, support to improve their business performance and social recognition through the promotion of socially responsible business.

5.6.2 Key achievements

Good result

122. The Project organised mass gatherings to mobilise support from stakeholders, and 13 such gatherings were organised by the partner NGOs, under DCC. In these, more than 8,000 community leaders, ward councillors, employers, and local officials attended. Others were activities associated with spreading the message, through dissemination of leaflets, stickers, and keeping mass media informed³³.
123. Various workshops were also organised on the topic of hazardous child labour, both as separate ILO events and as joint events together with actors in the formal and informal economy, for example with Bangladesh Employers Federation on CSR and OSH.
124. Through mini/action programmes, nine trade union federations became more involved in the Project during its last year, in cooperation with the unions, and ILO contracted them for the specific work during a shorter period. The unions thus undertook capacity building for its members, advocating for the ratification of ILO C138, and matters related to the List of

³² Further, at community level, the Project would emphasise "voice and representation" through the establishment of community based Social Mobilization Units. Trade unions would be assisted to create organizational links with workers in the urban informal economy. "Formal private sector businesses with informal sector supply linkages" would be involved in trainings and annual campaigns on labour standards, Occupational Safety and Health issues and investment opportunities.

³³ A round table dialogue was organised in collaboration with a leading English Daily (The Daily Star) entitled "Execution of the National Policy on the Elimination of Child Labour, compliance of ILO Convention No. 182 and importance of ratification of the ILO Convention No. 138 was held which was participated by news reporters, ILO Country Director, UNICEF Resident Representative, heads of other agencies, and other concerned stakeholders.

Hazardous Work. Their involvement also related to the promotion of reporting on child labour issues in local newspapers and monitoring workplaces³⁴.

125. As for the “informal workplaces” targeted for the workplace improvement programme, it is reported that a total of 880 informal workplaces (or 100%) of the targeted workplaces for WIP in 4 target zones of DCC were enrolled in WIP. The programme was aimed to promote occupational safety and health for around 2,600 working adolescents (aged between 14-17 years old). More than 50% of the enrolled workplaces had started implementing the agreed Management Action Plan (MAP).

Medium level result

126. Regarding the Project’s efforts to enrol working children’s guardians enrolled in its SEE programme it is recorded that a total 3,167 guardians (or 57.58%) out of the revised target of 5,500 in 4 target zones were enrolled in SEE program – which is only 13.6% of its original target of 23,200. The “quality of the NGO” involved and lack of willingness of guardians to participate, were given as the main reasons for the result.

Poor result

127. Furthermore, through the SEE programme, it is reported that only 1,315 (or only 32% of the revised target) guardians received micro finance support and started their income generating activities. Of these, 793 guardians (or 60%) were able to increase their income level (TK. 1,200 – 2,000 monthly). The Project has stated that, as a result, 865 children (boys: 397, girls: 468) aged below 18 years were prevented from child labour, and attending formal education – with no sign that they would drop out from school.

5.7 Status of reaching targets related to children/adolescents

128. The below table is a summary of reaching original and revised Project targets, involving children/adolescents and guardians within the core field oriented activity areas, accounted for above (sections 5.4 -5.6). It reflects that some achievements were above the (revised) targets, e.g. children referred to rehabilitation and/or protective services (103%); supervised apprenticeships (119 %), SDT graduates placed in decent employment (112%), as well as the total number of SDT graduates who used supplementary services in VTCs (111%).
129. Others were below the (revised) targets, e.g. work places free from child labour (36%), graduates who were mainstreamed into formal schools (48%), children who were referred to SDT (47%), and SEE enrolled guardians who received micro finance support and started income generating activities (32%).

³⁴ Thus a total of 180 union members were trained as child labour trainers, a total of 1,250 mid-level TU members and activists were made aware of the negative consequences of child labour and role of TUs to combat child labour, and a total of 8 working committees were formed to monitor child labour in various informal sectors (source: UIE Final report, 2011).

Table 1. Achievement of selected Project targets

No.	Area (“indicator”)	Original target	Revised target	Achieved	Percentage of original target	Percentage of revised target
1	Children referred to rehabilitation and/or protective services	45,000	10,056	10,342	22.98%	103%
2	Children withdrawn from hazardous work	33,750	7,542	6,812	20	90
3	Work places that are child labour free	4,000	4,260	1,528	38	36
4	Children under 8 years identified and enrolled in formal schools	(No target set)	(No target set)	15	NA	NA
5	Children enrolled in NFE	18,400	7,560	7,371	40	98
6	Graduates mainstreamed into formal schools	13,800	5,670	2,714	20	48
7	Children referred to SDT		1,417	665		47
8	Supervised apprenticeships	3,750	400	475	13	119
9	SDT graduates placed in decent employment – under proper and regular monitoring of DCC partner NGOs	3,000	1,872	2,097	70	112
10	Youth employment services (YES) – placed in decent employment under proper and regular monitoring of DCC partner NGOs	3,750	3,500	3,493	93	99
11	Total number of SDT graduates who used supplementary services in VTCs		1,248	1,389		111
12	Total number of participating SA employers enrolled in Workplace Improvement Programme (WIP)	240		240	100	
13	Guardians enrolled in SEE	23,200	5,500	3,167	14	57
14	Informal workplaces targeted for WIP*	880		880	100	
15	Number of SEE enrolled guardians who received micro finance support and started income generating activities		4,125	1,315		32

5.8 Capacity building for sustainability

5.8.1 Strategy

130. The strategy of building capacity “for sustainability” was to target primary and secondary partner agencies and community-based structures and to reduce the reliance on external support (such as ILO-IPEC technical assistance) through establishing and/or strengthening long-standing structures in Dhaka city.

5.8.2 Key achievements

131. According to a table summarising training and workshops organised through the Project between 2009 and 2011, 57 training programmes were held during 2009-2011 for various

categories of participants. A total of 4,350 persons participated in these programmes, of which 2,804 were males (65%) and 1,536 females (35%)³⁵.

132. The Project table includes all types of training provided to all categories of participants with lot of details. An attempt is made below to categorise the major training programmes by groups of participants and titles of the programmes/workshops.

UIE Project staff

133. A total of 12 training programmes were organised exclusively for staff of the ILO-UIE project. In these programmes, a total of 28 staff members participated and some staff members participated in more than one training programme. In one programme – Training of Trainers (TOT) – all staff members participated. There was only one female staff in the project and she participated in only one training session (TOT)³⁶. The duration of the training programmes varied from 1 to 6 days. The training programmes also included 2 workshops and 2 meetings.

Dhaka City Corporation and action programme staff

134. The staff members of DCC-ILO-APCL participated in 2 training programmes that were exclusively designed for them. In the first programme, 7 staff members participated (2 males and 5 females), while the number of participants in the second training programme was 11 (6 males and 5 females)³⁷. DCC-ILO-APCL staff also participated in other programmes in which other stakeholders were present, e.g. officials of DCC and representatives of partner NGOs.

Dhaka City Corporation, action programme and NGO staff

135. The staff of DCC-ILO-APCL participated in 4 training programmes along with representatives of partner NGOs. In all, 185 participants (114 males and 71 females) attended these programmes. However, from the table it is not clear how many of the participants were from DCC and how many from the NGOs: Survey Orientation (1 day); Orientation on Accounts, Finance and Reporting (1 day); Learner Identification: Orientation for Secondary Partner Staff (1 day) and Induction Workshop for Partner NGOs (1 day).

Dhaka City Corporation, action programme and other government agencies

136. DCC staff, and ILO-APCL staff, attended 7 training programmes in which officials from DCC and other government agencies also participated. The total number of participants in such programmes stood at 1,192, of whom 961 were males (81%) and 231 females (19%)³⁸.

³⁵ The source for the figure and text below is the Project's Final Report 2007-2011 submitted to the ILO headquarters at end December 2011.

³⁶ UIE project staff involved in training/workshops included the International expert, Programme Officer (SMED), Programme Assistant, Programme Officer (EE) and Programme Officer (CD). The training/workshops were: Training of Trainers (6 days); IPEC Global Staff Meeting: Strategic Planning: Vision and Role of IPEC (held in Turin, Italy – 5 days); Corporate Social Responsibility (CSR) in the Factory (1 day); Training on International Standard of Organisation (ISO) 26000: The CSR Standard (1 day); Communication for Development (5 days); IPEC South Asian Staff Consultative Workshop (held in Nepal ILO office – 5 days); Child Labour and Education: A Capacity Building and Training Workshop (4 days); Promoting the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy (MNE Declaration): A Training Course for ILO Staff (held in Turin, Italy – 3 days); National Workshop on Building National Capacity in Child Labour Data Collection and Analysis (4 days); Training on Child Labour and Youth Employment (held in Turin, Italy – 5 days); Joint ILO-UNICEF South Asia Meeting (held in New Delhi – 1 day); and UPPR Meeting (held in New Delhi – 1 day).

³⁷ Foundation Training for DCC-ILO-APCL Staff (5 days) and Foundation Training (3 days).

³⁸ Induction Workshop for DCC Officials on APCL (1 day); Inception and Orientation Workshop on Regulatory Mechanism (1 day); Refreshers-Foundation Training (1 day); Planning Workshop on Social Mobilization and Workplace Monitoring (1

NGO staff

137. The project organised 11 training programmes exclusively for representatives of partner NGOs. A total of 603 persons participated in these programmes, 259 were males (43%) and 344 females (57%). The duration of the programmes varied from 1 day to 6 days³⁹.

Training provided to various types of stakeholders together (GOB, NGO, ILO, etc.)

138. Some programmes were open to all types of stakeholders. Mention should be made of 7 programmes where a total of 914 persons participated. Of them 543 were males (59%) and 371 females (41%). Duration of these programmes ranged from half-a-day to 3 days⁴⁰.

Other training programmes provided by the project

139. A number of other training programmes for various stakeholders were provided under the project. The participants were: Members of CWSGs, VCT instructors, CLU instructors, Training consultants, Social counsellors of VCT, Master crafts, CSR and OSHE Foundation staff, and Centre Management Committee members.

Stakeholders participating in training	Type of training/workshop	Gender/sex disaggregation
UIE project staff	ToT, IPEC global and regional staff meetings, CSR, ISO, Communication, CL and Education, Principles on Multinational Enterprises, National Workshop, Child Labour & Youth Employment, Joint ILO-UNICEF Meeting; UPPR Meeting.	1 woman participated in a TOT
DCC and AP staff	2 training programmes exclusively designed for DCC and AP staff	Training No. 1: 2 men, 5 women Training No. 2: 6 men, 5 women
DCC, AP & NGO staff	4 training programmes: Survey Orientation; Orientation on Accounts, Finance and Reporting; Learner Identification: Orientation for Secondary Partner Staff and Induction Workshop for Partner NGOs.	114 men, 71 females
DCC, AP and other GOB staff	7 training programmes (the total number of participants in such programmes stood at 1,192)	961 men (81%), 231 women (19%)
NGO staff	The project organised 11 training programmes exclusively for representatives of partner NGOs	259 men (43%), 344 women (57%).
Training provided to various types of stakeholders together (GOB, NGO, ILO, etc.)	Some programmes were open to all types of stakeholders.	543 men males (59%), 371 females (41%).
“Other training programmes”	CWSGs, VCT instructors, CLU instructors, Training consultants, Social counsellors of VCT, Master crafts, CSR and OSHE Foundation staff, Centre Management Committee members.	

Figure 4. Types of training for various partners/stakeholders (sex disaggregated)

day); Refresher of Basic Orientation on Child Labour Monitoring and Regulatory Mechanism (half day); Basic Orientation on Child Labour Monitoring and Regulatory Mechanism (half day); and Zonal Level Stakeholder Workshop (1 day).

³⁹ Foundation Training on NFE Teachers (6 days); Foundation Training for Project Staff of Implementing Partner NGOs (3 days); Orientation on BTS for PSTC (1 day); Orientation on BTS for NM (1 day); Orientation on BTS for RIC (1 day); Orientation on BTS for DAM (1 day); Orientation on BTS for DAM (1 day); Training on SEE (3 days); Refreshers for the Social Teachers of NM and PSTC (1 day); Training on Social Mobilization for SM, SC, ESO of Implementing Partner NGOs (3 days); and Foundation Training on NFE for Social Teachers and Field Supervisors of PSTC and NM (6 days).

⁴⁰ Orientation Workshop on Hazardous Child Labour: SBI Perspective (1/2 day); TBP Review Workshop (1/2 day); Roundtable on National Time Bound Programme: The Way Forward (1/2 day); Orientation on Baseline and Identification Survey (1/2 day); Training on Supportive Supervision Monitoring (3 days); HCL Workshop (1/2 day); and Launching Ceremony of CWSG on Child Labour (1/2 day).

5.9 Project documentation

140. The Project has produced a comprehensive documentation on lessons learnt in the form of seven different components as follows.

- Breaking the Cycle: Key Learning from an ILO-IPEC Project in Bangladesh (completed);
- Identification of Strategies & Modalities for DCC-LGRD and ILO partnership (completed);
- Rapid Assessment in some left out pockets in Dhaka City, Chittagong and Sylhet City (completed);
- Child Labour and Education in Bangladesh (completed);
- Hazards affecting the Physical, Mental and Psychological development of Child Labourers (completed);
- CSEC Survey (completed);
- Child Labour Monitoring Systems: Bangladesh Scenario and Systematic situational assessment and resource mapping (completed);
- Identify Gaps in the knowledge on hazardous child labour in urban informal economy (completed); Child Labour and Supply Chain (completed);
- Capacity Building Need Assessment for DCC in addressing child labour (completed);
- Capacity Building Need Assessment for MoLE and its relevant technical units and departments (completed); and
- Documentation of Implementation Experience and Lessons Learned of the ILO-UIE Project (completed).

141. The last documentation is an important account that could well be useful for other ILO IPEC projects and for other organisations involved in tackling child labour. It explains what was done and how, and what the challenges were – as well as assessing the innovations and their effectiveness, relevance, efficiency and sustainability of each strategy as it has been perceived by the Project staff and stakeholders. The Project recruited an external consultant to gather lessons. It was printed and disseminated in December 2011⁴¹.

5.10 Gender concerns and normative issues

142. ILO promotes the idea that women and men have equal opportunities to obtain decent and productive work and considers that gender equality is key in social and institutional change and decent work. Its highlighting of gender equality is compatible with ILO's four strategic objectives, namely to promote fundamental principles and rights at work; create greater employment and income opportunities for women and men; enhance the coverage and effectiveness of social protection; and strengthen social dialogue and tripartism.

⁴¹ Implementing Experience and Lessons Learned, Urban Informal Economy Project, ILO, December 2011.

