



International Programme on the Elimination of Child Labour (IPEC)



International
Labour
Office

IPEC Evaluation

**Combating Child Labour in selected
Stability Pact countries: Capacity
Building and Direct Action – Sub-
regional Programme with Focus on the
Worst Forms of Child Labour –
(WFCL Project)**

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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 Design, Evaluation and Documentation Section (DED) following a consultative and participatory approach. DED 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 a team of external consultants¹. The field mission took place in November 2007. 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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Glossary

AP	Action Programme
BLS	Baseline Survey
CL	Child Labour
CLM	Child Labour Monitoring
CLMS	Child Labour Monitoring System
CLS	Child Labour Survey
CLU	Child Labour Unit
DAP	Direct Action Programme
EU	European Union
HQ	Headquarters
IA	Implementing Agency
ILO	International Labour Organisation
ILO DED Unit	ILO IPEC Design, Evaluation and Documentation (DED) unit
IP	Integrated Programme
IPEC	International Programme on the Elimination of Child Labour
LLMS	Local Labour Market Studies
MOLSS	Ministry of Labour and Social Security
NGO	Non-government Organisation
NPC	National Project Coordinator
NPM	National Project Manager
NSC	National Steering Committee
PAC	Provincial Action Committee
PMS	Project Monitoring System
SIMPOC	Statistics Department within IPEC Geneva
SIS	State Institute of Statistics
SPIF	Strategic Programme Impact Framework
SQL	Standard Query Language
ToR	Terms of Reference
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
USDOL	United States Department of Labor
VT	Vocational Training
WFCL	Worst Forms of Child Labour
YC	Youth Club

1. Executive Summary

INTRODUCTION

This report constitutes the Final Report of the Independent Final Evaluation on the Common Programme Framework PROTECT CEE Combating Child Labour in selected Stability Pact countries: Capacity Building and Direct Action – Sub-regional Programme with Focus on the Worst Forms of Child Labour - (WFCL Project). The **purpose** of the evaluation, as set out in the Terms of Reference (ToR), is to assess whether the objectives of the projects were achieved. The evaluation is intended to assess the overall impact of the project at different levels such as at policy level, organizational (partner) level, beneficiaries' level, community level and household level. The evaluation should try to assess the effectiveness of the project operation/implementation and management both at the implementing agency level and at IPEC level. It should analyze strategies and models of intervention used, document lessons learned and potential good practices, and provide recommendations on how to integrate these into planning processes and implementation of future IPEC activities in the project countries.

The evaluation is also intended to address issues of project design, implementation, lessons learned, replicability and sustainability and make recommendations for future programmes and any specific recommendations for use in any future intervention. The evaluation is under the management of the ILO Design, Evaluation and Documentation (DED) unit in Geneva, to whom the international consultant has reported throughout the evaluation. Administrative and logistical support during the evaluation mission has been provided by IPEC project officials and the ILO Office in Bucharest. The **scope** of the evaluation includes all WFCL project activities.

PROJECT RELEVANCE

Regarding **relevance to the project country situations and national policies**, the project has shown itself to be highly relevant to the national context across the project countries, where the transition towards liberal market economies has created conditions (e.g. economic stagnation, increased inequality of incomes, a reduction of state expenditure in the social sector, emerging of informal economy) that have contributed to significant erosion in the lot of children. The project objectives and focus are made all the more relevant by the fact that the increasing prevalence of WFCL cannot be solely attributed to the challenges of socio-economic transition but is also in part due to the positive attitude towards child labour that exists in these societies as well as in some cases the high proportion of certain marginalised population groups that remain outside the school system (e.g. ROMA children, disabled children, children out of parental care etc.). Regarding **relevance to national policy**, significant progress has been made on the legislative and policy fronts through national government initiatives in all project countries, and this means that project activities such as CLMS pilots, determination of Hazardous Child Labour (Kosovo) and direction actions are timely and relevant to national policy and in helping to address the often significant expertise deficit in WFCL-related matters.

Regarding the **quality of the project design**, stakeholder feedback in all countries showed high satisfaction with the overall quality of the project design and preparation work effort (e.g. in Romania stakeholders identified the design and preparatory approach of the project APs as one key reason for the project's success). The evaluation workshop identified the SPIF exercise as one of the positive features for the WFCL project teams in each country, something that ILO-IPEC can take satisfaction from.

EFFECTIVENESS

General Achievement of Targets

The positive views of national project stakeholders regarding their respective project's achievement of results against initial objectives seems to be supported by the evaluation's findings on the projects performance. Achievement of targets has been high and only in a few cases has the project not achieved its targets.

With regard to **direct actions to withdraw or prevent children from WFCL**, the project has generally met or exceeded its objectives. Examples of the results include **Albania**, a total of 774 children were withdrawn and 119 prevented. In **Kosovo**, a total of 106 children were withdrawn and 34 were prevented from WFCL through provision of services². In **Moldova**, 330 children were prevented or withdrawn from WFCL, while in **Romania** 74 children directly benefited from the direct support measures, against a target of 60 children in the AP on CLMS funded under the WFCL project. In general, there has been a **good gender** spread between boys and girls across the direct actions focussed on child prevention and withdrawal. In **Bulgaria**, 126 children were withdrawn from WFCL through a variety of support services (psychosocial counselling, material assistance, social assistance, health services, referral to VT), which was significantly under the target of 270. However, with regard to children vulnerable to entering WFCL reached by prevention activities, the project exceeded the target of 5,090 children, with 5,384 children being reached. Overall, a good gender balance was observed in project activities- in **Bulgaria**, for example, of the 5,384 children reached by prevention activities 2,719 were girls and 2,632 were boys, while the 126 children withdrawn from WFCL was made up of 64 girls and 52 boys.

The above-mentioned results are of course only one part of the projects' work. **Indirect beneficiaries** have constituted another key area of the country work programmes. In **Romania** it is estimated that the number of children who indirectly benefited from the programme totalled **18,556** instead of the initial target zero. However, in **Bulgaria**, 6,610 indirect beneficiaries were reached, well below the target of 10,330. Parents of 4,826 children were reached by prevention activities (leaflets, community activities on the WDAFL, posters). In **Moldova**, a total of 6,645 indirect beneficiaries were assisted, of which 145 children benefited from increased awareness at the community level; 4,500 children benefited from increased awareness after national-level campaigns and 2,000 children benefited from strengthened capacities of their education providers. As for **Kosovo** an estimated number of 19,350 indirect beneficiaries were reached (educational activities, community activities, income generating activities and counselling, among others). Finally, in **Albania** over 3,000 children have benefited indirectly for the support provided while over 5,000 children have benefited from the public awareness campaigns organized at the national level.

Contribution to the Development of the National WFCL Policy and Legislative Framework

The project has recorded very strong results in strengthening and reinforcing the national policy and legislative frameworks to combat WFCL. In **Albania**, for example, the projects' contributing **to development of policy formulation** was considered by stakeholders as one of the principal areas of achievement. This involved providing technical input to strengthen child protection components of the revised strategy for social services through participating in working groups for strategy formulation. Furthermore, the national Institutional framework on CL issues that has been established at both the national and local levels, while CL issues have been included into national policy. Further manifestations of the fruits of this work can be evidenced in the

² These services included a) mainstreaming into the education system, b) catch-up classes, c) extra-curricular activities, non-formal education, d) mentoring/tutoring, e) vocational educational training, f) in-company training, and g) job placement for children of legal working age).

improvements in the Law on Social Services, with ILO-IPEC being viewed by stakeholders at all levels as a key player and advocate on issues of child labour and trafficking in children. In **Moldova** the establishment of a legal framework to address issues of child trafficking and other WFCL in line with ILO and other relevant standards on child labour is also seen as one of the projects' greatest achievements. In July 2007, the National Commission for Collective Consultations and Bargaining in Moldova approved the Collective Convention on the Elimination of WFCL and List of Hazardous Works for children, which paved the way for the development of a National Plan of Action against WFCL. The text of the Convention and List was developed based on tripartite consultations and with the support of IPEC.

Contribution to the Development of National and Local Capacity to Combat WFCL

This has been one of the areas where the project results have been most striking. In **Moldova**, the establishment and training of members and institutionalization of the Child Labour Unit (CLU) within the Labour Inspection (May 2007) has been a key area where national capacity has been strengthened³. Furthermore, the project has led the **increased capacity of 176 multidisciplinary specialists** to address cases of trafficking and other WFCL as a result of specialized training. In **Kosovo** significant numbers have received training or enhanced awareness through training seminars and other workshops, including a core team of 20 trainers on CLM, 233 representatives of local authorities, members of Local Action Committees and CLM implementing partners, a core team of 47 trainers on SCREAM, 1 200 teacher counsellors, 250 representatives of youth/children's groups, as well as 20 labour inspectors, 29 Social Work Officers, 15 representatives of Employment Offices and Vocational Training Centres, 13 community police officers and 10 journalists. In **Albania** support on building national capacities has been extended to Education TU, teachers and peer educators. About 107 teachers and over 40 peer educators have been trained and skilled on child labour issues.

Beyond core training and capacity building in WFCL-related areas, **important capacity building outcomes have also been created in more general areas** such as strengthening implementing agencies (IAs) and local partner organisations to manage projects, budget activities and work with donor-funded projects. This was an important unanticipated impact in a number of countries such as **Romania** and in **Bulgaria** – in Bulgaria, for example, the project has also been important in allowing some of the IAs (e.g. BRC, UNA of Bulgaria, Animus AAF, Step by Step AF, CITUB, ProMedia) develop their capacities and embrace WFCL work and build it into their activities.

Contribution to the Development of Institutional Mechanisms of CLMS

The development of CLMS institutional capacities and the successful CLMS pilots is one of the key results of the project. In **Moldova**, for example, all stakeholders interviewed stressed that one of the greatest achievements is the **establishment and functioning of the CLMS in 5 target areas**, an achievement that would not have been possible without the establishment of partnerships between the various actors including local public administration, local anti-trafficking commission, labour inspection, schools and local communities and training of these multidisciplinary specialists based on the country-specific Guidelines for Child Labour Monitoring. In the case of **Romania**, as a result of piloting CLMS, the organizational capacity to effectively address child labour was strengthened by setting up and training of a Child Labour Unit (CLU) within the National Authority for Protection of Child Rights (NAPCR), as well by increasing the capacity of National Steering Committee (NSC) and its Secretariat, the Inter-sectoral County Teams (ICTs) and the Community Consultative Councils (CCCs). In **Albania**, strengthened Institutional Mechanisms of CLMS is evidenced primarily in three areas a) National

³ As of October 2007 the CLU has investigated 340 cases involving child labour, of which in 6 cases working children incurred serious work-related traumas, leading to disability.

Steering Committee on Child Labour, b) the 3 LACS, and c) the 4 multidisciplinary groups established in each municipality. As part of a longer-term process of building a referral mechanism for case management and referral of children in need of protection from WFCL the project has supported a local NGO (HfC) and other partners to establish the NSC and three LACS in each of the pilot sites, as well as establishing **partnerships** with other stakeholders in order to ensure technical expertise for child support. The project has also supported a series of capacity building and training workshops on WFCL and CLMS (well as ways to support children at risk) provided for staff, local authorities and the MDTs in Berati, Korca and Tirana. In addition to collecting and compiling primary information about beneficiaries in **Albania** in a database the project has also initiated a survey on **mapped child protection services** at the local level which has served as a resource directory. Both the database and the directory are of immediate use to front line workers, but also serve as an important primary source of information for decision makers and donors about the protection needs of children and their families and the resulting availability or gaps in services at the local level. Another positive aspect of the project is the documenting of the key learning from the CLMS pilot activities across the project countries. All stakeholders here expressed high satisfaction with the project results and pointed to the need to have a continuation of project activities that would support the institutionalisation of the CLMS at the local levels, a viewpoint echoed across the project countries.

EFFICIENCY

Implementation Experience

Most national work programmes proceeded broadly according to plan with only some changes and adaptations (e.g. in **Bulgaria**, the duration of all APs was extended by 2 months on average; in Romania the duration of some APs was extended by 3 months on average). The national evaluation work also showed most national work programmes were managed within the available budgetary resource. Some mixed views were expressed regarding the **adequacy of financial resources**. While the project performance generally shows significant effort invested and results being achieved at relatively modest financial resources, some project implementing actors (e.g. in **Bulgaria**) did refer to disproportionate level of detail required in the planning and reporting phases compared to the scope of the project interventions (see also below) and the level of ILO-IPEC funding. However, the evaluation work in **Bulgaria** also pointed out that the frugal resourcing approach of the project has paradoxically created a more highly motivating environment and many of the project implementers had to mobilise additional internal or other resources to meet the commitment that they undertook with their involvement in the project.

ILO-IPEC Project Operating Processes and Project Management

The evaluation work has however identified significant frustration levels among national stakeholders with the project's **reporting practices**, and this has also impacted negatively on an otherwise highly positive perception of the expertise and tools that ILO-IPEC has brought to national stakeholders. Regarding **project management and co-ordination**, the national evaluation work generally showed positive feedback on the performance of the NPCs (National Project Coordinators)/NPMs (National Project Managers) in the 5 project countries and of the sub-regional office in Bucharest. In particular, the NPCs/NPMs have shown impressive and commendable levels of perseverance and dedication, often finding creative solutions to challenges they faced. One example of their dedication is how some NPC/NPM offices helped some of the IAs to deal with the heavy reporting requirements of the project, in order to avoid that local partners' frustration with report practices would impact negatively on their interest and commitment to the ILO-IPEC project. Regarding the sub-regional office, there was also positive feedback from the project stakeholders who in some case mentioned the office's supportive role

and quality assurance. The appointment of the present CTA was also seen as having led to clearer leadership and greater on-hands presence than was the case previously.

Implementation Challenges

A variety of **implementation challenges** were faced by the national WFCL project teams and sometimes with the project partners, with some of these challenges including a) national stakeholders' difficulty in understanding the WFCL concept, b) a lack of financial and human resources among national and regional government counterpart bodies, c) a lack of a tradition of proactive social work and of direct social services towards children, d) government-instigated factors outside of the control of the project, such as political and organisation restructurings of government bodies leading to staff turnover in key counterpart positions, or delayed reforms processes or government staff working conditions, e) a lack of capacity among national and regional/local counterpart staff to implement direct services to children, f) limited space offered by media to social issues –including child labour and g) insufficient motivation/cooperation among some partners for a variety of reasons, such as a cultural view or mindset of not being used to changing.

GOOD PRACTICES AND INTERVENTION MODELS

The project teams have identified and documented and validated a significant number of Good Practices (or emerging good practices). In **Moldova**, for example, 24 emerging Good Practices (GPs) in addressing trafficking and other WFCL have been identified, documented and validated and shared. Moreover, 9 of these 24 Good Practices have been validated by the implementing partners and included in the 2007 regional ILO publication “Emerging Good Practices and Lessons Learned”. In **Romania**, a key good practice (from 31 Good Practices documented and 14 Good Practices introduced in the PROTECT CEE Sub Regional Manual on GPs) has undoubtedly been **the intense participation of children**, who were identified as placing high value on the activities of the programmes. Project implementers observed that when children are agents of the programmes (e.g. when they are trained as peer-educators) a sense of ownership is created. Older children and teens who were involved in job counselling activities also felt better prepared for entering the labour market, those who have already been employed are better prepared to negotiate and are more aware of the importance in working within the formal sector of the economy with legal contracts. In **Kosovo**, 14 GPs were documented, out of which two were introduced in the Sub Regional Manual on GPs, while **Albania** has presented 6 good practices in the ILO publication “Emerging Good Practices and Lessons Learned.”

From the national perspective in **Bulgaria** another good practice is the integration of the WFCL issue into the school agenda, where WFCL has represented a very new topic for the teachers and head masters. The **successful piloting of a CLMS in a number of countries (and the documenting of the learning and experience of this process)** has represented a good practice for the project stakeholders in national regions where pilot CLMS sub-projects were implemented. While a successful implementation experience for a CLMS is hardly ‘new’ for experienced ILO-IPEC stakeholders, it has nonetheless represented an important innovation and support tool for local stakeholders. It is another important legacy, as it provides the basis for the scaling of such pilots to a larger level of geographical coverage. Similarly, the establishment of **MDTs** at the local/regional level that are engaged in the piloting and implementation of the CLMS is another good practice and one which has represented an important innovation for stakeholders in these countries, even if not ‘new’ for ILO-IPEC.

LESSONS LEARNED

The evaluation work has shown that project stakeholders have also extracted important and valuable learning from this ILO-IPEC project experience, learning that can be harnessed to strengthen the design and performance of any follow-up project in the future. These learning points have been discussed earlier, and have included a wider variety of issues ranging from leveraging the information collected by MDTs to inform the future development of local community development plans [Albania], need for increased focus on project training to NGOs and service providers [Bulgaria] and the potential for securing significant positive impacts when children are significantly involved in the activities of the programmes [Romania]. For the future, it is important that this learning is harnessed and recommendations are made to this end in the following section.

SUSTAINABILITY AND LEGACY

The project has created strong impacts and leaves a considerable legacy of achievement behind it. Key parts of this legacy include a) a change of attitude towards WFCL, b) improved understanding of the scale and nature of national WFCL, c) increased political ownership and positioning of WFCL within national policy d) stronger national structures for tackling WFCL and 'institutionalisation' of WFCL, e) a legacy of good practice and innovative approaches⁴, such as the multi-disciplinary approach and the involvement of young persons in implementing project activities. Another legacy has been that related to the CLMS pilot actions, as mentioned above, and the related capacity building and skills development on WFCL areas and in more generic management skills.

Regarding the **prospects for the project to continue to have a sustained impact beyond the lifetime of the ILO-IPEC project**, the evaluation findings paint a broadly positive picture. The **commitment of national partners and the strong sense of national and local ownership are key factors** that augur well for a sustained impact. National partners see the project very much as their own and the national project teams' work has meant that the ILO-IPEC's perception among key national stakeholders has been enhanced, with national stakeholders seeing ILO-IPEC as a provider of much-needed donor financing but also a key source of education and capacity-building across many facets of WFCL. Regarding WFCL tools, many stakeholders see models proposed by ILO-IPEC as simple, practical and effective and making good use of available resources. The fostering of **sustainable partnerships** across the 5 countries for better targeting of available resources and mobilization of state funds for piloting the intervention models is another achievement. In **Romania**, for example, a collective experience in combating child trafficking for work was created and a network of active stakeholders has been created that includes organisations with no prior experience in this area, such as trade unions or NGOs that used to work in other areas and have also led to such organisations creating or supporting new projects.

There are also numerous examples of **sustained impact in terms of continued operation of project-funded activities**, while in terms of **financial sustainability** there are also a number of promising aspects. Such aspects include instances where the project's recurrent costs have been taken over by national and local government bodies that have continued these activities beyond the end of the project. Another encouraging aspect is increasing national government funding for actions to tackle WFCL, such as in **Romania** where national funding for programmes tackling WFCL has more than tripled between 2005 and 2007. Other **sustainability outcomes include follow-up projects generated** on the back of this project, such as in **Bulgaria**. **Continued Government commitment to tackling WFLC is another area where further sustained**

⁴ Innovative here refers to innovative in terms of local practices and perceptions.

impact can be expected, for example in **Kosovo**, where formal approval of HCL List has involved the Government committing itself to eliminate CL in the sectors and economic activities included in the List, which will lead to the preparation of a time-bound work plan.

The evaluation work suggests that there are a number of **threats – or at least constraints – to the project’s prospects for sustained impact**. Such threats include **organisational changes in national ministries and agencies**, a **lack of qualified staff**, and **existing capacity constraints** (e.g. the still-limited capacity of the LACS and MDTs in Albania for detecting, assessing and referring children to appropriate support. Another threat is the slow pace of some Government reform, such as the delays in the decentralization process in Albania which has often meant that the mandate for social protection is transferred to local government but the resources and technical capacity to carry it out are not.

RECOMMENDATIONS

Core Conclusion

As seen above, our core evaluation conclusion that this project has in general been highly successful and has largely achieved its objectives and in numerous cases surpassed them, and all project stakeholders, ILO-IPEC and its donor funder can take satisfaction from the project’s achievements. Notwithstanding this, there however is little room for complacency and much more needs to be done to secure the elimination of WFCL in the region over the short, medium and long-term.

Primary Recommendation

Our **General Recommendation is therefore that ILO-IPEC** moves to secure funding for a much larger follow-up programme to be put in place. Such a follow-up project should build upon the existing sub-regional project’s achievements (thereby ensuring continuity), but also differ in a number of respects. Our recommendation to the project donors is that there are many good reasons to support a follow-up project – not least this project’s strong record of achievement of results against objectives, the sense of ownership and commitment among national partner stakeholders. Regarding **Country-Specific Recommendations**, the national evaluation reports should be considered an integral annex to this general report, and we recommend that ILO-IPEC and project stakeholders duly consider the recommendations made for each project country in the national evaluation reports.

General Recommendations

As mentioned above, we recommend that a follow-up project should build upon the existing sub-regional project’s achievements (there ensuring continuity), but also differ in a number of respects.

Selected Existing Factors to Build Upon	Recommended New Points of Emphasis
<ul style="list-style-type: none"> - Commitment of existing Stakeholders - Maximum Effort to Retain and further develop ILO-IPEC National Project Teams - Successful CLMS Pilots - National Policy and Legislative Progress - Work and cooperation with Social Partners 	<ul style="list-style-type: none"> - Much stronger (sub-)regional dimension - Much larger geographical focus - New target groups such as children whose parents have emigrated abroad to find work - Increased focus on leveraging technology - Increase budget allocation for a media coverage / media capacity building component

Project Scope, Preparation and Design

We set out below a number of recommendations and points for consideration regarding the design of a larger, follow-up project:

- **Design Process:** The participatory preparation and design approach implemented for this sub-regional project has worked very well and we recommend that the same approach be adopted, as well as use of the SPIF tool.
- **Target Groups:** A follow-up project should include new and additional target groups identified during the current project implementation, such as children who have become more vulnerable due to their parents having emigrated to work abroad.
- **Extended Geographical Coverage:** The ideal situation is for all relevant geographical areas to be covered in a follow-up project/series of projects. The starting point should be each national team’s assessment of what regions need to be covered, possibly on a **first-priority** (“*must-include*”) and **second-priority** (“*would be good to include*”) basis. However, we believe that enough has been learned to justify seeking to scale the project to a truly national scale covering all relevant areas in each country where a significant WFCL challenge exists⁵.
- **Capacity Building:** A future follow-up project should contain a significant focus on continued capacity building at both national and local levels. To the greatest extent possible, capacity-building planning should differentiate continued capacity-building on existing project stakeholders and regions/localities, and capacity building to new target populations (e.g. in new geographical regions not included in the present sub-regional project).
- **Project Impact:** Enhanced project impact should be sought by increasing the efforts to involve children in project activities, and thereby build on the promising efforts made during this project (e.g. in Romania, Albania).
- **Communication and Raising Public Awareness:** Campaigns such as the Godparent campaign run by the WFCL Project of Support in Turkey, which bring the WFCL problem down to the very individual level of the child, should be considered for national or regional-wide awareness-raising campaigns.
- **Understanding the Nature and Scale of WFCL:** We recommend that a separate AP is built into a future follow-up programme that centralises all information needs. Some parts of this

⁵ However, such a scaling to ensure a national coverage could take a phased approach and would not need to happen “all at once”.

work could be subcontracted by sector or region but the starting point should be a country-wide assessment of what information gaps exist regarding the scale and nature of WFCL and how to design a programme that will fill these information gaps.