143. The UIE Project has not followed any gender mainstreaming strategy, as such, and gender issues have been understood as meaning *women or girls' participation*, thus there has been no attempt to understand gender as a concept that in fact relates to both sexes⁴².
144. It was clear in a discussion with stakeholders, and expressed by the DCC officials that gender equality concerns had not been part of any strategy – rather the opposite, e.g. girl participants should choose areas of training and occupations that preferably were *home-based* and in accordance with societies norms and religious values.
145. The donor representative, who followed the Project for most of its duration, stated that gender concerns had not been of central issue during the implementation. Rather, the pressing issue had been to assist the Project with its clearances vis-à-vis the MoLE regarding the TPP, as well as spending the funds in the short time that remained once implementation had started up in 2009.
146. The UIE Project mentions that young girls should receive priority in the Project's NFE activities, as well as in SDT enrolment. The available data from the Project shows that in fact, *more boys than girls, or adolescents, attended e.g. SDT and boys were also in majority of the NFE graduates mainstreamed into formal schools and in the SA programme*⁴³.
147. In the evaluation team's discussions about gender issues with the Project team, the explanation was that the designed training programmes was based on the fact that the majority of the child labourers in Dhaka city are boys, and information received through the baseline and market surveys. Further, the project staff explained that girls had preferred to be enrolled in "traditional" training occupations (e.g. tailoring, sewing, *jori chumki, kar chupi* - embroidery) and that the Project had not attempted to influence prevailing societal norms in this regard⁴⁴.
148. The ILO undertook a Gender Participatory Audit of the work of the ILO Country Office in 2009. The technical cooperation Projects also underwent scrutiny. It confirmed that the UIE Project had addressed gender equality and women's empowerment in its direct action component, thus guardians of children had received training on family budgeting, gender relations and decision-making in the family. Other practical measures included its strategy to provide "income replacement resources", i.e. micro credit, to the person in charge of family care (predominantly women) and provision of gender training to the Project's partner organizations (source: Gender audit report 2009, p. 15).
149. The Gender Audit further mentioned the Project:
- Had sent the wrong gender message to beneficiary families, partner organizations and society at large when around 85% of direct beneficiaries receiving education, training and other support services are boys working in a (visible) hazardous job for an employer - while their sisters stay at home without any access to work their way out of poverty.
 - Had not targeted child domestic work and commercial sexual exploitation of children (CSEC) (on request from the GoB) as these areas are not considered to be work and are not covered by the Labour Law. It stated that UNICEF follows these issues, however, and ILO has also provided support to a CSEC survey in the country.
150. The audit also noted that the UIE Project has achieved considerable success in spite of the often "very challenging policy and institutional environment, as well as the very limited support from

⁴² "Gender" refers to socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women.

⁴³ The result in terms of who received benefits, the SA programme had 475 adolescents enrolled, of which boys/adolescents were 469 and girls were only 6.

⁴⁴ The Gender Audit found that 85% of the direct child beneficiaries were boys.

ILO Headquarters and SRO New Delhi in providing proper strategic gender guidance on such matters over the past six years⁴⁵”.

151. The Project has generally made good efforts to collect and disseminate sex disaggregated data and information in monitoring system e.g. concerning participation and benefits. It has also supported guardians most of whom were single mothers, through social orientation and economic support (micro finance). In some of the project activities girls/adolescents were predominant, such as more female SDT graduates (1,070) than male 1,027) in job placement, were placed in decent workplaces.
152. In conclusion, more could have been done by the ILO, the Project and the development partners at the onset, highlighting gender equality issues and showing possible ways to encourage girls/adolescents to choose less traditional paths in order for them to have more job opportunities later on. The explanation that there are more boys than girl child labourers should not have stopped the Project from being a role model in this respect. Other ILO projects, in both Muslim and non-Muslim countries, have made efforts to encourage girls to enter vocational training and typical male occupations and have simultaneously worked on acceptance and changed attitudes among stakeholders. The likelihood that this would have been very successful in the UIE Project is not great, as the girls would have required support in their choices for a longer time than the Project could provide, and no institutional or sustained support for this had been built up or encouraged among the stakeholders.

5.11 The issue of sustainability

153. When the UIE Project ended there were no new IPEC projects in the pipeline of support to the TBP. The GoB still has not formally recognised the TBP⁴⁶. It is often difficult to assess which of the activities, benefits or systems set in place will continue and/or be sustained after the Project has ended - at the very point in time when it is closing and so also for this Project. This evaluation nevertheless has attempted to come to some conclusions on what has been put in place and what is *likely* to continue as a result of this Project in the longer term.
154. Regarding MoLE, the following are directly related to the work undertaken under the umbrella of the UIE and the forerunner project implemented during 2001-2006:
155. The Government endorsed the long-awaited National Policy on the Elimination of Child Labour after many rounds of meetings and discussions with relevant agencies over a number of years. How the Government will be able to enforce the policy must be an issue to be followed-up by ILO in a few years to come – less than 100 labour inspectors are available and the lack of resources and capacity is widely known. Regarding the CLU, the developments to firmly institutionalise this unit in the structure of the MOLE were not impressive at the time of the evaluation and only time will tell how, and indeed if, the unit will be used as a tool and focal point in the eradication of child labour, including the most hazardous forms.
156. The child labour website are all officially set up by MoLE but is subject to available government resources, capacity, and commitment by the top officials to not only maintain it but also to develop these further. The Project has stated that the website should help in the spreading of knowledge and awareness on child labour issue amongst the public and make it

⁴⁵ NB: The reference here to the past six years is also reflecting the work of the previous Project, the forerunner of the UIE Project. The report also states that ILO must put into practice what it advises. Consistency in ILO decent work and social justice messages is crucial. If ILO projects benefit mostly male beneficiaries, which is the case, for example in the allocation of fellowships, and in the overall majority of current projects, ILO Dhaka gender messages will not convince but be – rightly so - interpreted as lip service (p. 25, Gender Audit report, 2009).

⁴⁶Source: ILO DWCP report 2011.

aware that, in fact, MoLE, is the focal Ministry for child labour and as such is accountable for this important issue.

157. The information collected so far through the CLMIS, should assist the Ministry in developing suitable policies and strategies for implementation, monitoring and evaluation of child labour interventions and programmes.
158. However, MoLE's implementation of its own (revenue funded) Project on eradication of child labour, which is in its third phase already, is a sign that there is willingness to continue the work of the ILO.
159. The constant mobility of senior staff is a problem for sustainability. The Secretary, who had only been at his post for eight months as of December 2011, was transferred recently and in January 2012 he had not yet been replaced. A PSC meeting, which was postponed, could not take place and there is no indication of having another PSC after the closure of the UIE Project.
160. Regarding DCC, this institution was chosen as a primary Partner for the Project, as it seemed that in the long run it would be much more cost effective for the tasks at hand, than using external resources and projects (such as the ILO Project) - and there was a perceived need to reduce dependency on external donors. It was also viewed as a "vast existing infrastructure for service delivery" and it was expected that it would - at least gradually and in the long run - assume the role of eradicating at least the WFCL in Dhaka city. It appears that ILO made the assessment that, as DCC had been a primary partner to e.g. World Bank, Asian Development Bank (ADB) and the United Nations International Children Fund (UNICEF) including having had experience with NGO cooperation through previous programmes⁴⁷, the experience within DCC would facilitate the implementation for this primary partnership.
161. Although a Sustainability Plan has been developed and approved by the DCC management, it would be a great challenge for DCC to implement it, as there are few signs that DCC would (apart from having issued its Office Order) continue any active work to eradicate the WFCL. The official in charge of the Project mentioned, that in order to utilise the funds made available for the Plan, he would have to write a project proposal and submit it to the Mayor for endorsement and such a proposal had not yet been developed. DCC's staff turnover ratio is also high, as in most GoB institutions - and the official concerned mentioned that it was likely that he would leave his post shortly after the end of the Project and continued work in this field would depend on his successor.
162. DCC has expressed that it is committed to replicate the trade license regulatory mechanism and the UIE project's experience to *other city corporations* - but because administrative difficulties caused by the recent splitting of DCC, the planned roundtable discussion on experience sharing could not be held⁴⁸. It was also planned to hold a stakeholder's round table in mid-December to discuss and share the experience and lessons gained through the Project - but due to recent the recent Government's decision to split DCC into two city corporations, a vacuum in the administration has been created and this could not take place⁴⁹.
163. As for the community surveillance groups, most stakeholders agreed that it was not likely that these would continue monitoring on child labour - as they mainly had reported to the NGOs with short term contracts with the ILO that were completed already in October 2011. According to the UIE project management, a continuation of their role would require more technical

⁴⁷ The action programme outline (APSO) on Child Labour for DCC refers to primary health care and birth registration and waste management (p. 12).

⁴⁸ Source: Project Final (revised) report, 2012.

⁴⁹ Source: Project Work Plan 2007-2011.

support and close follow up to strengthen and sustain the activities of the beneficiary tracking system developed.

5.12 Lessons

164. The below is a reflection of lessons that should be learnt from implementing the UIE Project:

5.12.1 Key differences between UIE and the forerunner Project

165. The Project claims to have built on, and learned from the preceding IPEC pilot project implemented between 2001-2007. This is certainly true, in terms of building on knowledge acquired and experiences gained in the encounters with children, communities and NGOs/CBOs in Dhaka city. However this is not so regarding the execution of the Project, as DCC, a local government tax-collecting agency in Dhaka, assumed the implementation responsibility for the new Project. Little was known about DCC within the ILO, and vice versa. Thus, the ILO had ventured into a virtually unknown territory.
166. The new Project, assisted by the donor agency in Dhaka, held many discussions at PSC meetings and was engaged in numerous written communications to clarify ILO's standpoint and avoid delays. There were possibly also misunderstandings between MoLE and ILO. High-level officials, e.g. ILO Programme officer from ILO Headquarters, ILO Country Director, the Ambassador attended the PSC meetings to help solve problems and avoid more delays.
167. ILO finally accepted that the Project would be part of the Government's Annual Development Programme (ADP), which required that a TPP be drawn up - which has a different format and content than the UIP Project Document. This required new discussions and approvals before the Project could start by mid/end 2009. At some point in the negotiations, the CTA was compelled to report directly to the MoLE.
168. The parties eventually settled for an agreement, assisted by the ERD, who was called upon to help assist the Project and to get the TPP signed. MoLE accepted that the CTA would report to the ILO HQ in accordance with the UN operational guidelines - but he was also requested to provide *reports monthly to the MoLE which ILO accepted. In addition the CTA provided reports to the donor in the form of a half-year reports and an end of year report.*
169. Once the Project took off and DCC had contracted NGOs, it was clear that officials lacked experience in relating to ILO and NGOs, and most importantly, had little knowledge and capacity to deal with child labour project and concepts. The technical ILO team provided assistance both to DCC and to the NGOs. With the very short time at hand for implementation once the service delivery had started, and as no extension was foreseen, this evaluation is of the firm view that measures should have been taken in 2009 not only to scale down targets and funds, but to scale down the number of the core activity pillars (built on the 5-6 objectives) - in order to make the Project more manageable and to be able to focus on higher quality for fewer components.

5.12.2 Phase out and exit strategy

170. All stakeholders seemed to expect that the Project would be extended beyond December 2011. The NGOs expressed grave criticism to the ILO and the Project as, according to them, it had "stopped abruptly" in October 2011. Some children enrolled in NFE could therefore not complete their courses and make their applications for the government schools starting in

2012⁵⁰. The NGOs, and some of the guardians met, also claimed that some children now were more vulnerable than before and that some had returned to hazardous work.

171. The evaluation has been informed that measures reportedly were taken by DCC to ensure that as many NFE graduates as possible would be mainstreamed into formal school when the new enrolment schedule for the new school year starts in January 2012. DCC and its Zonal Executive Offices issued letters to local schools and guardians for ensuring enrolment of NFE graduates in January 2012. DCC's partner NGOs have also agreed to follow up this matter⁵¹.
172. The high expectation among stakeholders, the ILO office and some of the Project staff, that the Project would after all be extended beyond 2011 – despite the development partner's earlier standpoint clearly expressed in two separate PSCs – may be explained by the fact that the donor agency in Dhaka sent a very hopeful message in writing to the CTA as late as in October 2011 – only two months before its closing, suggesting a plan for the continuation for one year with a budget of EUR 1,5 million, subject to approval from the Hague (Annex VII).
173. According to this evaluation, the crucial point when the Project should have prepared for a phase out was at end April 2011, after the 11th PSC had been held and the Ambassador clearly had stated that the Netherlands Government would not grant any extension. In this meeting it was confirmed that the utilization of the budget was very low, only 45% (up from 37% stated in December 2010 meeting) has been utilized, and only 6-8 months to go.

5.12.3 Lessons drawn by the Project - regarding its models and experience

174. Each of the profiles explains what was done and how, and what the challenges were – as well as assessing the innovations and their effectiveness, relevance, efficiency and sustainability of each strategy as it has been perceived by the Project staff and stakeholders. The report of this experience should be useful for other ILO IPEC projects and for other organisations involved in tackling child labour.

6. Summary assessment and evaluation

175. The final evaluation of the UIE Project involves several criteria by which the merit or worth of the UIE Project is assessed. These criteria and the working definitions applied are found in section 6.1 below.

6.1 Defining the evaluation criteria

176. The main evaluation criterion used in assessing the Project's performance and achievements are effectiveness, relevance, efficiency and sustainability⁵². Below is an account of the applied evaluation criteria:

⁵⁰ This criticism was expressed in discussions, interviews and in the Stakeholder Meeting, on 28th December 2011.

⁵¹ Source: CTA Project final report, December 2011.

⁵² These are standard OECD/DAC evaluation criteria.

Effectiveness	Extent to which the UIE Project, the intervention, has achieved its objectives, taking their relative importance into account ⁵³ .
Relevance	The UIE Project has been viewed in terms of its overall interventions in relation to the larger context of needs and priorities of stakeholders and entities in the public and private sector. As such the Project's activities are found to have been highly relevant ⁵⁴ .
Efficiency	Efficiency of the Project here refers to the extent to which the costs of the UIE Project's interventions can be justified by its results ⁵⁵ .
Sustainability	This evaluation has mainly focused on how the participants have incorporated and internalised messages and learning of the Project - and in this way sustaining the benefits of the UIE Project. When assessing sustainability of the Project's work, it has been useful for this study to distinguish between sustainability of the benefits accruing from the Project on the one hand, and sustainability of the activities.

Figure 5. Criteria and definitions used in the assessment/evaluation (OECD/DAC standard)

6.2 Evaluation of Project performance

177. Many of the studies undertaken were very useful as resources for child labour related policies, plans of action and strategy formulations, and child labour related programme/project designs. And as a result, the Project has contributed very well to the increasing the knowledge base on child labour.
178. Very good achievements were made, vis-à-vis the reduced target, in the work related to NFE and providing direct services to working children and their guardians/families and the development and testing of models – some which were “adopted” by the DCC (sustainability plan) and the MoLE (e.g. through its third phase project to combat child labour in hazardous work).