Project Management Practices

The experience of the sub-regional project with regard to **progress reporting** is unsatisfactory. Going forward, what is important is that the appropriate learning is taken from this experience and that reporting obligations and processes are thought through in a more structured manner in future. We believe that an IT reporting system offers potential to significantly increase the speed and efficiency of progress reporting, as well as reducing the work burden (see below). Another area where greater future project impact can be secured is **shifting the role of the sub-regional office to include a much greater role on support for national teams and identifying actions for greater regional added-value**, as part of a wider effort to ‘build out’ the regional aspect of the project.

Regional Approach

We recommend that the potential value of a regional approach is developed and leveraged much more fully in a follow-up project. Specifically, we recommend that the following aspects of a more significant and ‘beefed-up’ regional dimension to the project could include a) greater support for national country teams and national partners⁶, b) an increased focus on providing tools and good practices, c) a strong IT and web presence for the project, and greater regional-level marketing and developing a stronger project branding, d) supporting national teams in advocacy work and influencing national governments, e) developing a much stronger regional-level communication and experience-sharing, and f) supporting ILO-IPEC with securing financial sustainability with national and regional funders (e.g. national government, EC, Structural Funds)

Use of Technology

We recommend a greater leveraging of technology in a follow-up project, in particular the development of a simple database to track intelligence on known WFCL in each project country. Most importantly, we recommend that ILO-IPEC consider putting in place a new reporting support tool, most likely an online database that allows stakeholders update their progress electronically to the national and sub-regional project teams. Such a database could be designed to cater for the reporting needs of the project, ILO-IPEC HQ, as well as donors such as USDOL that have specific information reporting requirements.

Sustainability (Financial and Non-Financial)

Finally, should ILO-IPEC and its donor partners decide to pursue a truly national scale across the five project countries, it is unlikely that the financing required for such a project can be funded by any one donor. In this case we recommend a **strong modular approach and menu of options in the design of a follow-up programme** so that other donors can have the option of deciding to fund discrete elements of the wider programme. This approach will require a significant and intensive donor contact and communications programme from ILO-IPEC and possibly in tandem with lead donors.

- **Partnership with EC on Income Supplementation and Employment Creation measures:**
We recommend that the project promoters explore how the project can maximise potential for creating income supplementation possibilities for families whose children are engaged in child labour. In this respect, it is important that project schemes are created that mix vocational

⁶ Including increased capacity-building support for country teams and greater training support.

skills development and business start-up support. In this area, we recommend that ILO-IPEC seeks to develop a partnership with EC and national funding programmes, in particular the Structural Funds Operational Programmes (OPs) in Bulgaria and Romania.

- **National Funding:** In general, this would seem to be a key ingredient for successful medium-term planning to eliminate WFCL, and increase the positive trend in national funding is another key area where project impact prospects can be increased. It is important that developments during this project also are taken into account, such as plans in Bulgaria to scale up WFCL actions to a nationwide scale.
- **Greater integration with other initiatives and in particular EU Structural Funds:** We recommend that more effort is systemically made to integrate and mainstream some project activities into national funding streams. The EC Structural Funds is one funding stream that deserves particular attention in the case of Bulgaria and Romania, while the European Neighbourhood Programme should be explored with respect to the other countries. Regarding the Structural Funds, it is likely that two areas of relevance can be identified; WFCL-specific actions consistent with national policy objectives, as well as more generic capacity-building (e.g. project management training, creating project budgets etc.) towards NGOs and other national and local stakeholders.

2. Evaluation Objectives & Project Context

2.1 About the WFCL Project

The project Combating Child Labour in selected Stability Pact countries: Capacity Building and Direct Action – Sub-regional Programme with Focus on the Worst Forms of Child Labour - RER/02/08P/FRG (hereinafter the WFCL project) started in October 2003 and was scheduled for completion in December 2006. It was extended for a seven month period until end July 2007. The project is being funded by the Government of Germany. The countries of Albania, Bulgaria, Moldova, Romania and the UNAP of Kosovo were selected at the time based on the fact that they are deeply affected by the WFCL and their governments are committed to eliminating WFCL and have ratified the Convention on the Rights of the Child as well as the ILO Minimum Age Convention (No.138) and the Worst Forms of Child Convention (No. 182) – except Kosovo. The main goal of the project is “to contribute to the elimination of the worst forms of child labour in selected Stability pact countries”.

The WFCL project’s two immediate objectives are the following:

- **Objective One:** “By the end of the programme, governments, workers’ and employers’ organisations, NGOs and other partners will have the technical skills and organisational capacity to formulate and implement policies, programmes and respective initiatives to prevent WFCL, to protect, withdraw, rehabilitate and reintegrate children in the WFCL or children at risk”
- **Objective Two:** “By the end of the programme, information and knowledge on child labour will have been increased, experience and expertise will have been shared and utilised to generate and replicate good practise interventions at sub-regional level”.

The WFCL project compliments the USDOL project, both being operated under the *Project of Technical Assistance Against Labour and Sexual Exploitation of Children – Including Trafficking* – in countries of Central and Eastern Europe (PROTECT CEE) umbrella framework. This aspect is mirrored in each participating country implementation strategy (e.g. In Romania, there is only one AP funded under WFCL Project while the other 6 are combining funds from both projects). The WFCL project funded by the German Government has not yet undergone an external evaluation.

2.2 Evaluation Objectives & Scope

The **purpose** of the evaluation, as set out in the Terms of Reference (ToR), is to assess whether the objectives of the projects were achieved. The evaluation should assess the overall impact of the project at different levels such as at policy level, organizational (partner) level, beneficiaries' level, community level and household level. The evaluation should try to assess the effectiveness of the project operation/implementation and management both at the implementing agency level and at IPEC level. It should analyze strategies and models of intervention used, document lessons learned and potential good practices, and provide recommendations on how to integrate these into planning processes and implementation of future IPEC activities in the project countries. A particular focus should be to identify elements of effective models of intervention and assess the modalities of the menu of interventions approach including its potential use and its strengths and weaknesses.

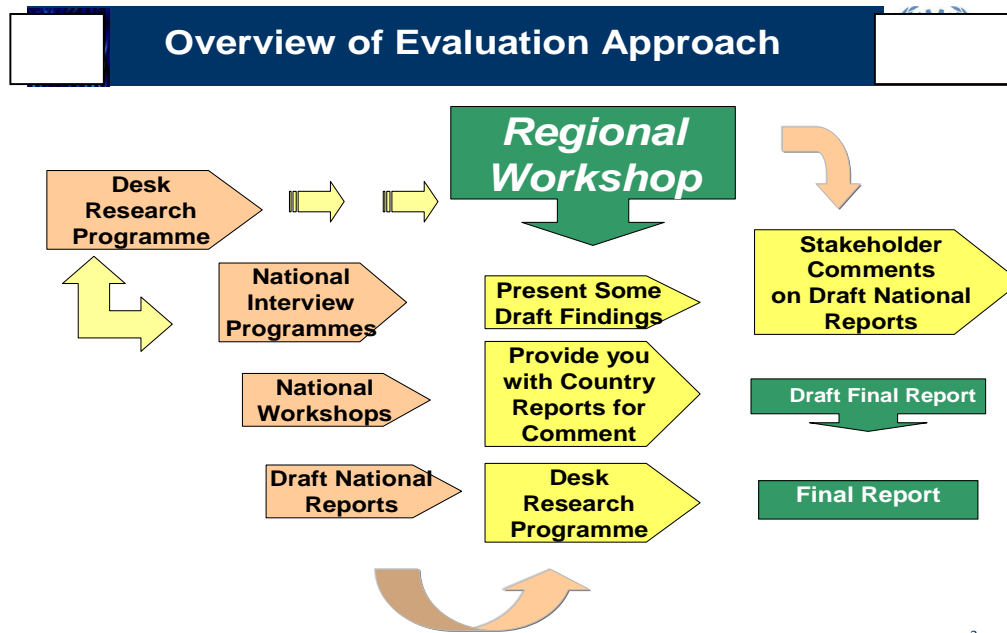
The **scope** of the evaluation includes all WFCL project activities. IPEC activities under the PROTECT USDOL and German components are also included in this evaluation exercise in so far as it links up to and compliments the activities of the WFCL project. The evaluation is intended to address issues of project design, implementation, lessons learned, replicability and sustainability and make recommendations for future programmes and any specific recommendations for use in any future intervention. The evaluation is being under the management of the ILO DED unit in Geneva, to whom the international consultant has reported throughout the evaluation. Administrative and logistical support during the evaluation mission has been provided by IPEC project officials and the ILO Office in Bucharest.

2.3 Overview of the Evaluation Approach

The evaluation approach included a detailed desk review effort of all components of the sub-regional project, as well as other relevant documentation provided by the ILO-IPEC DED unit and the sub-regional project office in Bucharest. For the national evaluation fieldwork and interviews programme in each of the 5 countries, New Frontier Services (NFS) staff created a semi-structured interview guide for use by the national evaluation consultants. The national interviews programme and fieldwork included interviews with government representatives, partners, implementing agencies, professionals linked to the targeted sectors, representatives from trade unions and employers' organizations, children, parents of beneficiaries, and teachers. Each in-country interview programme concluded with a half-day National Stakeholder Evaluation Workshop in Bucharest. A schematic overview of the evaluation approach is provided directly below.

The international consultant also accompanied the national evaluation fieldwork in Romania, as well as meeting the sub-project project team in Bucharest and participating in the national stakeholders' workshop. In order to ensure consistency and comparability in the report of national evaluation findings across the five project countries, NFS staff provided the national consultant

team with a national report template providing a detailed structure for the national reporting. The team leader also attended the evaluation workshop organised in Sinaia (Romania) in late November 2007, where preliminary findings and issues were presented to the national project teams during a participatory workshop programme and where national project teams were offered to opportunity to comment on the draft national evaluation findings for their respective country.



2

Regarding timing, the national fieldwork was undertaken in October and the national evaluation reporting was completed during October and November 2007, with the sub-regional evaluation workshop being held in late November 2007.