6.2.1 How far have outputs been produced to reach the objectives?

179. In order to operationalise the Logframe for day-to-day operations, the Project staff followed the five **strategic components**⁵⁶ (the core pillars of the Project: i) Policy and model formulation; ii) Protection of child workers; iii) Child Worker Education and Preparation for Employment; iv) Prevention through social and economic development; and v) Capacity Building for sustainability.
180. To be consistent with the Project and the Logframe, the evaluation team also used the five strategic components when applying the evaluation criteria – realising that they encompass the actual immediate objectives. In order to assess/determine what level of success the Project has reached, the evaluation team gauged the logic in the relationship between the outputs and

⁵³ Further on “effectiveness”: A measure of the extent to which the UIE Project has attained its objectives. These questions have been useful to consider: “To what extent were the objectives achieved, or are likely to be achieved? What were the major factors influencing the achievement or non-achievement of the objectives?”

⁵⁴ Further explanation of “relevance”: In evaluating the relevance of UIE Project, the evaluation team has probed “To what extent are the objectives of the programme still valid? Were the Project activities and outputs of the programme consistent with the overall goal and the attainment of its objectives? Were the activities and outputs of the project consistent with the intended impacts and effects?”

⁵⁵ Further on “efficiency”: It is an economic term that signifies that a project/programme has used the least costly resources possible in order to achieve the desired results. When evaluating the efficiency of the UIE Project it has been useful to consider the following questions: “Were activities cost-efficient? Were objectives achieved on time? Was the programme or project implemented in the most efficient way compared to alternatives?”

⁵⁶ The strategic components were added after the Project Document/Logframe was drawn, to operationalise the Project Document/Logframe.

immediate objectives. Particularly the evaluation has taken into account the extent (quantity and quality) of outputs that had been produced.

181. In determining whether the stated Project immediate objectives have been reached, the evaluation has attempted to determine whether the outputs for each IO were produced, and in comparison with the targets and “indicators”, following the Project Document and the Logical Framework.

182. The below figure is a reflection of the assessment in this regard. It shows that the outputs for the IO:1 (Policy and Model) were produced, as well as the ones for IO:6 (Capacity-Building), while the outputs for IO:2, IO:3, IO:4 were only partially produced and some outputs for IO:5 were far from produced. The reason for the latter was reported to be lack of interest among guardians of the children to participate in certain programme activities on social and economic orientation (the targets were far from achieved).

Immediate objective	Strategic component	Outputs achieved	Outputs only partially achieved	Outputs far from achieved	Assessment remarks
(IO:1)	Policy & Model	√			
(IO:2)	Protection of Child workers		√		
(IO:3 & IO:4)	Child Worker Education & Preparation for employment		√		
(IO:5)	Prevention through socio-economic development		√	(√) Low scoring for participation of guardians	Lack of interest among guardians, “quality issue of NGO”.
(IO:6)	Capacity-Building for sustainability	√			

Figure 6. Summary assessment of Project’s achievements of immediate objectives (“strategic components”)

183. The below figure reflects the overall assessment of achievements, i.e. the extent to which objectives have been met gauged against the revised targets/reduced budget from USD 10 to 6 m and the fewer than planned operational areas (4 zones instead of 10 in Dhaka city).

184. It also has attempted to gauge the likelihood of sustained systems and benefits related to eradication of WFCL. The assessment uses low, medium or high, and based on the findings.

185. It shows that, generally, the likelihood of sustainability is lower than achievement levels, thus a better/higher assessment is given for policy work, while the likelihood of sustaining (e.g. in this case GOB enforcing policies) achievements are low to medium.

6.2.2 Assessing the overall achievement levels

Immediate objectives (IOs)	Assessment (low – medium – high –level)			
	Strategic components ⁵⁷	Work area	Achievement	Likelihood of sustained systems & benefits in the short and medium term
IO: 1	SC 1	Policy & Model formulation	high	low ⇒ medium
IO:2	SC 2	Protection of child workers	medium	low ⇒ medium
IO:3 & IO:4	SC 3	Child Worker Education & Preparation for employment	medium	low ⇒ medium
IO:5	SC 4	Prevention through socio-econ. development	low ⇒ medium	low
IO:6	SC 5	Capacity-Building for sustainability	medium ⇒ high	medium

Figure 7. Extent to which objectives have been met and influencing factors – gauged in relation to the revised targets and ambitions (reduced from USD 10 to 6 m) and operational areas (4 zones instead of 10 in Dhaka city).

186. Figure 8 below, attempts to show how the Project has fared using the evaluation criteria. i.e. in assessing the overall performance, in relation to the revised targets. It was assessed that effectiveness was satisfactory ⇒ good; the project itself was relevant; and efficiency was assessed as good. Regarding sustainability, a distinction was made between sustainability of *systems/models* - assessed to be satisfactory, and sustainability of *activities and benefits* - assessed to be good.

Evaluation criteria	Assessment			
	Poor	Satisfactory	Good	Very good
Effectiveness				
Relevance & strategic fit				
Efficiency				
Present level of sustainability (systems, models)				
Present level of sustainability (benefits, activities continued)				

Figure 8. Summary assessment/evaluation of the UIE Project as a whole measured against the revised targets

7. Conclusions and Recommendations

7.1 Overall conclusions

187. The UIE Project should be seen as a pilot initiative involving ILO support to the Dhaka City Corporation to incorporate the issue of child labour into its trade licensing system, in turn monitored by DCC tax officers and community based surveillance groups. Various educational and community mobilisation models, based on a previous IPEC project in Dhaka have been adapted to the new project, as well as awareness raising techniques and capacity building - at all levels of stakeholders.

188. The evaluation has assessed that as a result of the Project interventions, knowledge has increased on child labour in the urban informal economy, and capacity has increased among

⁵⁷ To be consistent with the Project the evaluation team has here used the five strategic components when applying the evaluation criteria – realising that they encompass the actual immediate objectives. NB: Strategic component No. 3 is comprised of two immediate objectives (IOs).

national and municipal stakeholders – **these are immediate objective 1 and 6 that were reached through the Project.** Policy work, and attempts to influence national and local policies were also important components.

189. Furthermore, children were protected from hazardous work and prepared for formal primary/secondary education through NFE. Others were prepared for and placed in decent work arrangements through participation in SDT. Women/families were assisted to improve their social and economic security so that they would no longer depend on hazardous child labour - **these are the four other immediate objectives that the Project contributed to.**
190. The overriding conclusion is, thus, that the Project has shown a high level of effort, and performed very well in many of its endeavours, when taking into account the very short time it had at hand, and when considering some complicated circumstances under which it operated, as described in this report.
191. The Project faced significant delays of more than thirty months. The delays related to the prolonged discussions, procedures and insistence by MoLE to incorporate the ILO Project into the GoB system after it had been approved, and the subsequent requirement to produce and endorse the GoB Technical Project Proposal (TPP). The delays in approving the selection criteria for the NGOs continued into 2008. Because of the late start up in delivering the planned services and reaching targets, the Project Steering Committee (PSC), DCC, donor, and ILO agreed to reduce the operational area substantially and subsequently the scope of activities.
192. The activities to provide service to the beneficiaries, such as removing children from hazardous work places, enrolling them in non-formal education and formal schools, and providing skills training, finally took off only in December 2009. This was almost three years after the project commencement date i.e. 1st January 2007. The Project was eventually operational only in four out of the ten zones in Dhaka city, although the PSC had made the decision that it should be expanded to the remaining zones. Because of the apparent lack of progress, and because of changes in policies in the Netherlands that affected the educational sectors in recipient countries, the donor reduced its overall financial commitment from US\$10,466,863 to US\$6,227,804.
193. As for meeting the objectives defined at the outset, the Project could only be expected to *contribute* to the overall, development objective. Regarding reaching the immediate objectives, the evaluation team has assessed that the outputs for the IO:1 (Policy and Model) were produced, as well as the ones for IO:6 (Capacity-Building) – thus it can be safely confirmed that at least two immediate objectives (1 and 6), were fully met, while the others were partially met.
194. ILO, and the stakeholders to the UIE Project, should follow the developments and ensure that the DCC’s issuance of the Office Order is not only interpreted by staff and traders/employers as a “recommendation” not to employ children in dangerous work environments – but that enforcement of some kind will materialise in order to have an effect that is desired.

7.2 Specific conclusions and recommendations

195. In applying the four evaluation criteria, the evaluation has assessed the relevance and performance of work accomplished.

Relevance

196. It was concluded that the project was relevant.

Effectiveness

197. Effectiveness is determined as satisfactory ==>good.
198. The evaluation has assessed the *overall performance* of the Project. Regarding the main components,
199. The Project performed well (assessment “high”) regarding its **policy work and development/adaptation of models. In terms of quantitative results, child labour protection activities** gave quite good results (assessed as medium), i.e. the efforts to refer children to rehabilitation centres and other protective services. Much less satisfactory quantitative results are identified in declaring areas “child labour free”, as described in this report.
200. In the area of **education and preparation for employment** for working children the Project also achieved well (assessed as medium) with the exception of mainstreaming children into formal schools, where the project achieved only 48% of its revised target. As for children referred to skills development training, the project achieved only 47% of its revised target.
201. As for **prevention through social and economic development**, effectiveness was assessed as low ==> medium. However, regarding the Project’s efforts to enrol working children’s guardians in its SEE programme only 13.6 percent were enrolled. The Project performed poorly in the area of providing micro-finance to guardians, as only 32 percent of the guardians received micro finance support and started their income generating activities.
202. Regarding **capacity building for sustainability** the Project did well (assessed as medium ==> high). A total of 4,350 persons participated in the training programmes of which 2,804 were males (65%) and 1,536 females (35%).

Efficiency

203. Efficiency was assessed as good. In the end the rate of delivery was estimated as 90% of the (revised) budget.

Sustainability

204. A distinction was made between sustainability of systems/models which were assessed to be satisfactory, and sustainability of activities and benefits - which was assessed to be good.

Other conclusions and recommendations:

Too many core activity pillars in the Project

205. Once the Project took off and DCC had contracted NGOs, it was clear that officials lacked experience in relating to ILO and NGOs, and most importantly, had little knowledge and capacity to deal with child labour project and concepts. The technical ILO team provided assistance both to DCC and to the NGOs. With the very short time at hand for implementation once the service delivery had started, and as no extension was foreseen, this evaluation is of the firm view that measures should have been taken in 2009 not only to scale down targets and funds, but scale down the number of the core activity pillars (built on the 5-6 objectives) - in order to make the Project more manageable and to be able to focus on higher quality for fewer components.

Recommendation 1

206. ILO should review and consolidate its experience from all its implemented IPEC projects, and learn from many documented lessons on the importance of scaling down on its ambitions. ILO should avoid drawing complicated Project structures with too many implementing agencies and too many objectives and outputs to be reached.

Momentum lost in the gap between ILO IPEC projects 1 and 2

207. The evaluation team has questioned the statement made by the Mid Term Evaluation that the new Project had built on the “social momentum, established footholds and credibility in nearly 100 selected urban neighbourhoods, and provided an integrated package of services for approximately 100,000 direct beneficiaries”.
208. The expectations were, indeed, high among ILO project staff and NGOs that the new Project would take off where the first one ended, and the contracts of the NGOs were even extended for about 6 months due to this anticipation. Eventually, the prolonged delays at the start-up resulted in ILO having to end the cooperation with the NGOs and reimburse them for the costs incurred. Subsequently all the multi-purpose community centres in Dhaka city were closed down and momentum was thus lost – which must be regarded as a serious blow to the ILO, the new Project, not to speak of the children, the teachers and supervisors.
209. With the knowledge that the ILO was not going to do business as usual in the follow-up project, but actually give the execution responsibility to the DCC – with the help of NGOs - the anticipation that one project would smoothly take over from the other was unrealistic.

Recommendation 2

210. The ILO headquarters and ILO country offices need to engage themselves more in negotiations with Government about technical cooperation Projects - even at an early stage before things get too complicated in an informed and decisive way – as it seems that too much burden for this is on the shoulders of the CTAs.

The role of Project Steering Committee

211. The role assumed by Government PSCs in relation to externally funded Projects is crucial. Could the bureaucracy and delays have been avoided for the UIE Project? The evaluation found that the role/mandate of the PSC was far reaching as it not only assumed provided guidance and assistance but also approved the Project’s work plans, the selection criteria and actual final selection of the NGOs, as well as the Action Program proposals for these NGOs.
212. As has been mentioned, there were many stumbling blocks in starting up and operating the UIE Project. Some issues related to “ownership” of the Project. The MoLE insisted on integrating it in the ADP (requiring a Government type of project document, a TPP) although it made no financial commitment to the Project - while ILO’s standpoint, and that of development partner, was that this was not the intention and the ILO project managers must report to ILO, as part of an accepted UN practice. In the end, a compromise was reached with the assistance of the ERD, but by this time the delays of 2 ½ - 3 years had already become such a great hindrance that most of the Project’s objectives and targets could not be met, the budget had to be cut in half almost and the unused funds had to be returned to the donor

Recommendation 3a)

213. GoB Project Steering Committees (PSC) should have a Terms of Reference that clearly outlines the role of the Committee. Alternatively, a Project *Advisory* Committee (PAC) may be formed.

Recommendation 3b)

214. Civil Society Organisations should be invited to participate regularly in the PSCs, in particular if they are stakeholders/implementing agencies in the project. Other actors may be invited as observers if this is beneficial for a smoother operation of the Project.

Gender equality

215. Both girls/women and boys/men have benefitted from participating in the Project activities, however boys and males (adolescents) have clearly benefitted more. More could have been done by the ILO, the Project and the development partners at the onset, highlighting gender issues and for example by showing possible ways to encourage girls/adolescents to choose less traditional training paths in order for them to have more or better job opportunities on the labour market later on.

Recommendation 4

216. ILO Projects should be more convincing in showing that there is a plan for gender mainstreaming at the onset, and this should be described clearly already at the drawing board – and be reflected in the Project Document and the Logframe

Is the DCC Office Order useful in targeting informal economy actors and how will it be applied in the medium to long term?

217. Dhaka City Corporation (DCC) developed a child labour and trade license regulatory mechanism under the UIE Project. In the second half of 2010, DCC issued an Office Order that includes two clauses that prohibits employment of under-aged workers in hazardous environments. The Project viewed this as a break through and the positive actions of the DCC have clearly been innovative and experimental. Unfortunately they may not mature as it was intended and/or be monitored by the Project because of the delays in the implementation.
218. The effectiveness of the DCC clauses, at least in the short and medium term, is questioned by the evaluation team as it found that no action, in terms of enforcing these clauses had been taken, i.e. nobody had lost any trade licence because they have employed and/or *continued* to employ children in hazardous environments within the four zones in Dhaka. The DCC staff stated that the point was not to punish the employers - but to raise their awareness.
219. The DCC officials stated that they could only enforce the regulation among those employers working in the formal economy or sectors. As more than 85% of the small and medium size employers/business owners in Dhaka city do not have any (official) licence, the evaluation team inquired about the rationale of this approach and has posed the question: “How are the informal economy employers affected by this regulation? When discussing this issue with the Project staff, they stated that, *in fact, even small, informal economy employers were targeted by the Project.*

Recommendation 5

220. The ILO Country Office in Dhaka, as well as the constituents should actively follow up on developments within MoLE. The implementing partners, that played an essential role in the Project, and in the previous IPEC project, also have a role in following up how the Ministry proceeds with child labour issues. The TVET Project (which reportedly has child labours among its target groups) has confirmed it has use for the educational materials/models among others, and these have already been made available to this Project. Also, one of the Project staff previously working in UIE project is now working for the TVET project – which may allow for some continuity and spread of experience and knowledge from the UIE Project.

Following-up what has been accomplished

221. Regarding MoLE, the NPA is not yet fully reviewed by MoLE, the CLU is not yet functioning, the child labour website needs continued maintenance, and as for the CLMIS it not clear how it will be maintained and by whom. The progress of the new USD 9 million MoLE child labour eradication Project (to be implemented in several major cities in Bangladesh) needs to be followed up. It was expected that the implementing agencies would be selected around March 2012. What is the progress of the enforcement of the DCC's Office Order?

Recommendation 6

6a) ILO, and particularly ILO-IPEC, as well as the constituents and partners should monitor the developments regarding the above-mentioned issues and continue the dialogue with the MoLE on these issues.

6b) ILO should undertake a study to gauge the progress of the new MoLE child labour eradication Project.

6c) ILO should undertake an impact study/evaluation of the UIE project within one year.

Exploring Conditional Cash Transfers with e.g. UNICEF

222. The evaluation discussed the cooperation that ILO had with Head of the Social Protection Unit, at UNICEF, in Dhaka. It found that the cooperation had been very much appreciated although not directly related to the UIE project, but in relation to the Joint Working Group set up for the purpose of policy work and the NPA (UNICEF has been an active member).
223. UNICEF is implementing an interesting project to eradicate child labour in Dhaka city, using conditional cash transfer (CCT), for which good results had come out. Impact in relation to reduced levels of child labour has also been observed in the Cash for Education Scheme in Bangladesh⁵⁸. CCT seems to address the root cause of the child labour problems: chronic poverty, vulnerability to economic shocks, and difficulties of access to education - striking a balance between targeted interventions which tend to be small-scale and costly - and policy action at the macro level which works slowly. It focuses on prevention rather than cure. ILO has been working on inserting child labour considerations in a CCT programme in Indonesia and Ghana⁵⁹ and has information since many years about how CCT has been used in Brazil⁶⁰, both within the Government and related to IPECs work there.
224. ILO has recommended that CCT should be, overall, a key element of Child Labour mainstreaming strategies in the future. There seem to be sufficient grounds for a systematic examination of the potential of the CCT approach, as alternative to micro-finance to guardians for instance, at least in Dhaka city.

Recommendation 7

225. ILO should therefore explore the possibility to team up with UNICEF, and perhaps Save the Children in Bangladesh, for a joint initiative using CCT as a strategy to contribute to the eradication of child labour.

⁵⁸ Ravallion and Wodon, 1999, pp. 6-17.

⁵⁹ Accelerating action against child labour. Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, ILO 99th Session 2010, Report I(B)

⁶⁰ The well-known Government-operated Bolsa Familia programme.

Lessons to be drawn

Lessons drawn by the Project - regarding its models and experience

226. The documentation on Implementation Experience and Lessons Learned of the ILO-UIE Project is a good account and practice that could well be useful for other ILO IPEC projects and for other organisations involved in tackling child labour. It explains what was done and how, and what the challenges were – as well as assessing the innovations and their effectiveness, relevance, efficiency and sustainability of each strategy as it has been perceived by the Project staff and stakeholders.

Adopting a clear stand and keep to agreements

227. An important lesson for ILO and the constituents is that when handling new ILO technical cooperation projects in Bangladesh it is important to keep to the original agreements on project execution and management, in order for implementation of activities not to be hampered – all for the benefit of the target group.

Necessity to follow up and keep the momentum gained so far

228. When the UIE Project ended, there were no new IPEC projects in the pipeline of support to the TBP. The GoB still has not formally recognised the TBP⁶¹ and the MoLE has not yet endorsed the NPA and it is not known if, or when, it will be forwarded to the Cabinet for approval. A lot of conscious efforts have been made to ensure sustainability of systems and models developed under the Project, in particular within the Government structures. There are many uncertainties regarding how the Government will use, maintain and/or develop these tools (CLU, CLMIS, website) and whether or not the Policy will be enforced. This evaluation team has not been convinced, or made to understand, that the MoLE is going to place sufficient efforts or resources in continuing the work started by the UIE Project (the new MoLE revenue-funded Project could be an exception, however, in its third phase the MoLE has not yet recruited the implementing agencies and no work seems to have been done on the ground).

Phasing out and exit strategy

229. According to this evaluation, the crucial point when the Project should have prepared for a phase out was at end April 2011, after the 11th PSC had been held and the Ambassador clearly had stated that the Netherlands Government would not grant any extension. In this meeting it was confirmed that the utilization of the budget was very low, only 45% (up from 37% stated in December 2010 meeting) had been utilized, with only 6-8 months to go.

Recommendation 8

230. All ILO projects should plan and implement phase-out/or exit plans, and the national stakeholders as well as development partners/donors need to be aware and appreciate this, as well, when reviewing project documents for possible funding. In many cases, targets are chased to the very end, because of delayed start-ups. Project staff, therefore, feel there is no time for any gradual phase out. However, other ILO projects could be used as models on how this can be done (EAST Project in Indonesia, Trafficking of women and children project in the Greater Mekong Sub-region, are examples among others).

⁶¹ Source: ILO DWCP report 2011.

Key differences between UIE and the forerunner Project

231. The Project claims to have built on, and learned from the preceding IPEC pilot project implemented between 2001-2007. This is certainly true, in terms of building on knowledge acquired and experiences gained in the encounters with children, communities and NGOs/CBOs in Dhaka city. However this is not so regarding the execution of the Project, as DCC, a local government tax-collecting agency in Dhaka, assumed the implementation responsibility for the new Project. Little was known about DCC within the ILO, and vice versa. Thus, the ILO had ventured into a virtually unknown territory.
232. The new Project, assisted by the donor agency in Dhaka, held many discussions at PSC meetings and was engaged in numerous written communications to clarify ILO's standpoint and avoid delays. There were possibly also misunderstandings between MoLE and ILO. High-level officials, e.g. ILO Programme Officer from ILO Headquarters, ILO Country Director, the Ambassador attended the PSC meetings to help solve problems and avoid more delays.
233. ILO finally accepted that the Project would be part of the Government's Annual Development Programme (ADP), which required that a TPP be drawn up - which has a different format and content than the UIP Project Document. This required new discussions and approvals before the Project could start by mid/end 2009. At some point in the negotiations, the CTA was compelled to report directly to the MoLE.
234. The parties eventually settled for an agreement, assisted by the ERD, who was called upon to help assist the Project and to get the TPP signed. MoLE accepted that the CTA would report to the ILO HQ in accordance with the UN operational guidelines - but he was also requested to provide *reports monthly to the MoLE, which ILO accepted. In addition the CTA provided reports to the donor in the form of a half-year reports and an end of year report.*
235. Once the Project took off and DCC had contracted NGOs, it was clear that officials lacked experience in relating to ILO and NGOs, and most importantly, had little knowledge and capacity to deal with child labour projects and concepts. The technical ILO team provided assistance both to DCC and to the NGOs. With the very short time at hand for implementation once the service delivery had started, and as no extension was foreseen, this evaluation is of the firm view that measures should have been taken in 2009 not only to scale down targets and funds, but to scale down the number of the core activity pillars (built on the 5-6 objectives) - in order to make the Project more manageable and to be able to focus on higher quality for fewer components.

Annex I. Evaluation team's activity schedule

Date	Time	Evaluation team's activities in Bangladesh
12.12.2011	5:30 pm	Discussion with ILO Director, Mr. Andre Bogui, ILO Director & Mr. Sophea Mar, CTA (over skype)
13.12.2011	2:30 pm	Project briefing with Mr. Sophea Mar, CTA and Mr. Ifjalul Haque Chowdhury, Programme Officer, ILO UIE Project
14.12.2011		Work from home base
15.12.2011	8:15	Meeting with UIE Project team members (group and individual components)
	2:00pm	Meeting with Mr. Gagan Rajbhandari, Deputy Director (OIC), Mr. T.I.M. Nurunnabi Khan, Sr. Programme Officer, and Ms. Hasina Begum, Programme Officer, ILO
	3:00pm	Mr. Shrinvas Reddy, Skills training Adviser, and Mr. Harunur Rashid, Programme Officer, TVET Reform Project (Component 5), ILO office.
16.12.2011		Work from home base
17.12.2011		Work from home base
18.12.2011	10:00 am	Meeting with Executive Directors/ Directors and Managers of Civil Society Organisations (NGOs - implementing agency): NM, PSTC, CDS, RIC and DAM
	12:00 pm	Meeting with Director and Project Manager, OSHE Foundation (NGO - implementing agency)
	3:00 pm	Meeting with Ms. Ella de Voogd, First Secretary, Royal Netherlands Embassy
19.12.2011	11:00	Meeting with graduates of Non-Formal Education Graduates
	2:00	Meeting with graduates of Skills Development Training
	3:30- 4:45pm	Meeting with guardians (of children engaged in WFCL in Dhaka city)
20.12.2011	10:00 am	Meeting with UNICEF, Ms. Rose-Anne Papavero, Chief Social Protection
20.12.2011	11:00-11:30	Meeting with Dhaka City Corporation (DCC): Chief Executive Officer (CEO), Mr. Moniruzzaman, Dy Secretary and Chief Revenue Officer (CRO) The CSDO
	11:30	Meeting with CRO and DCRO
	12:00 16.30	Meeting with CSDO Meeting with Action Programme staff members
21.12.2011	9:30	Work from home base, submission of the Inception Report to EIA, IPEC, ILO Headquarters
	2:30	Meeting with Trade Unions
	4:00	Discussion with Mr. Sophea Mar, CTA Skype interview with Mr. Wahidur Rahman, ILO HQ
22. 12.2011	9:00	Continue discussion with CTA
	11:30	Meeting with Director, Shishu Adhikar
	3:00	Meeting with Save the Children
23.12.2011		Work from home base
24.12.2011		Christmas Holiday

Date	Time	Evaluation team's activities in Bangladesh
25.12.2011		Christmas Holiday (submission of Evaluation Instrument to EIA)
26.12.2011		Meeting with Mr. Mohsin Ali, Chief Revenue Officer, DCC North Preparing for the presentation in the Stakeholder Workshop
27.12.2011	10:00	Discussion with Mr. Shafiqur Rahman Bhuian, Consultant Meeting with Mr. Mehdi Shafiq Alam, Secretary, MoLE Discussion with Md. Farid Uddin, Executive Director, Consultant, Services and Solutions International (SSI) Prepare for Stakeholders Workshop
28.12.2011	10:00- 12:30	Stakeholder Workshop. ILO Conference Room Afternoon: Wrap-up discussion with the Project staff
31.12.2011		Final in-depth interview with Sophea Mar (IC), Gulshan, Dhaka
08.01.2012		In-depth interview in France with Mr. Ronald Berghuys, consultant, former CTA ILO-UIE Project.
12.01.2012 In January 2012		In-depth (skype) interview with Mr. Theo Oltheten, former Desk Officer in charge of ILO UIE Project, EKN, Dhaka ⁶² . E-mail correspondence with: Ms. Jyoti Tuladhar, Gender Audit expert (Consultant) and Ms. Panudda Boonpala, ILO Director, Delhi, India.

⁶² Presently Desk Officer, Embassy of the Kingdom of Netherlands, Islamabad, Pakistan.

Annex II. Evaluation instrument

The evaluation team will assess effect and impact of the work done during the implementation, using available data collected on the indicators of achievement, and any other relevant data/information to make an assessment of achievements and potential impact. The evaluation will assess the Project's effectiveness, relevance, efficiency and elements of sustainability. The below are the evaluation questions posed to the ILO Project and its stakeholders, namely:

Relevant programme staff at ILO Headquarters, Geneva, and at the ILO Country Office in Dhaka, IUE Project staff, ILO constituents (Government, Employers and Workers organisations), as well as and the implementing agencies (the "secondary partners"). Questions are also posed to the Development Partner, the representatives of the Royal Netherlands Government, who are responsible to follow up on the Project at the Embassy in Dhaka during the period under review (2007-2009). Questions are also posed to international agencies (primarily UNICEF and Save the Children).

Efforts are made to keep the questions open-ended.

ILO Headquarter staff

- What has been the nature of your support/back-stopping/follow-up to the Project?
- How did the work proceed? If there were obstacles - how were you able to contribute to solving any obstacles in start-up or implementation?
- According to you, has the Project been able to produce its outputs and/or achieve its objectives and are you aware of any particular achievements/results/impact?
- How has the Project managed to contribute to national policy on the issues and to the National Plan of Action?
- Are you aware of how the Government, and other constituents, will sustain/develop further the benefits of the Project? Please explain.
- How will ILO follow up on child labour issues in Bangladesh in the short-term – without any IPEC project?
- Is ILO planning to initiate new Projects on Child Labour in Bangladesh? In the region?
- What are the lessons learnt from this Project?

ILO Country Office staff and other ILO staff

- Please describe how you see the evolution of this Project.
- How have you been able to support the management and staff?
- How did the work proceed? Which are the achievements? Has it been able to obtain its objectives?
- If there were obstacles - how were you able to contribute to solving any obstacles in start-up or implementation?
- Did you perceive that the donor was going to agree to an extension beyond 31st December 2011? Did the project management and staff perceive so? When was it known that it was not going to?
- How are you ensuring that there is a continuity of the work from the Project?

- How do you see the benefits being sustained after the end of the Project? By MoLE, DCC, the secondary partners?
- How has the Project cooperated with the constituents and Partners?
- How has the Project been able to use the funds? Are you aware of the delivery rate to date?
- Are you aware of the issues such as financial accountability of/among the secondary partners (NGOs)? And the DCC? Were there any issues and if so how were they solved?
- How was the performance of the Project management and staff?
- How will the ILO office continue to work on these issues?