PART II - GENERAL EVALUATION FINDINGS

3. Relevance

This section considers the relevance of the WFCL sub-regional project under two broad criteria:

- Relevance in terms of the need for such a project (degree of incidence of WFCL, levels of vulnerability of children etc.) [Section 3.1.1]
- Relevance in terms of national policy priorities and needs [Section 3.1.2]
- Quality of the Design of the Project [Section 3.1.3]

3.1 Relevance in Terms of Need

In **Albania** many children remain excluded and invisible despite the progress that has been during the transition period on the situation of children in general. A 2005 LSMS Survey⁷ showed that some 245,000 children lived in absolute poverty, with these children typically living in the most deprived communities, some in remote or informal areas/villages, where no infrastructure and access to education, health and social services is possible, and others on the edges of the major cities. They include Roma children, children lacking parental care, disabled children, trafficked children⁸ and children working on the street. It is common for children from poor families to work, mainly in the informal market selling cigarettes, washing cars or begging. Given the high rates of poverty of Roma and Egyptian children, a high proportion of working children are from these groups⁹. The national need is made more acute by the general lack of control exercised over families in evident cases of child negligence, abuse or battery to protect the rights of the child and to reinforce parental responsibility. No coercive measures are taken for parents who abandon their children, force them to work, or do not send them to school.

In **Bulgaria**, relevance of the project in terms of the need for this type of intervention can be evidenced in the increased vulnerability of a number of socio-economic groups since the transition towards a market democracy during the last 15+ years, and persisting high levels of poverty, with the children of ethnic minority being increasingly vulnerable to exclusion from the education system due to financial reasons, language barriers, lack of access to schools in particular regions, and discrimination. The ILO-IPEC SIMPOC-sponsored 2000 survey on 'Child Labour in Bulgaria during the Transition Period' identified an increasing number of working children, including children working in the streets and children used for illicit activities. Contributing factors have been a positive attitude to child labour in society, the high proportion of ROMA children out of the school system (36% of Roma children aged 8-17 in 2000), and a lack of alternative and informal educational programming and vocational training for such vulnerable groups.

In **Kosovo**, the territory's recent unstable past has meant that it remains dogged by political, social and economic challenges arising from this instability, in addition to having to deal with the social impact of an economy in transition. These factors have created a socio economic environment conducive to WFCL. **Moldova's** national context makes the WFCL sub-regional project highly relevant. Firstly, the transition process to a market economy has brought about a socio-economic situation highly conducive to WFCL and trafficking (with economic stagnation, increased inequality of incomes, a reduction of state expenditure in the social sector, and deterioration of the living conditions of families and children). This socio-economic situation, which has made the poorer and marginalised groups in society much more vulnerable¹⁰ - when combined with Moldova's geographical location, weak rule of law and rampant corruption - has made Moldova one of the main countries of origin for trafficking in women and children because of its geographical location. Moreover, in the context of economic crisis and traditional views,

⁷ The MSMS (Living Standards Measurement Survey) carried out by INSTAT showed that the majority of working children aged six to fourteen live in rural areas and are engaged in agricultural activities. Up to 16% of children of this age group in rural areas may carry out such work.

⁸ Strategies and action plans for prevention of trafficking and special services for victims of trafficking are included in the cross cutting strategy 'Organised Crime, Anti-Trafficking and Anti-Terrorism'

⁹ A survey⁹ found that 40 percent of Roma families and 43 percent of Egyptian families require their children to work, and for this reason the children do not go to school. Moreover, almost half of children working on the street come from families that have migrated to the cities during the transition.

¹⁰ The high poverty rates have led to increased migration rates of Moldovans.¹⁰ Mostly affected by poverty were the children: in rural areas 4 in 10 children under 10 years lived in extreme poverty and those children living in households without their parents were increasingly appearing among those in persistent poverty.

child labour was not a new phenomenon for Moldova. In 2003-2004 there were about 260 judicial cases of the WFCL initiated.¹¹ According to some data more than 70% of children were working in their own household or for someone else, 2/3 of children start working in their own household before they turn 10 years of age and more than 20% of children drop out of school during the agricultural season.¹²

In **Romania**, while the economic situation is nowhere near as challenging as in some other project countries (e.g. Moldova), WFCL persists as an important problem. Recent estimates on the share of working children at the national level are not available, but in 2002 the total number of economically active children amounted between 82,884 (2.1%) and 141,905 (3.7%).¹³ Almost half of these children were involved in activities defined as child work using criteria such as number of working hours or type of work activity. Other research also suggests that WFCL is much higher than the national average in deprived rural areas¹⁴ and in urban poverty pockets¹⁵. In Iasi, for example, children involved in agriculture are still a major issue, while internal trafficking remains important in Bucharest and in the North Eastern region of the country. Moreover, the evaluation fieldwork has confirmed that new risk groups have emerged, such as children abandoned by the emigrating parents or left in the custody of relatives or other adults (almost all the interviewees indicated this phenomenon as critical), teenagers in the streets and children stigmatized as delinquent but who are in fact WFCL victims.

3.2 Relevance to National Policy

In **Albania**, the problem of child labour is now a primary focus of the Albanian government. It has ratified the ILO Convention No. 138 “Concerning minimum working age” (C138) and Convention No.182 “On the worst forms of child labour” (C182). In accordance with ILO standards, government has enacted legislation and ratified the European Social Card to prevent child labour (under 15 years of age). The new Labour Code prohibits all forms of compulsory child labour and sets 16 years as the minimum working age for children and provides special protection for working children while harmonizing domestic legislation with the ratified conventions. In the National Plan on Child Labour measures are being implemented to enforce compulsory education and create opportunities for professional training. The National Children’s Strategy and action plan (2005-2010)¹⁶, published at the end of 2005, covers all aspects of children’s lives, and includes specific actions in relation to WFCL. An Inter-Ministerial committee on the Rights of the Child was established in 2004 with the MoLSAEO responsible for overseeing the implementation of the strategy and action plan. The cross-cutting strategy on ‘Organised Crime and Anti Trafficking’ includes measures to protect children at risk in these areas. Another Government action is the establishment of multi-professional agencies in Local Government Units to deal with various issues obstructing the integration, development and equality of children. The MOLSA Mid-Term Plan (2004 – 2007) also includes the development

¹¹ Report by the Government of Moldova to the ILO on Convention Nr.182 on Worst Forms of Child Labour, 2004

¹² Study on Child Labour in Horticulture Sub-sector, National Federation of Employers in Agriculture & Food Industry, Oct. 2005

¹³ The source of data: *The Survey on Children’s Activity in Romania*, 2003, National Institute of Statistics, International Labour Office. The surveys used two questionnaires, for the adults (CIA) and for the children (CICO), with the same set of questions, and the resulting figures are different, higher in the case of children.

¹⁴ *Study on child labour in rural area in 5 selected counties of Romania*, 2001, coord. Ecaterina Stativă, ILO-IPEC. The selected counties were: Vaslui, Botoşani, Suceava, Ialomiţa and Călăraşi

¹⁵ *Research on extremely poor urban areas*, 2001, coord. M. Stăculescu, in *Extremely poor, searching another life*, 2003

¹⁶ To be included as a part of the Social Protection Strategy (pending)

of a CLMS as one priority and “enhanced institutional and human capacities at central, regional and local level”.

In Bulgaria, relevance of the project for national government policy-makers increased significantly in following accession to the EU, and triggered the development of the institutional and legal infrastructure to address the WFCL among other issues concerning the rights and the welfare of children. Two specialised central agencies and local Child Protection Departments concentrated the capacity to tackle the reform in the sector. Possibly most importantly of all, **relevance has been ensured through the participating approach in the design of the national programme.** The overall objectives were the basis for a national-level discussion and agreement on what should be the project outcomes and activities in Bulgaria. This discussion involved the key national and some local stakeholders at the SPIF Workshop held at the start of the project. The agreed priority areas for the project that were designed in an outcome tree were based on the: a) gaps defined in the national context, b) existing national capacities and conditions (legislation, institutions and their mandates, NGO sector) and c) urgent needs.

Kosovo has automatically applies the ILO 138 and C182 due to its UN-related status, and the Ministry of Labour and Social Welfare committed itself to eliminate child labour by signing a MoU with ILO on the implementation of the ILO-IPEC. This has led to the creation of the Kosovo Committee for Prevention and Elimination of Child Labour¹⁷, with one of the main priorities of the Committee being bringing Kosovo’s legislation in line with ILO C182 and C138 and has involved the development of a list of hazardous forms of child labour for which the Committee has mandated a Technical Working Group (TWG)¹⁸. Focusing on WFCL in Kosovo was (and still is) highly relevant for this project, as the mechanisms to reduce the vulnerability of children to get involved in harmful work and mechanisms to support their withdrawal and reintegration were almost non-existent.

In **Moldova**, both legislation as well as the institutional framework on preventing and combating trafficking in children¹⁹ was underdeveloped and inconsistent with the relevant international provisions. The institutional framework on child and family protection remained weak and fragmented between various state agencies both at central and local levels. Child protection was the responsibility of several ministries, and no referral mechanism for the identification of such children existed at the national or local levels. The ILO-IPEC WFCL project therefore effectively responded to Moldova’s needs in combating and preventing WFCL by the long term reintegration of children victims of trafficking (VoT) in a number of ways: a) capacity building of actors working with children VoT including by establishing Child Labour Monitoring Systems (CLMS); b) direct action through psycho-social rehabilitation, vocational training and employment support for children withdrawn from trafficking and WFCL; and c) increasing knowledge at national and sub-regional levels.

In **Romania**, the relevance of the project is closely linked to the focus and scope of existing child protection policy at the time of the project’s launch - the strategy of the National Agency for the Protection of Child’s Rights²⁰ has until recently been almost entirely limited to the protection of children separated from families and the reform of the residential care system. Social protection for children living within households was almost entirely limited to cash transfers while support in services remained underdeveloped. A strategic shift in recent years has seen the Government

¹⁷ As a result of Directive 5/166 of the Prime Ministers Office in Kosovo

¹⁸ T.W.G. is a tripartite body, which includes representatives from government and from employers and workers associations.

¹⁹ In 2001 a National Committee to Combat Trafficking in Human Beings and in 2003 a sub-working group on child trafficking was established under the Committee.

²⁰ Under the aegis of the Ministry of Labour, Family and Equal Opportunities.

develop a more inclusive approach towards all children-related problems, within or outside their own households, and this change in national policy has constituted a good opportunity for ILO-IPEC Romania to mainstream the issue of child labour and its various dimensions. Relevance of the WFCL project has further increased with Romania's accession to the EU, given the importance attached by the EU to child poverty alleviation and social inclusion of children within its territory. The national evaluation fieldwork has shown that the project's work in Romania is considered as highly relevant to the national situation given Romania's experience' deficit in tackling child labour issues: all the representatives of the public institutions interviewed admitted that previously (before 2000) there was no experience whatsoever within their organization in dealing with this issue.

3.3 Quality of the Project Design

Stakeholder feedback showed that the SPIF planning and design exercise was appreciated by project stakeholders in a number of countries. In Kosovo, for example, the SPIF exercise (held in Prishtina on June 3-4, 2004) gathered some 50 representatives from Government, NGOs, UN Agencies and social partners in Kosovo to discuss and prepare Kosovo's strategy against child labour, and was considered as very useful in also helping IPEC Kosovo to design its plan for technical assistance during the implementation of the strategy. The evaluation workshop also identified the SPIF exercise was one of the positive features for the WFCL project teams in each country, and is something that ILO-IPEC can take satisfaction from in its operating processes and tools.