ILO UIE Project Staff

- When did you join the project? What is your role and key area of responsibility? Please describe briefly your specific role/tasks.
- Are you aware of the Logical Framework of the Project and if there have been any changes to the original design of the Project?
- How do you see the progress in implementation of the Project from its start in 2007?
- What, according to you are the reason/s for the delay of the start-up of the Project?
- How have you been able to provide technical assistance to DCC, and MoLE?
- How were the NGOs selected, what were the selection criteria?
- How often were the steering committee meetings held (and other key meetings)? Can you provide the Minutes from these meetings?
- Which are the main achievements and results of the Project?
- If you think the project's achievements are satisfactory – which main factors have contributed to this? If not satisfactory what are the reasons?
- How has the Project been able to contribute to policy making and the National Action Plan against child labour?
- If the achievements were not satisfactory, what has been lacking? What were the main obstacles for you, and for the Project to achieve its goals?
- How do you view the cooperation and networking with Employers, Trade Unions, external consultants? Other organizations?
- Were there any obstacles in cooperation with others - if so which are they? How were you able to overcome these, and if not – what are the reason?
- How do you rate the team spirit of the Project (in a scale from 1-10, 10 being the highest score)?
- What is most rewarding in your work? What is least rewarding in your work (challenges/problems)?
- How do you grade the technical and/or administrative “backstopping” support to the Project from ILO Dhaka Office, ILO New Delhi, ILO HQ (Excellent, Sufficient, or Not sufficient)?
- How do you view sustainability of the outputs and benefits (sustainability at various levels and organisations)?
- Does the Project have any particular Gender strategy? If not, how come? How did you attempt to work on gender equality and gender mainstreaming issues?

- What are the lessons from the Project? How should these best be disseminated now?
- Can you exemplify any good practices from this Project that can be replicated in other contexts in Bangladesh or in other countries?
- Do you have any specific recommendation for the Government and the ILO on how best to continue supporting the issue of eradicating child labour in Dhaka and in Bangladesh, especially in its worst forms?

Children/adolescents participating in UIE programs⁶³

- Can you please tell us the kind of work you have done? (number of hours etc..)
- When you worked (in factory, workshop, or other) – who told you to go to work?
- Have you ever been injured (or other..) at work?
- Do you earn anything from the work, if yes – how much? Did you get anything to eat at work?
- Do you live with your parents or some other guardian or employer?
- How did you like to go to NFE school/ STD?
- Can you tell us anything you have learnt in NFE school/STD?
- Have you applied for entry to a government school? (NFE trainees)
- What did your parents/guardian think about you going to NFE/STD?
- What would you like to do when you grow older/become an adult?
- Is there anything you would like to tell us or ask us (or “the Project”)?

Parents/Guardians⁶⁴

- What kind of work did your child (or the child in your care) do?
- What is the reason your child worked in hazardous work?
- How many hours did the child work?
- What do you think about the education/training the child received (through the NGO and ILO Project)?
- Now that the ILO Project is over what will the child do - continue school or go back to work?
- Have you received and micro loan from the NGO (through the Project)? From any other NGOs?
- If yes, how has the loan been used? (*more questions here, interest rate, repayment, instalment schedule etc.*)
- Is there anything you would like to tell us or ask us (or “the Project”)?

⁶³ Many questions are posed to many children in the FGD – around 30 children and adolescents are interviewed. The ones mentioned here are only some of the questions posed. Children of ages 6-17 years are interviewed.

⁶⁴ Many questions are posed to guardians in the FGD. Around 30 guardians/parents are interviewed. These are just examples of questions.

Government

Ministry of Labour and Employment (MoLE):

- Please describe the institutional arrangement of the ILO Project and its relevance to MoLE and Bangladesh.
- Please describe your role/involvement.
- Have you, or any of your colleagues, been involved in the design, or planning of the ILO project prior to 2007? At any other stage of the Project..?
- Have you, or any of your colleagues, been involved in redesigning the Project? Describe the reason for any changes made.
- What was/were the reason/s for the delays in start-up of the implementation?
- How do you think the Project has progressed after 2009?
- What do you think of the arrangement of implementing the “ground work” with the children through the Dhaka City Corporation? What do you think of the arrangement of contracting NGOs through the DCC?
- How effective do you think the Project has been in producing its outputs and reaching its objectives (very effective, effective, not effective)? If effective, which factors do you think have contributed to effectiveness? If *not* effective, which are the factors...?
- Could such a project, have been implemented more efficiently through other arrangements, if so what would those arrangements be?
- How has the Project supported MoLE technically? Providing advice (CMU, database, website etc.)?
- How have you supported the Project management?
- What are the main results/achievements in your view? At policy level?
- Which accomplishments will be sustained by MoLE? Which can be sustained by other organisations?
- How does MoLE plan to continue the issues of working to eradicate child labour? In the short term? In the medium term?
- Do you have any recommendation to ILO, or lessons that you wish to bring to the attention of the ILO?

Dhaka City Corporation (DCC):

Many questions are posed to DCC at various levels, below is a sample.

- Please describe the relevance of the Project and child labour eradication, to DCC.
- Please describe the situation of children working in the worst forms and hazardous child labour.
- Please describe the institutional arrangement and resources used to implement the work of the ILO Project in Dhaka City.
- What were the reasons behind the fact that only 4 zones (out of 10) have been worked in?
- What can you tell us about the effectiveness of the work done (Very effective, effective, not effective). If effective what contributed to this and if not effective please tell us why not.

- Do you plan to continue the work – and extend your work in the remaining 6 zones? If yes, how and with what resources (manpower and financial)?
- Describe your working relationship with the NGOs and with the ILO project staff/ILO office.
- Do you have any recommendation to ILO, or lessons that you wish to bring to the attention of the ILO?

Bangladesh Employers Federation

- Are you aware of the existence of this particular Project and has the Federation been involved with the Project as such? Please describe.
- Have you been involved in any policy discussions/policy work regarding eradication of the worst forms of child labour in conjunction with this particular Project?
- Please describe the relevance of the Project and child labour eradication, to your organisation.
- Are you aware of how effective the Project has been in reaching its objectives – can you give any examples of its achievements?
- How do you think that the issues of working against child labour/worst forms of child labour should be tackled in Bangladesh?
- Do you have any recommendation to ILO, or lessons that you wish to bring to the attention of the ILO?

Trade Unions/Workers Associations

- How has your trade union been involved with the Project, from which month/year and how did you get “on board” with the Project to work in a Mini Programme?
- Please describe the relevance of the Project and child labour eradication, to your organisation.
- Have you worked with the Project earlier, through a contract arrangement?
- Describe the areas and contents of the mini-programmes and any obstacles involved in implementing these.
- Were you able to complete the work and have you submitted any report to the Project?
- Which are the key accomplishments and results and how will benefits be sustained?
- When and how did you come to know that the Project is coming to an end?
- How does your organisation plan to continue to work on the issue of child labour? If yes, describe how, if no – why not?
- Have you had any chance to discuss/share with the experiences with the NGOs who also implemented work for/with the Project for DCC in Dhaka?
- Do you have any recommendation to ILO, or lessons that you wish to bring to the attention of the ILO?

Implementing agencies (NGOs - the “secondary partners”)

- Please describe the relevance of the Project and child labour eradication, to your organisation.
- Did your organisation (prior to the Project) engage in policy or actions against issues such child labour/child rights/child protection/social protection? Bangladesh and Dhaka city?
- Do you know how was your agency selected for the work in an Action Programme with the DCC?

- What were the activities? Please describe how the work proceeded.
- What were the achievements/accomplishments and/or impact?
- Have you faced any challenges in your cooperation with the Project (technical/administrative)? If “yes” – which are these? Have they been overcome?
- If there was a lack of progress or achievements related to the Action Programme, and/or related to your work with other partners - describe what it was.
- Do you know how the Project has worked with the MoLE? Please give your view on how this cooperation progressed. Are you aware of any particular issues or obstacles that have hindered implementation?
- Do you know how the Project has worked with *other* organisations?
- When and how did you come to know that the Project is closing down? Do you know how this is affecting the work that has been started?
- Now that the Project is ending, and there will be no IPEC Project operating in the country, how do you think that ILO and its constituents should continue to work against Child Labour, and especially its worst forms?
- Do you have any recommendation to ILO, or lessons that you wish to bring to the attention of the ILO?

Development Partner representative, Royal Netherlands Embassy, Dhaka

(Questions are posed to current and former Embassy staff responsible for the Project)

- Please describe the relevance of this Project to your Government at the inception.
- Does your Government intend to support this particular sector/area of work in the near future? Pls. describe the policy of your Government and any changes that have occurred since the start of this Project.
- Are you aware of any achievements/accomplishments and/or impact of the Project?
- What can you tell us about the Project’s utilization of funds (efficiency, delivery)?
- If there was a lack of achievements – what were the reasons in your view?
- Did you face any challenges in your cooperation with the ILO Project or with the ILO Office? If yes – which are these? Have they been overcome?
- How do you view the particular challenges that Project management, and/or its Partners, have faced? Please describe.
- In hindsight - is there anything that you, as the development partner, would have liked to be different in the design of this kind of project?
- How do you view the timeliness and quality of reports received on the project? Did you provide any feedback on to the reports (written, verbal)?
- In your view, did the Project receive sufficient support from ILO Dhaka and/or ILO Headquarters, during the period of starting up the Project? Please explain.
- Do you have any recommendation to ILO, or lessons that you wish to bring to the attention of this evaluation and ILO?

International organisations (e. g. UNICEF and Save the Children)

- How does your organisation promote actions against work child labour in Bangladesh and/or Dhaka city?
- How does the project fit strategically with your programme working with children and child protection issues?
- How has your organisation cooperated with the ILO Project?
- Have you been able to contribute to the objectives of the ILO Project? *And vice versa* - Has your organisation in any way become enriched through your work with the ILO Project, or ILO? If yes, how? If no, explain.
- Do you know how the Project has worked with the MoLE and DCC? NGOs? If yes, please give your view on how this cooperation progressed. Are you aware of any particular issues or obstacles that have hindered implementation?
- Can you name any successful activities, achievements/accomplishments and/or impact? Are you aware of how the Project has managed to achieve any of its objectives?
- If the cooperation with the Project was not satisfactory, please describe.
- When and how did you come to know that the Project is closing down? Do you know how this is affecting the work that has been started with the DCC and MoLE?
- Do you know of any particular lesson coming out of this Project that you wish to bring to the attention of the ILO?
- Now that there will be no IPEC Project operating in the country, how do you think that ILO and its constituents should continue to work against Child Labour, and especially its worst forms?

Annex III. List of participants NGO (“secondary partners)

Meeting held 18.12.2011

Sl. No.	Name, designation, organization	Contact details
01	Dr. M. Ehsanur Rahman Executive Director Dhaka Ahsania Mission (DAM)	ed@ahsaniamission.org cell: 01713000861
02	Mr. Dewan Sohrab Uddin Deputy Director Dhaka Ahsania Mission (DAM)	communitypedagogy@yahoo.com cell: 01712549315
03	Mr. F.M.Mostaque Director, Community Services Population Services and Training Centre (PSTC)	pstc@btcl.net.bd cell: 01713000437
04	Mr. Surojit Kundu Project Coordinator Population Services and Training Centre (PSTC)	kundu.surojit@gmail.com cell: 01719400174
05	Mr. Dipak Ranjan Chakborty Resource Integration Centre (RIC)	dipmitaric@yahoo.com cell: 01715201278
06	Mr. Md. Abdur Rashid DGM Resource Integration Centre (RIC)	ricrashid@gmail.com cell: 01916917036
07	Mr. Khandoker Humayun Kabir Director Centre for Development Services	info@cds.org.bd cell: 01714447775
08	Ms. Shaheen Akter Dolly Executive Director Nari Maitree	nmhq@bracnet.net cell: 01711541453
09	Mr. Md. Fazlul Haque Fakir Project Manager Nari Maitree	nmhq@bracnet.net cell: 01715284164
10	Mr. AR Chowdhury, Repon Executive Director OSHE	Repon.chowdhury@gmail.com
11	Mr. Md. Omar Faruq Project Manager OSHE	Oshe.omar@gmail.com 01552304257

Annex IV. Voices of the Children

From discussions⁶⁵ with children in Dhaka 19th December 2011 (see List of Persons Met, Annex V).

Meeting with NFE Graduates from Nari Maitree (NM)

Girl 1: She likes to study Bangla. She used to work in an electrical factory that made switches, from 7 am to 10 pm. The work was hazardous and her fingers would hurt. She has completed Class 2 at NM's NFE school and will be admitted to a government school in Class 3 in January 2012. She lives with her parents and wants to become a teacher after she completes her education.

Boy 1: I used to work in a furniture factory, where the work was hazardous because of the glue used in production of furniture. I worked from 9 am to 10 pm. I live with my parents and have three sisters and brothers. I don't want to work - but study. (He also loves to draw, sing and dance. He wants to be a doctor. He will be admitted to Class 2 in a government primary school).

Boy 2: He used to work in a furniture shop. He didn't get any wages there but was given a snack (shingara) to eat each day. He likes to draw and read.

Girl 2: She is 11 years old and worked in a sweat shop that made shoe boxes. The work was difficult and risky as glue was all over the place. She worked from 7 am to 1 pm. She was happy to be enrolled in the NFE school and liked to study Bangla. She will be admitted in Class 3 in a government school in January 2012.

Girl 3: Before coming to NM's NFE school, she used to work in a factory that made electrical switches. She wants to study and loves subjects like Bangla, drawing, music and singing.

Girls 4, 5 and 6: All of them worked in a switch factory before getting enrolled in NM's NFE school. They worked with nuts and wires that hurt them. They want to grow up and become teachers because they want to get children out of work and give them education. Although they believe that girls can also become doctors, they aspire to become teachers after completing their education.

Meeting with NFE Graduates (Population Services and Training Centre - PSTC)

Girl 1: Before being enrolled in PSTC's NFE school, she used to work on jori chumki (a form of embroidery). Her work was difficult and painful as her fingers got pricked by needles as she worked on jori chumki. She completed Class 2 in the NFE school and now she is studying in Class 3 in a mainstream school.

Girl 2: She also worked on jori chumki. She worked eight hours a day. Her work was difficult because her hands got pricked by needles. Her employer supervised her work and was bad to her. She was happy to leave her job and get an opportunity to study in PSTC's NFE school. She likes drawing.

Girl 3: She also worked on jori chumki. Her employer was very demanding. In the beginning, she liked her work but later on started hating it. She worked from 8 am to 8 pm with an hour's

⁶⁵ Dr. Naushad Faiz, member of the evaluation team, translated the statements and replies made by the children (sometimes aided by NGO staff). NB: The replies here as if "third person", but the children replied as "I".

break from 2 pm to 3 pm. She also helped her mother with domestic chores like cooking, pumping water from tubewell and looking after her young siblings. Life has become easier after she left her job and enrolled in the NFE school of PSTC.