In **Kosovo**, the evaluation fieldwork showed an overall perception among the stakeholders was that the project was relevant and came at the right time for Kosovo. Kosovo had two major advantages during the implementation of the project, – a) its status as a UN-administered entity meant it automatically applied ILO Conventions C138 and C182, and the “green field” nature of its political system offered the opportunity to construct a new governance system from scratch and also brought an unusually high level of openness to new initiatives, including this project. Stakeholders agreed that the project was realistic and to a great extent well designed, however many of them complained that they were unaware of the process of project design and preparation. For NGO representatives' participation in this project presented a unique situation in which they were offered to implement an already designed project. In this respect, most of the stakeholders expressed their concerns about the rigidity of the project (read: IPEC office) and the impossibility to redirect funds for services that were more relevant to the domestic situation.

In **Moldova** all stakeholders stressed the high quality of project design and its holistic approach towards child's needs and as a result, an efficient, comprehensive and multidisciplinary response. The involved stakeholders included all social partners and reflect the ILO tripartite structure; that is, representatives of the government, employers' and workers' organizations, and social partners. Many different stakeholders were active in the project implementation including national, regional and local government, NGOs, trade unions, employers' associations, research institutions, women's organizations, church representatives as well as universities. Perhaps the most telling indication of the success of the participatory consultation and design process came from the interview work in **Romania**, where stakeholders listed the project preparation and design process as one of the key reasons for the success of the project in Romania.

4. Effectiveness

4.1 Stakeholder Perceptions of Project Results and Effectiveness

In general, the evaluation work identified strong satisfaction among national project stakeholders as to the project's level of achievement of target results. In **Bulgaria**, it was considered that the delivery of targeted project outputs was secured with the necessary quality and at comparatively low costs. Minor deviations were accepted such as one manual was not produced and some changes in the target groups. At the same time some partners reached more beneficiaries and additional activities were implemented than those initially planned. The stakeholders confirmed the relevance and the necessity of the project interventions both for the policy making process in the field of child protection and for direct actions to children. The financial support for securing the services was particularly valued in the context of insufficient national budget funding. The ILO-IPEC project's high quality of implementation was considered to have been unanimously recognised by all stakeholders, although with varying degree of acceptance. The adherence to higher quality in the project management and delivery of services has contributed to the building of the core capacities in every area of partners' interventions.

The project was also considered to have achieved its targeted results. The stakeholders distinguished that some of these achievements may remain as formal achievements, whose impact it will be difficult to identify now. For instance piloting the CLM is already integrated into the national strategies and plans and the stakeholders are planning the next steps for its setting up nationally – mapping up the most affected by WFCL regions, trainings, integration of the CLM into the job descriptions, standards for private services providers. Advocacy activities were particularly successful in setting up agreements for collaboration, creating new services (crisis centres) and increased demand for educational services. While other achievements have inspired local community representatives, school teachers, social workers and parents to engage into continued dialogue, thereby overcoming barriers and prejudices that have blocked the possibility for progress in WFCL in the past, it seems that the most successful measures were those that have had closer relevance to the issues and topics of interest and to the type of organisations' main activities.

In Romania the CLMS was partially tested at national level based on the models created in the IPEC APs. As a result the CLU drafted the first Report on CL in Romania covering the whole country. Data was collected during the second semester of the year 2006 and 514 cases of children were identified, withdrawn and provided with support services.

In **Moldova**, the national evaluation work assessed that all outputs and indicators, main activities corresponded logically to outputs, and that all inputs (financial and technical) were provided according to the work plan due to effective cooperation of all partners piloting the CLMS at the central and local levels, who were willing and able to facilitate identification, withdrawal, rehabilitation and reintegration of children at risk and/or victims of WFCL. The national evaluation work showed that all APs' immediate objectives were considered by stakeholders to have been reached on schedule, with no deviations, changes or delays in the program implementation since its start. All APs objectives were quantified and included measurable

indicators²¹. In Moldova, all stakeholders considered that the project delivery rate has been very high although some stakeholders pointed to the challenges connected to its complexity and multilateral intervention and the lack of knowledge, resources and support at the local level at the initial stage.

In **Kosovo** most of the Kosovar stakeholders were positive about the achievements of the project and mentioned that in few cases results achieved exceeded project expectations (e.g. provision of medical treatment for children withdrawn from the work etc.). The main shortcoming of the project - as reported by stakeholders- was unexpected delays in finalization of the manuals and guidelines produced under the APs which in turn delayed the implementation of project activities.

4.2 General Achievement of Targets

The positive views of national project stakeholders regarding their respective project's achievement of results against initial objectives is supported by the evaluation's findings on the project's performance. Only in few cases has the project not achieved its direct targets, for example in Albania the target numbers of children prevented and withdrawn have not been achieved, but against this the national evaluation findings stressed the importance of the rehabilitation services, and particularly counselling services, that have been put in place, while also underlining the fact that vocational training opportunities, while in early stages of implementation in some countries, are highly valued by youth participating in these opportunities – and their families.

Child Prevention and Withdrawal from WFCL

With regard to direct actions to withdraw or prevent children from WFCL, the project has generally met or exceeded its objectives. Examples of the results include:

- In **Albania**, a total of 774 children were withdrawn - 119 children were withdrawn or prevented from exploitative work through the provision of an educational or training opportunity, or prevented from exploitative work through the provision of a combination of other services. The number of beneficiaries has exceeded the initially planned figure.
- In **Bulgaria**, 5,384 children vulnerable to entering WFCL from schools and residential institutions for children were reached by prevention activities (peer training, life skills education, mentoring, competitions for art works, out door activities, summer camps), exceeding the project target of 5,090 children. A further 126 children were withdrawn from WFCL (through psychosocial counselling, material assistance, social assistance, health services, referral to VT), which was significantly under the target of 270.
- In **Kosovo**, a total of **106 children** were withdrawn and 34 were prevented from WFCL through provision of services²².
- In **Moldova**, A total of 330 children (254 prevented and 75 withdrawn from WFCL) as part of the WFCL project, while 951 direct beneficiaries (880 prevented and 71 withdrawn from

²¹ Indicators included e.g. the proportion of boys and girls employed after the completion of vocational education and after withdrawal of incentives to employers; number of girls and boys reintegrated into school through the project's activities, reduction in the drop-out rate of girls and boys from marginalized communities.

²² These services included a) mainstreaming into the education system, b) catch-up classes, c) extra-curricular activities, non-formal education, d) mentoring/tutoring, e) vocational educational training, f) in-company training, and g) job placement for children of legal working age).

trafficking and other WFCL) were identified as part of the anti-trafficking project. In some cases, as shown in the table in **Annex A.1** the number of activities and beneficiaries was higher than the one initially planned.

- In **Romania**, a total number of 1,338 children benefited from the direct support measures, out of which 74 were targeted in the AP on CLMS (funded under the WFCL Project) and 1,264 children in the framework of other 5APs which combined funds from both WFCL Project and USDOL Project (compared with 1,230 planned).

Gender Representation

In general, there has been a good gender spread between boys and girls across the direction actions focussed on child prevention and withdrawal. In **Bulgaria**, for example, of the 5,384 children reached by prevention activities 2,719 were girls and 2,632 were boys, while the 126 children withdrawn from WFCL was made up of 64 girls and 52 boys.

Indirect Beneficiaries

The above-mentioned results are of course only one part of the projects' work. Indirect beneficiaries have constituted another key area of the country work programmes. In **Romania** it is estimated that the number of children who indirectly benefited from the programme totalled **18,556** instead of the initial target zero. However, in **Bulgaria**, 6,610 indirect beneficiaries were reached, well below the target of 10,330. Parents of 4,826 children were reached by prevention activities (leaflets, community activities on the WDAFL, posters). In **Moldova**, a total of 6,645 indirect beneficiaries were assisted, of which 145 children benefited from increased awareness at the community level; 4,500 children benefited from increased awareness after national-level campaigns and 2,000 children benefited from strengthened capacities of their education providers. It is estimated that in **Kosovo** the number of indirect beneficiaries is 19,350²³. In **Albania** over 3,000 children have benefited indirectly for the support provided while over 5,000 children have benefited from the public awareness campaigns organized at the national level.

Training and Capacity-Building

In **Bulgaria**, beneficiaries of training included 307 trained youth leaders, 150 parents who participated in meetings and trainings, and 34 labour inspectors trained in CL monitoring. Other beneficiaries or project training and or capacity-building included 75 social workers (trained on CL monitoring), 63 teachers trained in SCREAM or on CL monitoring, 60 leaders and members of Trade Unions trained on prevention of WFCL, 36 journalists trained to cover the topic of WFCL, and 45 other professionals²⁴. In **Kosovo**, training beneficiaries included 119 teachers and 45 staff from Employers Organisations, as well as 26 representatives of youth organisations/centres that were trained on SCREAM methodology and who replicated the experience in awareness raising activities organised in 26 municipalities, therefore reaching 1000 children. In **Romania**, it was estimated that 287 professionals were trained against a planned target of 85, while in **Moldova** 176 multidisciplinary specialists acquired knowledge and skills to address the issue of child trafficking and other WFCL in line with their mandate through training on child labour monitoring, educational and professional counselling and psycho-social rehabilitation techniques for children at risk and/or victims of WFCL. As for **Albania**, support on building national capacities has been extended to Education TU, teachers and peer educators. About 107 teachers and over 40 peer educators have been trained and skilled

²³ Indirect beneficiaries benefited a/ from the support provided to strengthen education providers and organisations, b/ increased awareness at the community level, c/ income generating activities and counseling session to families of targeted beneficiaries, d/ implementation of child labour monitoring systems

²⁴ This included members of the NSC, police, municipal officials, trained to carry out prevention type of activities and CL monitoring.

on child labour issues.

In **Moldova**, stakeholders here emphasised the fact that the positive changes wrought in lives of 330 direct beneficiaries and 6,645 indirect beneficiaries who benefited from increased awareness at the community level and national-level campaigns and strengthened capacities of their education providers. In **Romania**, more than 1 330 children benefited from *direct support measures* and over 5 500 benefited indirectly from the increased capacity of the participants in the training sessions (967 professionals, including 42 peer educators). Access to school was maintained for children who would have become drop-outs and scholastic performances were improved for children from vulnerable families. Information and training sessions covered a wide range of recipients and beneficiaries such as NSC members, CLU team, GDSACP professionals and DSACP (especially ICT), CCC members, employers, trade union members, NGO professionals, professors, psychologists, educational counsellors, social workers, workers in the social services dedicated to children in difficulty such as placement centres, teenagers, children and parents. Among these categories, the most successful in the opinion of the interviewees were the activities dedicated to children themselves and the professionals working directly with them, such as teachers, or school counsellors. In contrast, in **Kosovo**, although a relatively small group of children received direct benefits of this project through services provided to them, the major impact of the project was the initiation of the policy debate about the impact of WFCL on children in Kosovo and piloting a model of intervention for withdrawal and reintegration of children victims of WFCL.

4.3 Development of National WFCL Policy and Legislative Framework

The project has recorded very strong results in strengthening and reinforcing the national policy and legislative frameworks to combat WFCL. In **Albania**, for example, the projects' contributing **to development of policy formulation** was considered by stakeholders as one of the principal areas of achievement. This involved providing technical input to strengthen child protection components of the revised strategy for social services through participating in working groups for strategy formulation. Furthermore, the national institutional framework on child labour issues has been established at both the national and local levels and CL issues have been included into national policy. Further manifestations of the fruits of this work can be evidenced in the improvements in the Law on Social Services, with ILO-IPEC being viewed by stakeholders at all levels as a key player and advocate for on issues of child labour and trafficking in children.