Girl 4: She worked in a tailoring shop and was involved in making ladies wear (shelwar kameez). She worked on sewing machines. Work was hard because she had to sit at her machine for long hours, which was painful. She worked from 7 am to 9 pm with an hour's break from 3 pm to 4 pm. She also helped with household chores. She didn't sleep well. She likes to go to school because she enjoys studying. She can read and write Bangla and likes Maths and other subjects like English and Drawing.

Question for all girls: How was it when you came to school and found that your classmates were not working children?

Answer: The girls said they liked to go to school. Their classmates were nice to them and they made new friends.

Boy 1: He worked in an auto rickshaw workshop. The working hours were long, from 7 am to 8 pm, with an hour's break between 3 pm and 4 pm. He also helped his mother to look after his younger brother. He prefers studying to working and wants to become a doctor when he is grown up.

Boy 2: He worked in a shop from 8 am to 8 pm (with an hour's break from 2 pm to 3 pm). He went to work because he wanted to learn a trade. His employer said that he would be given wages after he learns his job. He is happy that he left his work and went to NFE school. He likes Bangla, poetry and drawing. He said it was easy for him to learn new things and aspired to become a teacher someday.

Boy 3: He worked in a car workshop and met with an accident in his workplace. His employer took him to a doctor, who treated his hand and he was okay. He worked 12 hours a day but didn't like his work. He did not get any wages but was given snacks to eat. His employer (*ustad* or teacher) told him to learn the trade so that he could earn an income later. When a Social Mobilizer of PSTC identified him through a survey of working children, he expressed his desire to leave his job and go to school. He also asked the Social Mobilizer to talk to his mother in this regard. His parents asked him to go to school. His parents thought that it was good for him to go to school rather than work at a tender age. They are happy that he is studying.

Meeting with SDT Graduates from Dhaka Ahsania Mission (DAM)

Question: What sort of work did you do before you went for training in DAM?

Girl 1: Embroidery (kar chupi), 2-3 years

Girl 2: Embroidery (kar chupi), 2-3 years

Girl 3: Embroidery (jori chumki), 1 year

Girl 4: Embroidery (jori chumki), 2 years

Girl 5: Thread cutting, 1-2 years

Boy 1: Embroidery (puthi chumki), 5 years

Boy 2: Thread cutting, 1.5 years

Boy 3: Car workshop, 6 months

Question: What training did you get from DAM?

Answers:

Girl 1: “Embroidery and jori chumki. It was a 6 month training course. I am happy with the training because I have learnt the work and am earning more. I am now working in the same field/trade. My previous salary was Taka 200-250 per month; now it is Taka 2500 per month.”

Girl 2: “Embroidery and jori chumki. My previous salary was Taka 200 per month; now it is Taka 500-600 per month. In my previous job, I wasn’t treated well, but now I am treated better in my new workplace.”

Boy 1: “Training on tailoring. Previously there was no pay for my work; only lunch was provided. Now I get Taka 500 per month plus lunch. Previously, I had to work at night too. Now the working hours are fixed and I return home at night. The working environment is better now with good light, fan, and seating arrangements.”

Question: Who made improvements in the workplace?

DAM: “Officials of DAM met with employers and explained about workplace improvement.”

Question: What are the workplace improvements?

Boy 1: “Light, fan, regular hours, better salary. Previously, there was no light, no fan, no payment and night work (12 midnight to 3 am) 20 days a month.”

Question: Did anyone work at night?

Boy 1: “Previously, I used to work at night (until 3 am). The financial condition of my family wasn’t good so I had to work at night in order to earn Taka 300 per month and contribute to my family’s income. My workplace was near my house, about 30 minutes’ walk. Now I don’t work at night. Girls don’t work at night.”

Question: Did your parents want you to go to school?

Answer: “Parents thought of sending their children to school. However, they ended up sending the kids to work because of family problems (poverty).”

Q: Are you treated better by your parents?

A: “Yes. Our importance in the family has increased because of our income. Also, parents think that children will do well in life because they are skilled.”

Q: What age should girls get married in Bangladesh

Answer by girls: “18 years, not before.”

Q: Will you send your children to school?

Answer by girls: “Yes, we will send our children to school because we are skilled and understand the importance of education.”

Annex V. Lists of persons met

Name	Designation and Organisation	Contact details
International Labour Organization (ILO)		
Mr. Wahidur Rahman	Sr. Programme Officer, ILO-IPEC	
Ms. Susan Gunn	Sr. Programme Officer (check?), ILO-IPEC	
Mr. Andre Bogui	Director, ILO Country Office, Dhaka	
Mr. Sophea Mar	CTA, ILO UIE Project	
Mr. Ifajul Haque Chowdhury	Programme Officer (CB), ILO UIE Project	jamalchowdhury50@gmail.com 01711 525425
Mr. Sharfuddin Khan	Programme Officer (SMED), ILO-UIE Project	
Mr. Md. Kabir Mia	Programme Officer (EE), ILO-UIE Project	
Mr. Mahbubur Rahman Khan	Admin and Finance Assistant, ILO-UIE Project	
Ms. Krishna Chowdhury	Senior Secretary, ILO-UIE Project	
Mr. A.N.M. Tanjel Ahsan	Programme Assistant, ILO-UIE Project	
Mr. Md. Harun Or Rashid	Programme Assistant, ILO-UIE Project	
Mr. Abdullah Md. Tawsif	Programme Assistant, ILO-UIE Project	
Ms. Sharmin Sultana	Programme Assistant, ILO-UIE Project	
Mr. Gagan Rajbhandari	Deputy Director (OIC), ILO	
Mr. T.I.M. Nurunnabi Khan	Senior Programme Officer, ILO	
Ms. Hasina Begum	Programme Officer, ILO	
Mr. Shrinivas Reddy	Skills Training Adviser, TVET Reform Project, ILO	
Mr. Harunur Rashid	Programme Officer, TVET Reform Project, ILO	
Mr. Ronald Berghuys	Former CTA, ILO-UIE Project, ILO	
Government of Bangladesh (GOB)		
Mr. Mehdi Shafiq Alam	Secretary, Ministry of Labour and Employment (MOLE)	
Mr. Md. Faizur Rahman	Joint Secretary, MOLE	mfracman84@gmail.com 01727 212169
Mr. Khondaker Mostan Hossain	Deputy Secretary, MOLE	mostanhossain@yahoo.com 716 8142
Mr. Md. Humayun Kabir	Senior Assistant Chief, MOLE	kabirmh70@yahoo.com 951 1082
Ms. Yasmeen Parveen	Senior Assistant Chief, MOLE	716 3448
Mr. Sultanul Islam	Chief Executive Officer, Dhaka City Corporation (DCC) South	
Mr. Moniruzzaman,	Deputy Secretary, Chief Revenue Officer, DCC South	zaman.m1958@yahoo.com 01711 352995
Mr. Anwar Hossain Patwary	Chief Slum Development Officer, DCC South and Chief Coordinator, DCC-ILO-Action Programme on Child Labour (APCL)	patwari61@yahoo.com
Mr. Mohsin Ali	Chief Revenue Officer, DCC North	
Ms. Sabrina Sharmin	Coordinator-in-charge	Sabrina.Sharmin66@gmail.com 01552 374220
Mr. Azharul Islam	Child Labour Monitoring Officer	
Ms. Selina Aktar	Data Entry Operator	
Mr. Syed Shahinur Rahman	Training Assistant	
Mr. Taufiqul Islam	Data Entry Operator	

Name	Designation and Organisation	Contact details
Mr. Tarikul Kabir	Zonal Monitoring Officer	
Development Partner (donor agency)		
Mr. Theo Oltheten	Embassy of the Kingdom of Netherlands	
Ms. Ella de Voogd	First Secretary/SRHR Gender and Education, Embassy of the Kingdom of Netherlands, Dhaka	ella-de.voogd@minbuza.nl 882 2715-18
International Organisations		
Ms. Rose-Anne Papavero	Chief, Child Protection Section, UNICEF, Dhaka	rapavero@unicef.org 933 6701-10 ext.7060
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Ms. Shahida Begum	Programme Director, EYE, Save the Children, Dhaka	shahida.begum@savethechildren.org 01912 844249
Workers organisations/trade unions		
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Mr. M. Shafiul Islam	Joint General Secretary, Bangladesh Jatiyatabadi Sramik Dal	shafi2320@yahoo.com 01711 172320
Mr. M. Shahadat Hossain	Education and Research Secretary, Bangladesh Labour Federation	shahadatblf@yahoo.com 01552 486013
Mr. Pulak Ranjan Dhar	Education Secretary, Bangladesh Federation of Trade Union Centre	pulakr.dhar@yahoo.com 01712 704346
Mr. Nurul Amin	General Secretary, Jatiyo Sramik Jote	
Mr. M. Shahidullah Badal	Education Secretary, Bangladesh Mukto Sramik Federation	
Non-governmental Organisations		
Mr. M. Ehsanur Rahman	Executive Director, Dhaka Ahsania Mission	ed@ahsaniamission.org 01713 000861
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Ms. Kamrunnahar	Teacher, DAM	
Ms. Sharmin Akhter	Social Counsellor, DAM	
Mr. Muniruzzaman	Employment Support Officer, DAM	
Mr. Amir Hossain Mollah	Project Manager, DAM	
Mr. F.M. Mostaque	Director, Community Services, Population Services and Training Centre (PSTC)	pstc@btcl.net.bd 01713 000437
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Mr. Dipak Ranjan Chakroborty	Resource Integration Centre (RIC)	dipmitaric@yahoo.com 01715 201278
Mr. Md. Abdur Rashid	DGM, RIC	ricrashid@gmail.com 01916 917036
Mr. Anwarul Islam	RIC	
Mr. Khandoker Humayun Kabir	Director, Centre for Development Services (CDS)	info@cds.bd 01714 447775
Mr. Ashik Kumar Saha	Field Supervisor, CDS	
Ms. Shaheen Akter Dolly	Executive Director, Nari Maitree	nmhq@bracnet.net 01711 541453
Mr. Md. Fazlul Haque Fakir	Project Manager, Nari Maitree	nmhq@bracnet.net 01715 284164
Ms. Mansura	Social Mobilizer, Nari Maitree	
Ms. Maria Khatun	NFE Teacher, Nari Maitree	

Name	Designation and Organisation	Contact details
Mr. A.R. Chowdhury, Repon	Executive Director, OSHE	Repon.chowdhury@gmail.com
Mr. Md. Omar Faruq	Project Manager, OSHE	Oshe.omar@gmail.com 01552 304257
Guardians of NFE Students		
Ms. Hasina	Mother of NFE student	
Ms Rubina	Mother of NFE student	
Ms Sufiya	Mother of NFE student	
Ms Parul	Mother of NFE student	
Ms Shima	Mother of NFE student	
Ms Baby	Mother of NFE student	
Ms Rina	Mother of NFE student	
Ms Rahima	Mother of NFE student	
Ms Rani	Mother of NFE student	
Ms Rowshni	Mother of NFE student	
Ms Tasmiri	Mother of NFE student	
Ms Salma	Mother of NFE student	
Ms Sony	Mother of NFE student	
Ms. Hasina	Mother of NFE student	
Ms Rubina	Mother of NFE student	
Ms Sufiya	Mother of NFE student	
Ms Parul	Mother of NFE student	
Ms Shima	Mother of NFE student	
Ms Baby	Mother of NFE student	
Ms Rina	Mother of NFE student	
Ms Rahima	Mother of NFE student	
Ms Rani	Mother of NFE student	
Ms Rowshni	Mother of NFE student	
Ms Tasmiri	Mother of NFE student	
Ms. Salma	Mother of NFE student	
Ms. Sony	Mother of NFE student	
Non-Formal Education Students		
Ms. Maksuda	NFE student, Nari Maitree	
Mr. Akber Ali	NFE student, Nari Maitree	
Mr. Ramzan	NFE student, Nari Maitree	
Ms. Lubna	NFE student, Nari Maitree	
Ms. Shuma	NFE student, Nari Maitree	
Ms. Amena	NFE student, Nari Maitree	
Ms. Poppy	NFE student, Nari Maitree	
Ms. Shikha	NFE student, Nari Maitree	
Ms. Jannat	NFE student, PSTC	
Ms. Jobeda	NFE student, PSTC	
Ms. Fatema	NFE student, PSTC	
Ms. Pinky	NFE student, PSTC	
Mr. Raihan Sarker	NFE student, PSTC	
Mr. Mustafa Kamal	NFE student, PSTC	
Mr. Ramzan	NFE student, PSTC	
Skills Development Training Graduates		
Mr. Nizamuddin	SDT graduate, DAM	
Ms. Tania Akhter	SDT graduate, DAM	
Mr. Imran Ashrafi	SDT graduate, DAM	
Ms. Chandni Akhter	SDT graduate, DAM	
Ms. Afsana Akhter	SDT graduate, DAM	
Mr. Md. Alo	SDT graduate, DAM	
Ms. Sharmin Akhter	SDT graduate, DAM	
Mr. Belayet	SDT graduate, DAM	

Annex VI. Stakeholder Workshop 28th December 2011

A Stakeholders Workshop⁶⁶ was held on 28th December 2011 at 10:00 am at the Conference Room of the ILO Country Office for Bangladesh, House # 12, Road #12, Dhanmondi, Dhaka.

Workshop Programme

- 10:30am: Welcome and introduction to project evaluation team by Sophea Mar, Chief Technical Adviser, UIE ILO Project
- 10:40 am: Objective of the workshop and presentation of some preliminary findings, Ms. Lotta Nycander, Team Leader and Dr. Naushad Faiz.
- 11:40 am: Moderated Plenary Discussion
- 11:45 am: Tea Break
- 12:00 pm: Discussion Continues
- 12:30 pm: Concluding Remarks by Evaluation Team
- 12:40 pm: LUNCH

Proceedings

Introduction

As part of the final evaluation of the ILO project “Elimination of Selected Worst Forms of Child Labour in the Urban Informal Economy of Dhaka City” (UIE Project), a stakeholder workshop was held on 28th December 2011 in the ILO Conference Room, Dhaka. It was attended by representatives of ILO, Ministry of Labour and Employment (MOLE), Dhaka City Corporation (DCC), trade unions, non-governmental organisations (NGO) and an employers’ association, and two independent evaluators of the project. A list of the participants is attached (Annex A). The proceedings of the workshop are summarised below.

Introductory Remarks

Mr. Sophea Mar, Chief Technical Adviser, UIE Project, opened the workshop with an introductory speech. He introduced the evaluation team, consisting of two independent consultants, Ms. Lotta Nycander and Dr. Naushad Faiz. He also explained the purpose of the workshop, which was to present preliminary findings of the evaluation and elicit opinions of the participants regarding the UIE Project.