In **Moldova** the establishment of a legal framework to address issues of child trafficking and other WFCL in line with ILO and other relevant standards on child labour is also seen as one of the project's greatest achievements. The 2005 law on preventing and combating trafficking in human beings has a whole chapter concerning child VoT in accordance with main international standards. A second major outcome has been the adoption of the nascent *Collective Convention on the Elimination of the Worst Forms of Child Labour (2007)*, which through having the power of law it establishes clear responsibilities for the government, employers' and workers' organizations in addressing WFCL. It also paves the way towards a more efficient involvement of social partners in elimination of the WFCL at territorial and branch level in all areas of Moldova beyond the timeframe of the WFCL project. Other achievements include a) amendments to the Law on Labour Inspection which gives more power to labour inspectors (2005); b) amendments to the *Administrative Offences Code* which has resulted in increased fines to be imposed on employers that use CL (2005); and c) an amendment to the *law on Employment and Social*

Protection (2005) which provides for the opportunity for vocational training for vulnerable youth including victims of trafficking at age 16 (before it was 18 years), and others.²⁵

In **Kosovo**, as part of efforts to bring the legislation and institutional response in line with the ILO C 182, the CLM Profile which includes standard operating procedures at central and local level for protection and support of children involved in HCL was prepared with IPEC support by the Technical Working Group (TWG) on CLM (March 06-March 07) and was endorsed by the Kosovo Committee on Prevention and Elimination of Child Labour - KCPECL (March 2007). Also the List of HCL that need immediate action for prohibition and elimination was drafted with IPEC support by the TWG on HCL (March 2006-June 2007) and endorsed by the KCPECL (June 2007). Regarding the institutional infrastructure the establishment of Child Labour Unit at the Ministry of Labour and Social Welfare-Institute of Social Policy is in place and functional since February 2005, included from the very beginning under the payroll of the Government. Duties and responsibilities of the Child Labour Officer include planning, coordination and monitoring of child labour related policies and programs. The KCPECL, which is in place and functional since December 2005 set up a TWG on HCL (December 2005) and a TWG on CLM (June 2006). Three Local Action Committees are in place in Pristina, Prizren and Mitrovica as from June 2007.

Most of the important legislative acts were adopted in **Romania** and the enforcement of a special article regarding WFCL in the Labour Code was mentioned as a success. The adoption of the list of hazardous labours is still pending after a complex and long consultation cycle. In **Bulgaria**, the national evaluation work also showed that the integration of the WFCL issues in a range of national level regulations and strategies that should secure sustainable institutional and financial arrangements for the elimination of WFCL in Bulgaria was a key project result.

4.4 Development of National and Local Capacity to Combat WFCL

This has been one of the areas where the project results have been most striking. In **Albania**, key outcomes have included strengthening national capacity through the creation and support of the CLM unit within the Ministry of Labour, Social Affairs and Equal Opportunities. The project's support for the establishment of the national coordinator post of WFCL monitoring System within the Ministry of Labour, Social Affairs and Equal Opportunities has helped ensure that the project objectives in the three pilot areas have been addressed. Moreover, the Ministry has committed to providing technical and other follow-up support to the national coordinator including promoting training opportunities for the LACs and MDTs.

In **Moldova**, the establishment and training of members and institutionalization of the Child Labour Unit (CLU) within the Labour Inspection (May 2007) has been a key area where national capacity has been strengthened²⁶. Besides direct involvement in child labour monitoring, withdrawal of children from WFCL and tracking of assisted cases, the CLU members will act as a secretariat of the National Steering Committee on the Elimination of Child Labour and will be responsible for developing, implementing and monitoring the national response for the eradication of child labour in Moldova. All costs for functioning of the CLU were integrated into the Labour Inspection budget. This will ensure that child labour is efficiently addressed long after

²⁵ The Project has also contributed to the development of the National Plan of Action to Combat Trafficking in Human Beings 2005-2007, the National Strategy on Labour Force Occupation in the Republic of Moldova 2007-2015, the UNDAF 2007-2011, the draft National Development Plan for Moldova 2008-2011, the Draft National Plan to Combat Violence against Children, etc.

²⁶ As of October 2007 the CLU has investigated 340 cases involving child labour, of which in 6 cases working children incurred serious work-related traumas, leading to disability.

IPEC supported programmes in Moldova are completed. Finally, the project has delivered increased capacity of 176 multidisciplinary specialists to address cases of trafficking and other WFCL as a result of specialized training, supported by project partners based on the working tools developed and qualitative thematic research, carried out in Moldova with the support of IPEC.

In **Romania** a multi-level administrative structure for the coordination of the policies and programmes for the children exposed to WFCL and the strategic framework was established (NSC, CLU, ICT, CCC). The effectiveness of the work at the central and local level within this structures varies significantly, for instance although ICTs have been established in all the counties and sectors, only part of them are fully operational and there are ICTs where the activity is restrained to the minimum, i.e. reporting to central governmental bodies. The coordination of the NSC will be transferred from the Labour Inspectorate, due to limited competence in this institution to tackle WFCL, usually in the informal sector, which makes NSC inoperative in this transition phase.

In **Romania** the multi-level administrative structure above mentioned plays an important role in CLMS implementation at national level. The NSC and CLU are responsible with monitoring the WFCL at national level while the ICTs are the structures responsible at county / Bucharest level. Also, the ICTs are providing support for establishing and operating CCCs in rural areas/small communities. While the ICTs form counties participating in the IPEC APs are more effective in applying the CLMS in their geographical areas of intervention the others are piloting the CLMS tools based on the procedures distributed by the CLU. Therefore, there were noticed various responses and mobilization degree in different geographical areas. However, a Child Labour Report was drafted for the first time in Romania, based on information collected at national level by piloting CLMS at national level.

In **Kosovo** significant numbers have received training or enhanced awareness through training seminars and other workshops, including a core team of 20 trainers on CLM, 233 representatives of local authorities, members of Local Action Committees and CLM implementing partners, a core team of 47 trainers on SCREAM, 1,200 teacher counsellors, 250 representatives of youth/children's groups, as well as 20 labour inspectors, 29 Social Work Officers, 15 representatives of Employment Offices and Vocational Training Centres, 13 community police officers and 10 journalists.

Beyond core training and capacity building in WFCL-related areas, **important capacity building outcomes have also be created in more general areas** such as strengthening IA and local partner organisations to manage projects, budget activities and work with donor-funded projects. This was an important unanticipated impact in a number of countries, such as in **Romania**. In **Bulgaria**, for example, the ILO-IPEC project has also been important in allowing some of the implementing agencies have developed their capacities and embraced the WFCL work and have built it into their portfolio of activities (BRC, UNA of Bulgaria, Animus AAF, Step by Step AF, CITUB, ProMedia). Both schools, which was part of the project activities in Kurdjali and the Animus Association have successfully developed and secured financing for follow up activities. BRC local Clubs involved in the project mobilised own recourses to reach out more parties at local level. Marking of WDAFL in 2006 and 2007 proved to be a mobilising factor against WFCL both nationally and locally.

4.5 Development of Institutional Mechanisms of CLMS

All stakeholders interviewed in **Moldova** stressed that one of the most significant achievements is the **establishment and functioning of the CLMS in 5 target areas**. This would not have been possible without the establishment of partnerships between the various actors: local public administration, local anti-trafficking commission, labour inspection, schools and local communities and training of these multidisciplinary specialists based on the country-specific Guidelines for Child Labour Monitoring (CLM). As a result, this has enabled the operation of a local referral mechanism for children at risk or victims of trafficking and WFCL, which continues to be operational at the local level. The database on IPEC beneficiaries, set up as part of the CLMS piloted in 5 areas, has been used by the Government for the development of a module on child labour issues included in the Database on Beneficiaries of the Ministry of Social Protection of Family and Child. Commitment to eliminating child trafficking and other WFCL is reflected in the agendas of relevant local and central government (such as the Ministry of Social Protection, Family and Child, Ministry of Education, National Employment Agency); trade unions in education, health, transport and constructions; employers' confederation in Agriculture; the Christian Orthodox Church from Moldova and NGOs (National Centre for Child Abuse Prevention, La Strada Centre, and the Business Advisory Centre).

In **Albania**, strengthened Institutional Mechanisms of CLMS is evidenced primarily in three areas a) National Steering Committee on Child Labour, b) the three LACS, and c) the four multidisciplinary groups established in each municipality. As part of a longer-term process of building a referral mechanism for case management and referral of children in need of protection from WFCL the project has supported a local NGO (HfC) and other partners to established the NSC and three LACs in each of the pilot sites, as well as establishing **partnerships** with other stakeholders in order to ensure technical expertise for child support. The project has also supported a series of capacity building and training workshops on WFCL and CLMS (well as ways to support children at risk) provided for staff, local authorities and the MDTs in Berati, Korca and Tirana. Over 100 persons participated in workshops covering thematic issues of WFCL, CLMS, child protection, identifying and responding to child abuse and neglect, and child trafficking. Strengthening Service Delivery at the Local Level, through establishing the MDTs in the CLMS pilot areas, has also been a key outcome.

In addition to collecting and compiling primary information about beneficiaries in a database the project has initiated a survey on **mapped child protection services** at the local level, which served as a resource directory. Both the database and the directory are of immediate use to front line workers, but also serve as an important primary source of information for decision makers and donors, about the protection needs of children and their families and the resulting availability or gaps in services at the local level.

Main achievements in developing CLMS in **Kosovo** include a core team of certified trainers (CTT) on CLM and a TWG on CLM with support local structures with capacity building. Also, tools to ensure a uniform information management system are available, as well as a CLM Profile for Kosovo, including Standard Operating Procedures for CLM at local and central level.

Stakeholders interviewed have general stressed the high quality and efficiency of the information materials and instruments developed, tested and disseminated during project implementation. For example, in **Moldova**, the Child Labour Monitoring Guidelines was included in the training package of the Ministry of Social Protection, Family and Child for the 1,200 newly recruited social assistants assigned for every community throughout Moldova, as part of the National

Referral Mechanism for vulnerable persons²⁷. All stakeholders here expressed high satisfaction with the project results and pointed to the need to have a continuation of project activities that would support the institutionalization of the CLMS at the local levels, a viewpoint echoed across the project countries.

In Romania as a result of piloting CLMS, a Child Labour Unit (CLU) within the National Authority for Protection of Child Rights (NAPCR) has been set up. Also, the capacity of National Steering Committee (NSC) and its Secretariat, Inter-sectoral County Teams (ICT) and Community Consultative Councils (CCC) to address child labour at national and county/community level have increased. The CLMS tools and procedures were integrated in the training curriculum and used in the AP targeted areas for training 660 professionals from the partners' organizations/public bodies (social workers, psychologists, school counsellors, teachers, school inspectors, labour inspectors, police officers, priests, medical staff, jurists, and NGO-s staff). Also, ICTs provided technical support for the establishment and training of 39 CCCs. Moreover, as a result of the CLU intervention, several steps were undertaken by the NAPCR in order to replicate the model of CLMS at national level. An Agreement to bring into force the CLMS model at local level was signed by the General Direction for Social Assistance and Child Protection from 41 counties and six sectors of Bucharest (compared with one sector of Bucharest and 3 counties planned under the AP), CLMS tools were partially piloted at national level and served for drafting the first Report on CL in Romania (the second semester of the year 2006) by the CLU/NAPCR (514 cases identified). Also, CLMS was mainstreamed in the training programme for 94 GDSACP staff (social workers) from each county (41) responsible with establishing and supporting the CCCs in rural areas according to the law 272/2004. Numerous inspections (276) were conducted by the Labour Inspection from Botosani (15 cases of working children identified). All these activities were conducted by mobilizing local resources (non-IPEC funds) and show the commitment of the NAPCR to support the implementation of the CLMS.