Presentation of preliminary findings

Ms. Lotta Nycander, Team Leader of the evaluation team, presented some preliminary findings of the evaluation. Dr. Naushad Faiz presented a tentative summary of quantitative achievements of the three major Project component as well as findings related to the financial status of the Project as a whole, with focus on three aspects, namely (a) relevance, (b) achievements, and (c) sustainability (see the presentation in Word format) (Annex B).

⁶⁶ See participants in the Person met List.

Comments from participants and discussion

After the presentation, the floor was opened for discussion, in which a number of stakeholders actively participated. Mr. Mujibor Rahman Bhuiyan, General Secretary, Bangladesh Mukto Sramik Federation, lamented that the start-up of the project was delayed by two-and-a-half years because of the tussle between the Ministry of Labour and Employment (MOLE) and the Economic Relations Division (ERD) of the Ministry of Finance. He regretted that Bangladeshi ministries work in this way causing funding of projects to be delayed. He agreed that child labour is a difficult issue to address but hoped that MOLE would be serious. He wanted to know why the proposed Child Labour Unit (CLU) has not been set up in MOLE and considered this to be a failure. He also mentioned that the Dhaka City Corporation (DCC) did not revoke trade licenses of business owners who employed child workers in violation of DCC's regulation regarding child labour. He also requested that the government should do more to eliminate child labour in the country.

Mr. T.I.M. Nurunnabi Khan, ILO, observed that the National Plan of Action covers child labour as a whole and not only hazardous work. He remarked that 93% of economic activities take place in the informal sector, which is the biggest employer of child labourers. On the issue of involvement of DCC in the project, he declared that this had evolved from the first phase of the project and the ILO support projects to the Time Bound Programme (TBP) has been supportive of the idea. He suggested that the evaluators should examine the issue of trade license in details and mention about the status of implementation of DCC's regulation regarding cancellation of trade license of businesses employing child labour. He added that many informal business establishments operate without trade licenses.

Mr. Abdur Rashid, Project Manager, Resources Integration Centre (RIC), hoped that the evaluation will contain analyses of weaknesses of the project and lessons learned from it. He declared that his NGO and its partners did a good job in the first phase of the UIE Project. However, after the first phase came to an end there was a gap in their activities because the second phase took a long time to start. As a result, he added, many guardians who had benefitted from the first phase started sending their children again to work. He declared that the government has a big role to play in eliminating child labour. In this connection, he remarked that more money should have been spent on establishing the Child Labour Unit in the second phase of the project because that would have provided a good base for working in the future in this area. He regretted that there had been a lot of talk about compiling a list of hazardous work sectors but the list has not been finalised as yet. He questioned how they could work for eliminating child labour without an approved list of hazardous work sectors.

Mr. Ehsanur Rahman, Executive Director, Dhaka Ahsania Mission (DAM), shared his expectations from the evaluation. He wanted the evaluation to focus on the following issues:

- How NGO partners can optimally use the experience they have gained from the project
- The performance of the project as a whole and factors contributing to project achievements
- Analysis of the multi-stakeholder approach of the project
- Ownership of the project
- The effectiveness of DCC's involvement in the project
- The areas of DCC's weaknesses
- Institutional capacity of DCC, MOLE and other stakeholders
- Value addition of CLU

He also suggested that the evaluation should adhere to the Terms of Reference (TOR) provided to the evaluation team by ILO.

Ms. Rahima Aktar, Manager, Save the Children, mentioned that the project was not able to mainstream many children because of the abrupt end in funding from the donor. In her opinion, the project would have been able to mainstream more children had it been allowed to operate until the end of December 2011 instead of October 2011. And this needs to be conveyed to the donor, she added. She also emphasised the need for ILO to assign one of its staff to work with the Joint Child Labour Working Group and follow up with MOLE on the approval of the National Plan of Action (NPA). She remarked that it took one-and-a-half years for the National Child Labour Policy to be approved after it had been submitted to MOLE.

Mr. A.R. Chowdhury Repon, Executive Director, OSHE Foundation, wanted the evaluation team to do some case studies, identify weaknesses and suggest ways of overcoming them. He also remarked that the government was committed to give MOLE US\$ 9 million for its proposed child labour project since the government has declared its position on the issue in documents like the Poverty Reduction Strategy Paper (PRSP), the ruling party's Election Manifesto and the Sixth Five Year Plan. He maintained that the nation should have a mandate to work on child labour and regretted that currently there is no project on child labour elimination in the country. He suggested that ILO's TVET project should work on some aspects of child labour to minimise the gap created by the closure of the UIE Project. MOLE should also think seriously about what it can do in this area, he added. The evaluation should provide some critical analysis and recommendations in this regard, he suggested.

Mr. Fazlul Huque Fakir, Project Manager, Nari Maitree, declared that the project under review was very critical and challenging for the nation. He suggested that the evaluation team should logically assess the roles of stakeholders and find out the risk factors that were involved in project implementation.

Mr. Kafil Uddin, Director, Bangladesh Shishu Adhikar Forum, suggested that ILO and the donor had designed a project on child labour without an exit plan. He also remarked that the project was not as successful in withdrawing child labourers from hazardous work since the project was stopped when it got momentum. He wondered why the donor had taken such a step and suggested that ILO should have done more to negotiate with the donor. He held the Government of Bangladesh (GOB) ultimately responsible for eliminating child labour since it has ratified Convention No. 182. However, GOB has not been able to approve the list of hazardous work sectors, neither has it approved the National Plan of Action, he added.

Mr. Shurojit Kundu, Project Coordinator, Population Services and Training Centre (PSTC), remarked that child labour projects should be implemented for a long-term period because it is not possible to show results in the short-term. He also mentioned that the project was able to achieve only 36% of its target in terms of making workplaces child labour free or hazard free. This is because in Zone 2 of Dhaka city there are many child workers who do not have guardians as a result of which they live in their workplaces. It is not possible to mainstream such child workers, he added.

Mr. Md. Abdur Rashid, Project Manager, RIC, pointed out that the UIE Project did not have an exit plan. He suggested rearranging the community-based surveillance groups so that they could continue monitoring the child labour status of businesses in their neighbourhood.

Mr. Humayun Kabir, Senior Assistant Secretary, MOLE, wanted to know whether the NGOs that implemented the UIE Project had any sustainability plan. He also reminded the audience that sustainability was one of the criteria that DCC used for selecting the NGOs. He also wanted to know how the NGOs' revolving funds of microcredit were being monitored.

Mr. Md. Abdur Rashid, Project Manager, RIC, replied that the NGOs had submitted sustainability plans but there was no one in MOLE or DCC to monitor whether NGOs would sustain their activities in the area of child labour.

Mr. Fazlul Huque Fakir, Project Manager, Nari Maitree, agreed with the selection criterion of sustainability. However, he pointed out that NGOs do not have enough money to work on child labour without financial assistance. He also said that they expected to restructure the community surveillance groups but wondered who would monitor them. In this connection, he wanted DCC to come up with a complete plan of action.

Text A. from the PPT Presentation in the Stakeholder Workshop (word version) (presented by Lotta Nycander, Team Leader of the Evaluation)

Final Evaluation of ILO-MOLE UIE Project

- ◆ Presentation of **PRELIMINARY FINDINGS** only
- ◆ Lotta Nycander, Naushad Faiz, Independent Evaluators

Purpose of this Project Evaluation

- ◆ Draw lessons
- ◆ Document good practices, lessons learned and models of interventions
- ◆ Serve as an information base for key stakeholders and decision makers re any policy decisions for future subsequent activities in the country
- ◆ (earlier evaluations took place in 2009 and 2010)

Focus of the Evaluation

- ◆ Design and planning
- ◆ Relevance
- ◆ Strategy
- ◆ Achievements
- ◆ Efficiency
- ◆ Sustainability/elements of sustainability

(at this stage main findings are given on relevance, achievements & sustainability, while other aspects to be dealt with later)

Activities

- ◆ Documentation review
- ◆ Evaluation instrument
- ◆ Inception Report

Meetings, interviews, focus discussions, consultations with main stakeholders:

- ◆ ILO HQ, ILO office Dhaka, ILO Project Team in Dhanmondi
- ◆ Ministry of Labour and Employment (MoLE)
- ◆ The Embassy of the Kingdom of the Netherlands (EKN)
- ◆ Dhaka City Corporation (DCC)
- ◆ Employers Federation

- ◆ 7 Trade unions/workers associations
- ◆ 6 NGOs, many children of different ages and guardians (mothers)
- ◆ UNICEF, Save the Children Sweden-Denmark
- ◆ External consultants

Basic facts on the Project

- ◆ Project title: Elimination of selected worst forms of Child Labour in the urban informal economy of Dhaka City
- ◆ Duration: 60 months duration (2007 – December 2011)
- ◆ One of the components of the Time Bound Programme (TBP)...**contributing to its overall goal** - of elimination of all Worst Forms of Child Labour by 2015.
- ◆ The TBP was developed following ratification of ILO Convention No. 182 on the Elimination of the Worst Forms of Child Labour (WFCL) by the Government of Bangladesh in 2001.
- ◆ Government-owned (MoLE) project, included in ADP with TPP
- ◆ Technical assistance from ILO UIE Project team, based in Dhanmondi.
- ◆ Funded by the Government of the Kingdom of the Netherlands.
- ◆ Budget: US\$ 6,227,904 (Original budget: US\$ 10,244,93)
- ◆ Operational area/Field implementation: X Thanas divided over 4 zones in Dhaka City.
- ◆ Two CTAs: Current CTA started in December 2009 (8 months after his predecessor who was CTA from 2007-2009).

Stated objectives & outputs: Development objective: “to contribute to the elimination and prevention of worst forms of child labour in the urban informal economy of Bangladesh.”

6 Immediate objectives, 22 outputs

- ◆ **Project builds on previous experience 2000-2007**
- ◆ **Enhancing knowledge** on child labour in the urban informal economy and continue strengthen capacity of stakeholders;
- ◆ **Protecting children** from the **worst forms** of child labour;
- ◆ **Improving workplaces;** and **mainstreaming younger children** into primary education, **preparing older** children for and placing them in decent employment, enhancing the social and **economic security** of guardians and employers.

NEW element introduced in UIE: Dhaka City Corporation (DCC) as the **primary stakeholder** in the informal economy of Dhaka City.

Specific UIE Project strategic components

- ◆ Policy and model formulation (*covers IO1: 3 outputs*)
- ◆ Protection of child workers (*covers IO2: 4 outputs*)
- ◆ Child worker education and preparation for future employment (*covers IO3: 3 outputs; IO4: 4 outputs*)
- ◆ Prevention through social and economic development (*covers IO5: 5 outputs*)
- ◆ Capacity-building for sustainability (*covers IO6: 3 outputs*)

Key achievements

- ◆ Providing **Non-Formal Education & Skills Development Training to a few thousand working children & withdrawing** children from hazardous work
- ◆ **Empowered (socially, economically) around 4,000 parents/guardians** of the working children
- ◆ **Activated trade unions** towards mobilizing trade union members to address child labour
- ◆ Project was **instrumental in** the formulation of a **National Plan of Action** (not yet approved) to implement the **National Child Labour Elimination Policy** (approved in 2010) (through an **Inter-Agency Working Group**)
- ◆ Submitted a **list of hazardous work sectors** to MoLE
- ◆ Assisted MoLE to establish **Child Labour Unit** (launched on June 2011) and **Child Labour Monitoring and Information System & a Website**.
- ◆ **Established Community-based Workplace Surveillance Group (CWSG)** do monitoring visits to targeted workplaces and raise awareness
- ◆ **Supervised Apprenticeship/Workplace Based training** for Child Labour
- ◆ **Introduced Workplace Improvement Programme** in the informal economy
- ◆ **DCC's developed Beneficiary Tracking System (BTS) database** is operating and **BTS cards** are recorded in computer-database system
- ◆ **Produced educational materials** on “**Safe Workplace for Working Adolescent and Smart Business for Employer**” for **eight (8) hazardous sectors** (printed June 2011)
- ◆ **DCC issues an “Office Order” prohibiting employment of under aged children in hazardous work** (2010 DCC's Revenue Dep't).
- ◆ **DCC Piloting child labour monitoring** through trade license regulatory mechanism in informal workplaces through DCC

Examples of tools developed

- ◆ Skills Development Training (SDT) and Non-Formal Education (NFE) materials – e.g. Portfolio and Competency Based **Log Book** Introduction and ready for replication
- ◆ **BTS Operational Manual and checklists**
- ◆ **DCC Operational Manual** on Child Labour Monitoring and Trade License Regulatory Mechanism (March 2011). Used by DCC's tax officers and trade license supervisors in 4 target zones. DCC is also planning to expand its enforcement to the remaining six zones (done?).
- ◆ **Safe Work Factsheets** *Results on child labour withdrawal and education and STD*

Project financial Status

- ◆ Original project budget: US\$ 10.2 million
- ◆ Revised project budget: US\$ 6.2 million
- ◆ Cumulative expenditure: US\$ 5.6 million
- ◆ Balance in bank: US\$ 595,842
- ◆ Rate of expenditure: 90% of budget spent

Issues affecting achievements

- ◆ Ambiguity regarding “ownership” of the Project up to 2009 – lengthy negotiations with MOLE and final intervention by ERD.
- ◆ Substantial delay (1 ½ years) in start-up of the Project – targets reduced, and Project duration halved.
- ◆ Lengthy processes, time consuming communication e.g. related to selection criteria/NGOs to be contracted by DCC.
- ◆ Lack of skills/capacity at MoLE and DCC.
- ◆ NGOs stopped working in October - some children not able to complete their courses, apply for entry in GoB schools.
- ◆ Stakeholders and some ILO staff expected extension to be granted (beyond Dec 2011) – no exit strategy

Preliminary Findings

Relevance

- ◆ Project highly relevant - in line with ILO C182 ratified by Bangladesh
- ◆ Models to eliminate selected worst forms of Child Labour in the urban informal economy also highly relevant

Achievements

- ◆ Good achievements - considering only 2 yrs implementation (of 5)
- ◆ High level of efforts on increasing awareness & knowledge on worst forms of CL

Sustainability

- ◆ When momentum was reached – Project closing down – was not able to monitor continuity
- ◆ National Plan of Action - not yet approved by Ministry
- ◆ Child Labour Unit - not physically in place or functional
- ◆ Lack of staff assigned/trained to maintain CLMIS (MoLE) –who will maintain/update it?