4.6 Good Practice and Intervention Models

In **Moldova**, the **identification, documentation, validation and sharing of 24 emerging Good Practices** in addressing trafficking and other WFCL was another project achievement. Moreover, of 24 Good Practices identified, 11 have been validated by the implementing partners and 9 of these included in the regional publication "Emerging Good Practices and Lessons Learned" publication, ILO, 2007.

All stakeholders in Moldova pointed that one of the greatest achievements was **the efficiency and relevance of information materials and working tools** developed and widely disseminated as part of the WFCL project.²⁸ All persons interviewed praised the video documentary *Child Labour in the Republic of Moldova* for its effectiveness and relevance. Due to their high quality, the information materials and working tools continue to be important elements in awareness-raising activities carried out within the project and non-project areas²⁹. As pointed above, the

²⁷ During 2005-2007 the Ministry of Social Protection, Family and Child has piloted the National Referral Mechanism in 5 five areas of Moldova and has recently approved a National Strategy for the Assistance of Vulnerable Persons, including children VoT or at risk.

²⁸ Brochure for children, teenagers and parents on trafficking and other WFCL; Guidelines for Child Labour Monitoring; Poster on Child Labour Monitoring model; Poster for Youth Centres against Trafficking and other WFCL; Poster for Youth Centres against Trafficking and other WFCL; Pocket calendars (based on the design of the Poster for Youth Centres), Poster "Your Future is in Your Hands" and Documentary on Child Labour in Moldova.

²⁹ The information materials and tools acquired wide circulation nation-wide, the following organizations are using them: the Labour Inspection, the Ministry of Child and Family Protection, the Territorial Federations of Employers

Child Labour Monitoring Guidelines were appreciated by all specialists and included in the training package for social assistants of the Ministry of Social Protection, Family and Child.

In **Romania**, 31 GPs documented and presented to partners and the NSC for replication, 14 GPs introduced in the PROTECT CEE Sub Regional Manual on GPs. A key good practice has undoubtedly been **the intense participation of children**, who were identified as placing high value on the activities of the programmes. When children are agents of the programmes, for instance when they are trained as peer-educators, a sense of ownership is created. When they are only beneficiaries, they state that changes driven by the programme at the level of their perception and knowledge on the WFCL phenomenon have been impressive. For instance they look with different eyes to the other pupils and they better detect and perceive problems and they are more sensitive to child labour issues in general (they have stories about their neighbours or about street children in the neighbourhood). Older children and teens who were involved in job counselling activities also feel better prepared for entering the labour market, and those who have already been employed are better prepared to negotiate and more aware of the importance in working within the formal sector of the economy with legal contracts.

In **Kosovo**, 14 GP were documented, out of which two were introduced in the Sub Regional Manual on GPs. A report on recommendations for policy actions for the long term rehabilitation of children victims of trafficking and other worst forms of child labour was prepared based on good practices and lessons learnt during the project implementation. **Albania** has presented 6 GPs in the ILO publication “Emerging Good Practices and Lessons Learned”. The GPs fall under the areas of Institution Building and Child Labour Monitoring, Education and Vocational Skills Training, Child Participation and Social Mobilization. All GPs have in common a child participation approach, aiming not only to increase awareness and knowledge on CL issues but also empowered them to transfer the knowledge and their views to parents, teachers, friends and authorities.

A total of 29 GPs were documented in **Bulgaria** and presented to partners and the NSC for replication. Of these, 3 GPs were introduced in the PROTECT CEE Sub Regional Manual on GPs. The stakeholders particularly valued the practice of mapping of existing services prior to start of the child labour monitoring process, which practice was integrated in the activities of the Agency for Social Assistance. The synergy among country projects was other GPs that demonstrated efficient utilization of resources in marking of WDAFL, training of peer trainers. All stakeholders in Bulgaria pointed that one of the greatest achievements was **the efficiency and relevance of working tools** developed and widely disseminated as part of the WFCL project.³⁰

4.7 Lessons Learned

One of the positive features of this project is the clear sense of how national project teams have learned from the CLMS pilot’s experiences, and documented this learning. However, the national evaluation work also shows that project stakeholders have also extracted a rich variety of learning points from this ILO-IPEC project that can be harnessed to strengthen the design and performance of any follow-up project in the future. The table at the end of this section provides

in Agriculture, the NGO “Terre des Hommes”, the NGO “Community, Child and Family”, the NGO “Partnership for Development”, the National Resource Center for Youth, the Association for Promotion of Social Assistance, etc.

³⁰ Manuals on CLM and Outreach Social Work, Manual for Journalists, Bulgarian SCREAM, Manual on Psychosocial Rehabilitation of Children Withdrawn from Trafficking and other WFCL, leaflets and poster against WFCL.

an overview of some of these learning points for four of the project countries. Notable learning points raised include:

- The scope to use Information collected by MDTs to inform the future development of local community development plans [Albania]
- The potential for the successful pilot project to serve as positive models for replication amid the broader process of decentralization of social services [Albania]
- The role played by the partnerships developed with the municipalities to establish LACs & MDTs were key to promoting the sustainability of the initiatives (which eventually should come under the aegis of the local authorities) [Albania]
- The need to change the target for future trainings to NGOs and service providers (as outreach work will not come soon under govt. services' mandate). [Bulgaria]
- The importance of having an efficient combination between working at the policy level to promote changes in dealing with WFCL and concrete and relevant models of intervention at the local level (establishment of CLMS, educational and professional counselling, etc.) [Moldova]
- The crucial role of capacity building and its awareness raising and training components for the successful implementation of the project. [Moldova]
- The direct action for children and youth and the fact that the project succeeded to change their destinies is an invaluable experience, which should definitely continue [Moldova]
- The potential for securing significant positive impacts when children are massively involved in the activities of the programmes.
- Solidarity with WFCL victims/vulnerable children is created when children work together [Romania]
- The preparatory phase of the APs is key to project success as it ensures the consensus among actors, mobilizes stakeholder resources, and speeds up the implementation [Romania]
- Partnership with local government institutions and civil society organizations provided justification for mainstreaming CL as a specific category of social beneficiaries. [Kosovo]
- The need to raise awareness among media and journalists for a successful impact of the project. [Kosovo].

What Learning has Taken Place? - Overview Selected Messages from the National Evaluation Work

Albania	Bulgaria	Moldova	Romania	Kosovo
<ul style="list-style-type: none"> • Info. collected by MDTs can be used also to inform the future development of local community development plans, as well as in lobbying for future funding. • The pilot project is proving successful and may serve as positive models for replication amid the broader process of decentralization of social services. • The lead national role played by the Ministry of Labour, Social Affairs should be supplemented to include Local Government. • At the local level, partnerships with the municipalities to establish LACs & MDTs were key to promoting the sustainability of the initiatives (which eventually should come under the aegis of the local authorities). • Key Partners: NGOs, MDTs and schools were three key partners which proved exemplary in 	<ul style="list-style-type: none"> • Need to change the target for future trainings to NGOs and service providers (as outreach work will not come soon under govt. services' mandate). • Media is a complex target – better invest in interested journalists rather than to invest in trainings of large groups. • Elimination of WFCL should be placed in the agendas of stakeholders tackling violence against children and trafficking in children. • Training social institutions staff to serve as trainers in life skills is a challenge, as they tend to focus on complex relationships with the children. • Some drawbacks due to insufficient co-ordination with UNICEF country office. • The case documentation was seen as superfluous and unnecessary. 	<ul style="list-style-type: none"> • The project was highly successful due to an efficient combination between working at the policy level to promote changes in dealing with WFCL which was complemented with concrete and relevant models of intervention at the local level (establishment of CLMS, educational and professional counselling, development of a database, etc.) • Capacity building, with its awareness raising and training components was crucial for the successful implementation of the project. It contributed to the sustainability of project results and is the most powerful tool for change. It should definitely be further developed and continued in the next project phase. • The direct action for children and youth and the fact that the project succeeded to change their destinies is an invaluable experience, which should definitely continue. 	<ul style="list-style-type: none"> • Positive impacts can be triggered when children are massively involved in the activities of the programmes. (E.g. the experience of volunteer work in the project led some children to search for similar opportunities with NGOs). • Solidarity with WFCL victims/vulnerable children is created when children work together • The preparatory phase of the APs is key to the success of the project, it ensures the consensus of the actors, mobilizes the resources of the stakeholders who are involved and speeds up the implementation. • The learning and counselling activities have a better impact if they are correlated with support in goods and services to ensure basic need, where target children come from poor families. • Successful completion of the activities is sometimes ascribed to key-individuals, who might be decision 	<ul style="list-style-type: none"> • Partnership /coordination between local government institutions provided justification for mainstreaming CL as a specific category of social beneficiaries. • Partnership with local government authorities, public institutions, civil society, business community and workers representatives proved effective on issues of identification of child labourers, withdrawal from WFCL, rehabilitation and long term reintegration and tracking during and after rehabilitation. • Networking with Labour Market Institutions proved effective. Children or their family members were referred for vocational guidance, training and/or job placement. It also made possible tracking of children referred. • Partnership with civil society organizations (especially religious organizations) proved

Albania	Bulgaria	Moldova	Romania	Kosovo
<p>carrying out activities, in close collaboration with local authorities & other stakeholders.</p>	<p>Greater flexibility was expected by ILO-IPEC.</p>		<p>makers at different levels - It is important to locate early these individuals.</p> <ul style="list-style-type: none"> • There are 2 success factors in direct support programmes which can be highlighted as elements of a desirable programme design <ul style="list-style-type: none"> a) the presence of someone responsible for implementation at the implementation site, and b) a special place to work with beneficiaries within (or near) institutions relevant for the project (e.g. schools). 	<p>effective in awareness raising activities.</p> <ul style="list-style-type: none"> • CL is not a priority topic for media. Training of journalists and involvement of media to address CL is necessary. • Employers Organizations have a narrow view on their role as active stakeholders regarding CL. They would need support in order to address the issue of CL.

5. Efficiency

5.1 Deviations to the Implementation Plan

Most national work programmes proceeded broadly according to plan, with some changes and adaptations. In **Moldova**, for example, all the objectives, outputs and activities planned according to the project document have been reached and completed on time. In **Bulgaria**, two principal changes were made to the initial implementation plan. Firstly, the duration of all APs was extended by 2 months at average (without budget changes) as a result of the longer time needed for the production of the tools, delays in reporting that caused gaps in funding of the activities and the longer time needed to reach all the planned beneficiaries by services for prevention and rehabilitation. The delay were in significant part a result of a) the long summer holidays of schools, and b) the identification of child labourers taking longer time than had been planned. Budget shifts were made in all APs to reflect the a) less-than- satisfactory financial management in some NGOs, and b) deviations within the planned budgets resulted from the changing realities.