Potential sustainability at GoB level:

- ◆ DCC’s “office order” prohibiting employment of WFCL in place in 4 zones - to be extended in another 6 zones (no licenses withdrawn yet). DCC sustainability plan.
- ◆ GoB has committed USD 9 M for a MoLE Project on WFCL for formal economy work places using similar approaches as UIE (Staff & NGOs to be recruited earliest March 2012)

Other stakeholders:

- ◆ Some NGOs and Trade Unions claim they will continue elements of the work

Critical for ILO on sustaining more than 10 yrs of efforts:

- ◆ From Jan 2012 - no designated ILO TA/technical cooperation Project to follow-up work against on CL (TVET Project can pick up some elements)
- ◆ Follow up on CLU, CLMIS, and NPA and actions (new MoLE-run Project necessary)

Text B. from Presentation on Targets and Achievements (presented by Dr. Naushad Faiz, Member of the Evaluation Team)

In the following slides we show achievement of the project against selected quantitative targets set by the project. It should be noted that, because of the 2-year delay in start-up of the project, the original targets were revised. The slides show what the project achieved against the revised targets. The indicators have been grouped according to objectives of the project.

Objective: Protection of Child Workers

Indicator 1: Number of children receiving non-formal education (NFE) and skills development training (SDT)

Text: The project identified 10,342 working children in the 4 target zones of DCC and referred them to rehabilitation and/or protective services (non-formal education in 42 MPCs and skills development training in 4 VCTs). The project achieved 2% higher than the revised target.

Indicator 2: Number of working children fully withdrawn from hazardous work

Text: The project was able to fully withdraw 6,812 working children from hazardous work in its target area. The project achieved 90% of its revised target.

Indicator 3: Number of workplaces declared child labour free or hazard free workplaces

Text: The activities of the project resulted in making 1,528 workplaces out of 4,260 workplaces in the 4 zones of DCC child labour free workplaces as of December 2011. The project achieved 36% of its revised target.

Indicator 4: Number of informal workplaces enrolled in the Workplace Improvement Programme (WIP)

Text: A total of 880 informal workplaces were targeted for participating in the Workplace Improvement Programme of the project. It was successful in getting all 880 workplaces under WIP. The programme aims to promote occupational safety and health of around 2,600 adolescents working in those workplaces.

Objective: Child Worker Education and Mainstreaming into Formal Education and Skills Development Programme

Indicator 1: Number of working children enrolled in NFE programme

Text: A total of 7,371 working children out of the revised target of 7,560 were enrolled in NFE programmes in the 4 DCC zones. The project achieved 98% of its revised target. Some children could not be enrolled because of the mobility of their families.

Indicator 2: Number of NFE learners mainstreamed into formal primary schools

Text: The project was able to mainstream 2,714 NFE learners into formal primary schools. It achieved 48% of its revised target. Partner NGOs' field supervisors, social mobilizers and teachers made regular and close contact with local schools for their support to the mainstreamed children.

Indicator 3: Number of NFE graduates aged 13 years or more referred to skills development training programme

Text: The project referred 665 NFE graduates aged 13 years and above to skills development training programme. It achieved 47% of its revised target of 1,417.

Indicator 4: Number of NFE learners who have utilised supplementary services in MPCs and community

Text: A total of 13,667 NFE learners have utilised supplementary services in MPCs and community such as basic health check, legal assistance and birth registration, etc. against the revised target of 7,371. This means that one NFE learner has used the supplementary services more than once.

Objective: Child Worker Education and Preparation for Future Education

Indicator 1: Number of working children who have attended SDT programme

Text: The project targeted 2,496 working children for enrolment into SDT programme in 4 vocational training centres (VTC) in 4 DCC zones. It was successful in enrolling all of them, thus achieving 100% of the revised target.

Indicator 2: Number of adolescents who have benefitted from the supervised apprenticeship (SA) model

Text: Under the project, a supervised apprenticeship model was developed and tested. This model was designed for working adolescents, aged 14 and above, who were willing to combine decent work and skills development in their workplaces. The project identified 240 workplaces and provided orientation to 240 master crafts persons on the SA model, their roles and responsibilities and code of practice. A total of 475 adolescents enrolled in the programme against the revised target of 400. The project over achieved the revised target.

Indicator 3: Number of SDT graduates who have been placed in decent employment

Text: The project was able to 2,097 SDT graduates in decent employment under proper and regular monitoring of DCC partner NGOs. The project was able to over achieve the revised target of 1,872 by 12%.

Indicator 4: Number of persons who benefitted from Youth Employment Services (YES)

Text: A total of 3,493 persons (SDT learners, unemployed youths and guardians) benefitted from the activities of YES in 4 VTCs. The project was able to achieve 99% of its revised target of 3,500.

Indicator 5: Number of SDT graduates who have benefitted from supplementary services in vocational training centres (VCT)

Text: A total of 1,389 SDT graduates used supplementary services in VCTs against the revised target of 1,248 thereby over achieving by the target by 11%.

Indicator 6: Number of SA employers enrolled in WIP

Text: It was targeted to enrol 240 employers participating in the supervised apprenticeship (SA) model in the Workplace Improvement Programme. The project was able to enrol all of them, thereby achieving 100% of this revised target.

Objective: Prevention through Social and Economic Empowerment (SEE)

Indicator 1: Number of guardians enrolled in SEE programme

Text: A total of 3,167 guardians were enrolled in the SEE programme in the 4 target zones. The project achieved 58% of its revised target of 5,500. The main reasons for these were reported to be the quality of NGOs and lack of willingness of guardians to enrol in the SEE programme.

Indicator 2: Number of guardians who have received micro credit and started income generating activities

Text: A total of 1,315 guardians who had enrolled in SEE programme received micro credit and started income generating activities. This number represents about 32% of the revised target of 4,125. It was reported that 793 recipients of micro credit (60%) had increased their sustained income level. Also, 865 children aged below 18 years were prevented from becoming child labourers and were attending formal schools. (Note: This text also covers indicators 3 and 4).

Annex VII. Communication from EKN October 2011

Please see an e-mail from the EKN in Dhaka, addressed to the Project CTA in October 2011:

“Dear (Project CTA),

As promised we come back to you with our proposal concerning the extension of the ILO Combating Child labour programme.

We studied your tables with the two different scenarios and budgets carefully.

Our conclusion is that we would offer the project the opportunity to end the programme in a proper and sustainable way. The embassy would like to discuss with you the way how to do this.

On condition that we obtain approval for our multi-annual budgets from our HQ, we propose an extension until 31 December 2012 with a budget of 1.5 million Euro, based on expenditure rate 2011.

If you agree on this we suggest you to send us a letter with a request for extension until 31 December 2012, together with an activity plan and a budget.

If you have any enquiries, please do not hesitate to approach us,

Kind regards,

(Name of the EKN official responsible for following up on the UIE Project)”

Annex VIII. Situation of child labour in Bangladesh

The child labour situation in Bangladesh was first revealed in depth by a national survey conducted by the Bangladesh Bureau of Statistics (BBS) in 1996. The total number of child workers in Bangladesh between 5-14 years of age was then estimated to be 6.3 million, out of which 3.8 million were boys and 2.5 million were girls. In this survey, 83 per cent of children were employed in rural areas and 17 per cent in urban areas. Recently, the knowledge on child labour in Bangladesh has been updated by a follow-up survey carried out by the BBS countrywide in 2003.

According to the second National Child Labour Survey (NCLS), 2003, among 42.39 million children aged 5-17 years 7.42 million are economically active, of which 3.18 million are considered child labourers, representing 7.5 percent of the entire child population in this age range. In comparison to the previous survey, this survey provides a broader scenario of the child labour situation in Bangladesh including its worst forms, causes and implications.

Child population aged 5-17 years: It accounts for 32 percent of the total population. Of this, 54 percent are boys and 46 percent girls. Among them, about 75 percent children are attending school full-time. Among boys 25 percent do not attend school while for girls it is 17 percent. The percentage not attending school is very high among the children 15-17 years. 46 percent of boys and 32 percent of girls in this age group do not attend school.

Economically active children: The survey found that 7.39 million children aged 5-17 years as economically active. This represents 17.5 percent of the total child population in that age group. The highest number of working children, 4.41 million is in the age group of 10-14 years. Of the total children aged 5-17 years, about 6 percent combine work with schooling while 12 percent (5 million) are only working, not attending school. A higher proportion of girls (80%), employment in the informal sector show an increasing trend. \

Child labour: There are 3.18 million children working as child labourers, accounting for 43 percent of the total economically active children aged 5-17 years. The proportion of child labourers is higher for boys (77%) as compared to girls (23%). The highest number of child labour, 2.2 million (68%), is in the age group of 10-14 years which indicates that many children enter the labour force soon after completing primary school

Children in Hazardous Work: The hazardous work captured by the survey is based on only one criterion, i.e., children working for 43 or more hours per week. According to this estimate, about 1.3 million children work 43 or more hours and are considered to be in hazardous conditions. On the basis of only one criterion, the number of children in Hazardous Child Labour (HCL) amounts to 41 percent of the total child labour population. The incidence of hazardous child labour increases with the age, highest (57%) in 15-17 age group followed by 10-14 age group (40%). 91 percent of children who work long hours are boys.

By ratifying the C182, the GOB committed itself to take immediate and effective time bound measures to: i) prevent the engagement of children in WFCL; ii) assist in the removal of children from WFCL, their rehabilitation and their social reintegration; iii) identify and reach out to children at special risk; and iv) take account of the special situation of girls. As explained above, the realization of these commitments requires the development of a TBP appropriate to the country's current socio-economic context, its child labour situation and development priorities that are described in detail in Chapter 1. In December 2001, the MOLE began consultations with the ILO, ADB, UNICEF, and others that led to a decision to base the TBP on solid foundations through a two-year Preparatory Phase. The objective of this phase was to formulate the National TBP Framework that would provide the basis for its Implementation Phase. (*source: CLU APSO*).

Annex IX. Letters issued by DCC (translated)

The following are letters translated from Bangladesh:

Letter No. 1. Request for Enrolment in School:

6th November 2011

Name of establishment

Name of owner of establishment

Address of the establishment

Subject: Mandatory enrolment of children engaged in hazardous work in primary schools

With reference to the above, I would like to inform you that, according to the Bangladesh Labour Law 2006 and National Child Labour Elimination Policy 2010, no business establishment or factory can engage children aged less than 14 years in any hazardous work. In this context, I would like to request you take measures to withdraw from hazardous work and enrol in primary schools all your child employees who have received and passed non-formal education course in DCC-affiliated multi-purpose centres. If you need any help in this regard, you can take the assistance of Dhaka City Corporation's zonal office.

I would like to request you to make your establishment or factory free from child labour and involve the child workers in primary education.

Taxation Officer

Zone 1

Dhaka City Corporation, Dhaka

Letter No. 2. Warning from DCC:

17th October 2011

Name of establishment

Name of owner of establishment

Address of the establishment

Subject: Elimination of child labour in hazardous work

With reference to the above, I would like to inform you that, according to Bangladesh Labour Law 2006, no business establishment or factory can engage child labour. In this context, during inspection by ILO representative child workers aged less than 18 years were found in your establishment. Their names are given below:

Serial No.	Name	Age
1.	Mohammad Wahab	13
2.	Mohammad Bacchu	15
3.	Mohammad Selim Miah	17

Therefore, you are requested to take all necessary measures to stop employing child workers in your establishment. Otherwise, the trade license issued to you by the Dhaka City Corporation will be cancelled.

Taxation Officer

Zone 2

Dhaka City Corporation, Dhaka

Annex X. Documentation and references

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- Decent Work Country Programme 2011-2015, ATM Nurul Amin (draft)
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- Implementing Experience and Lessons Learned, Urban Informal Economy Project, ILO, December 2011.

Independent Evaluation, Prevention and Elimination of Selected Worst Forms of Child Labour in the Informal Economy in Dhaka City BGD/00/P01/NET, Draft. Main report – volume I, Annexes are provided in volume II. November/December 2005

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Livelihood Empowerment against Poverty - LEAP.

LogFrame February 2007 (As of Mar. 2010)

Methodological Note on Triangulation Analysis in country portfolio evaluations

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Minute Sheet, IPEC, 22 March 2009

Minutes, PSC meetings

Monitoring sheets (to be sent to the factory owners)

Newsletter, TVET Reform Project Bangladesh, July-September 2011, Issue No. 2

Newspaper articles

Norms for Evaluation of UN in the UN System, United Nations Evaluation Group (UNEG), 29 April, 2005

Operational Manual on Child Labour Monitoring and trade licence regulatory mechanism DCC Revenue Department, March 1011

Outline Perspective Plan, Planning Commission 2010-2021, 2010

Power Point Materials (CLU Organigram)

Pre-Primary and Primary Education Development Program (PEDP3)- the donor's jointly financed Project Document 2007 (revised 2009) and budget

Promoting the Linkages between Women's Employment and the Reduction of Child Labour (INT/99/01/M/NET) (a project under ILO GENPROM), Evaluation Report, 2004.

Quantitative and qualitative methods in Impact Evaluation and Measuring results. Issues Paper, Sabine Garbarino and Jeremy Holland, March 2009

Report on National Child Labour Survey 2002-2003, October 2003, Bangladesh Bureau of Statistics

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Safe Workplace for Working Adolescent and Smart Business for Employer for eight (8) hazardous sectors⁶⁷.

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⁶⁷ These were printed in June 2011 and were used by implementing partner NGO (Occupational Safety, Health and Environmental Foundation-OSHE) to promote understanding of around 800 employers/workplaces on OSH and workplace improvement program towards elimination of hazardous child labour. The educational material is intended to be useful not only for the 8 sectors, but it also as a model to develop similar materials when the list of hazardous sector is endorsed by competent authority.

Technical Progress Reports

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Validation Study on the Nature of Effects on the Children Employed in the Hazardous Sectors of Bangladesh, The Inception Report, 17 December 2007, Md. Farid Uddin, Team Leader.

Web sites:

<http://clu-mole.gov.bd>

<http://www.ilo.org/childlabour>

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These are the **UIE 10 study reports:**

1. Breaking the Cycle: Key Learning from an ILO-IPEC Project in Bangladesh (completed);
2. Identification of Strategies & Modalities for DCC-LGRD& and ILO partnership (completed);
3. Rapid Assessment in some left out pockets in Dhaka City, Chittagong and Sylhet City (completed); Child Labour and Education in Bangladesh (completed);
4. Hazards affecting the Physical, Mental and Psychological development of Child Labourers (completed);
5. CSEC Survey (completed);
6. Child Labour Monitoring Systems: Bangladesh Scenario and Systematic situational assessment and resource mapping (completed);
7. Identify Gaps in the knowledge on hazardous child labour in urban informal economy (completed); Child Labour and Supply Chain (completed);
8. Capacity Building Need Assessment for DCC in addressing child labour (completed);
9. Capacity Building Need Assessment for MoLE and its relevant technical units and departments (completed); and
10. Documentation of Implementation Experience and Lessons Learned of the ILO-UIE Project (completed).

Annex XI. Child Labour Management Information System