5.2 Financial Management and Financial Efficiency

The national evaluation work generally showed most national work programmes were managed within the available budgetary resources. In **Moldova**, for example, the budget allocated was sufficient for the implementation of the Project activities, although several budget shifts within the 5% margin were undertaken. In **Bulgaria**, the amounts disbursed for project implementation showed a deviation of approximately USD 7,000 (USD 214,861 against the 207,832 USD planned for the country programme). The allocated budgets were generally spent with only minor deviations (see 1.1.3 of the Bulgaria country report). Two allocated budgets for APs were not spent³¹.

Some mixed views were expressed regarding the **adequacy of financial resources**. While the project performance generally shows significant effort invested and results being achieved at relatively modes financial resources, some project implementing actors (e.g. in **Bulgaria**) did refer to disproportionate level of detail required in the planning and reporting phases compared to the scope of the project interventions (see also below) and the level of ILO-IPEC funding. However, the evaluation work in **Bulgaria** also pointed out that the frugal resourcing approach of the project has paradoxically created a more highly motivating environment and many of the project implementers had to mobilise additional inner resources to meet the commitment they undertook with their involvement into the project. Moreover, as pointed out in regard to results produced in areas such as capacity-building, the ILO-IPEC project has played an important role in allowing some of the implementing agencies have developed their capacities and embraced the WFCL work and have built it into their portfolio of activities. Stakeholder feedback from Kosovo reflected the same issues with regard to that country's implementation experience.

The project activities were carried out at cost in **Bulgaria**, which were generally lower than the relevant market prices. Some of the project co-ordinators have performed their jobs with high quality at fairly modest remunerations (BRC, UNA of Bulgaria). Greater involvement of local

³¹ The reasons were a) Bulgarian Red Cross managed to make some savings from salaries and from the budget for publications due to securing cheaper offers than what had been budgeted, and b) In the "Piloting of CLM" AP Care Bulgaria was not able to consume the budget for direct services for children due to fewer child labourers identified and missing services in Kurdjali for referral of children

experts proved to be needed, while not sufficient funds have been allocated to this type of activities (tools production, trainings). Under the project carried out by the Animus Association this meant stretching organisation's own resources to be able to secure their project deliverables while in other instances this has affected the quality of the produced materials and guides (Life Skills Manual).

5.3 ILO-IPEC Project Management Practices and Performance

Project Reporting

The evaluation work had identified significant frustration levels with the project's reporting practices. In **Albania**, for example, a number of agencies implementing Action Programmes (Help for Children) expressed frustration with the reporting process and the delays in receiving payment. Reporting was viewed as a very complicated one. In workshop, participants raised the concern regarding the strict rules of reporting for children who could participate in informal classes. The feedback from the evaluation work in **Moldova** also confirmed frustration with the reporting arrangements, with all stakeholders stressing that reporting was overly-burdensome as well as the budgetary procedures were quite rigid. Also, members of the project implementation teams stated about the importance of retribution of selected members of the multidisciplinary teams, who worked during the WFCL Project on volunteer basis and in many cases beyond their job-related duties and working hours. In **Kosovo**, both NGO-s and government institutions had their own monitoring mechanisms, which were doubled by the monitoring mechanisms of the ILO/IPEC office. The main challenges faced during this phase of the project life cycle were related to ILO standard procedures for financial reporting. In the case of NGO-s it meant that they had to adopt their reporting forms in accordance with ILO HQ procedures, which tended to change during the implementation phase of the project. (In some cases it meant that the financial report was sent back to implementing agencies several months after their initial submission, requiring a new report based on a new standard form).

Project Management and Co-ordination

The national evaluation work generally showed positive feedback on the performance of the NPCs/NPMs in the 5 project countries and of the sub-regional office in Bucharest. In particular, the NPCs/NPMs have shown impressive and commendable levels of perseverance and dedication, often finding creative solutions to challenges they faced. One example of their dedication is how some NPC/NPM offices took help of some of the IAs to deal with the heavy reporting requirements of the project, in order to avoid that local partners' frustration with report practices would impact negatively on their interest and commitment to the ILO-IPEC project.

Regarding the sub-regional office, there was also positive feedback from the project stakeholders, who in some case mentioned the office's supportive role and quality assurance. The appointment of the present CTA was also seen as having led to clearer leadership and greater on-hand presence than the previous CTA, who had been perceived in part by NPCs/NPMs as being less in touch with the project reality on the ground in the countries. However, NPCs/NPMs are clearly unhappy with the current project reporting system, and are very concerned with the time and resources required to administer it, which comes on top of the challenge of implementing a heavy national project work programme.

5.4 Implementation Challenges

A variety of implementation challenges were faced by the national WFCL project teams, and sometimes with the project partners. The table at the end of this section shows a selection of the challenges that appeared in each of the 5 project countries. From this table, one can see a number of common challenges:

- National stakeholders' difficulty in understanding the WFCL concept (e.g. Albania, Kosovo, Moldova, Romania) as well as traditional societal views on child labour (e.g. Moldova),
- Lack of financial and human resources among national and regional government counterpart bodies (all countries), in particular for identification of child labour
- Lack of a tradition of proactive direct social services towards children
- Government-instigated factors outside of the control of the project, such as political and organisation restructurings of government bodies leading to staff turnover in key counterpart positions (e.g. after elections), delayed reforms (e.g. slower than anticipated government decentralisation process in Albania), as well as government staff working conditions (remuneration levels, lack of career paths etc.).
- Lack of capacity among national and regional/local counterpart staff to implement direct services to children
- Lack of motivation/cooperation among some partners for a variety of reasons (e.g. cultural view of not being used to changing)

In **Romania**, while the delivery of the expected outputs has been successful (see Annex A.1) the duration of some APs was extended by 3 months on average. Also, the Implementing Agencies (IAs) have encountered difficulties in identifying children victims of trafficking while vulnerable children are easier to be tracked using vulnerability criteria. Despite the participation of professionals (and especially the participation of children to programmes have been high and sometimes better than initial targets) the involvement of parents proved to be somewhat more problematic.

In Kosovo the low level of institutional accountability due to newly established institutions represented an important implementation challenge. In addition, parallel project-based structures and interventions financially supported by other donors -operating in similar fields and with the same stakeholders undermine IPEC efforts to strengthen the commitment and increase accountability of Government officials towards CL related issues, by providing fee income to government officials involved in their projects.

In **Moldova**, some delays were experienced in the implementation of direct activities for beneficiaries (e.g. identification of beneficiaries), due to the lack of specialists at local level. These specialists had to be first selected and then trained on WFCL before they could embark on project implementation and form the CLMS. It should be stressed that the project implementation started in the context when Moldova did not have an unique child protection structure, facing an acute insufficiency of specialists responsible for child and family protection, such as teachers, school and family doctors, labour inspectors, social assistants³², police officers, as well as volunteers, and no adequate standards for working with children in difficulty. At the local level there was also a lack of resources and actors active in the social sector, those existing had a limited mandate and there was lack of cooperation and referrals between them.

³² As of June 2007, 550 social assistants out of 1200 necessary to cover all localities of Moldova have been appointed.

Increased possibilities for WFCL professionals to learn from, and **share experience** with, counterparts in other countries, was another issue that was raised by stakeholders (e.g. Moldova) during the national evaluation fieldwork, and project stakeholders recommended to organize study tours for groups of different professionals that would enable them to get a first-hand experience and share their experience with professionals from other countries facing similar challenges in the work against child trafficking and WFCL.

Overview Selected Challenges Experienced by National Project Teams & Local Partners

Albania	Bulgaria	Kosovo	Moldova	Romania
<p>1. Some difficulties to identify /reach children and families due to civil registry registration and informality problems.</p> <p>2. Community-based models of child services are relatively new in Albania</p> <p>3. Need more time and investment to orient decision-makers and key stakeholders on conceptual notions of child protection and role of each actor.</p> <p>4. Stakeholders' conception notions of child protection (and technical capacity and knowledge on how to carry out responsibilities in this area) are limited and much more investment needs to be given to capacity building.</p> <p>5. Current state of social support services in Albania is such that few resources exist to meet basic needs of the most vulnerable.</p> <p>6. Delays in decentralization often mean that social protection mandate is transferred to local govt. (but not the necessary resources & technical capacity).</p>	<p>1. Limited capacity and motivation of the partners (in particular in Sofia) to implement monitoring visits for identification of child labourers.</p> <p>2. Difficulty for some stakeholders in understanding the very concept of WFCL in the context of other similar concepts already in place such as – street children, trafficking in children, commercial sexual exploitation of children, delinquent behaviour.</p> <p>3. Lack of sufficient services to support the rehabilitation and reintegration process for the withdrawal of children – particularly in the education system.</p> <p>4. Lack of multi sectoral approach in policy making and of multidisciplinary work at field level.</p> <p>5. Weak capacity and involvement of the municipalities.</p> <p>6. Insufficient capacity of the civil society sector particularly in project design, monitoring and reporting.</p>	<p>1. High levels of poverty (37%) & unemployment (47%) contribute towards higher number of children in the streets and involvement in illicit activities.</p> <p>2. Due to limited budgets and insufficient monitoring the social assistance scheme is not favourable for eliminating CL</p> <p>3. Due to budgetary restrictions, the compulsory accelerated education in the public schools has been stopped</p> <p>4. Lack of services to support rehabilitation and reintegration process for the withdrawal of children.</p> <p>5. Low level of awareness (still) on Child Labour, especially concerning hazardous CL.</p> <p>6. Low level of institutional accountability due to newly established institutions.</p>	<p>1. Schools in the five target areas were somewhat passive and not entirely cooperative during the initial phase of project implementation</p> <p>2. Social perception vis-à-vis child labour as an acceptable form of education of children</p> <p>3. Most of the beneficiaries lacked motivation towards change (mainly due to the fact that marginalized groups were never involved in activities specially designed for them at the local level.</p> <p>4. Difficulties in the identification and establishment of the status of 'child-victim' or 'child at-risk', due to lack of official data</p> <p>5. Project teams were overwhelmed by the high number of potential beneficiaries [Once the identification problem was overcome]</p> <p>6. For some actors, difficulties in working with Roma families (e.g. in convincing Roma parents that the best place for children is at school).</p>	<p>1. Instability of the political context (elections, re-organisation of administrative structures)</p> <p>2. High instability of counterpart staff in govt./public institutions (due to low remuneration, constant restructuring)</p> <p>3. Low priority of WFCL by some govt. representatives (unless some cases became public debate/ media issues)</p> <p>4. The tendency to identify working children with street children and children working in agriculture and the notion that this problem occurs only in the rural area</p> <p>5. Delays in the implementation of some of the legislative acts, strategies and methodologies (including CLMS)</p> <p>6. Lack of support from some representatives of the social services towards victims of WFCL</p> <p>7. Lack of the legal enforcements to enable social workers, when alerted, to interfere promptly with abusing parents</p> <p>8. Perception by some IAs of tasks within APs as extra-job demands (e.g. DBMR requested in middle of AP implementation); also for some the work burden is sometimes too high (IA low no. of experienced officials, high turnover).</p> <p>9. Low level of involvement of the community and families in the programmes (against expectations)</p> <p>10. The low education of parents of children affected by WFCL</p>

6. Sustainability & Legacy

6.1 Project Impact and Legacy

The table at the end of this section sets out a selection of the impacts in the 5 project countries, as reported by the team of national evaluators. These impacts have been edited for the sake of brevity, and for a number of reasons should not be seen as being exhaustive³³, however we consider it useful nonetheless to reproduce the reported impacts in a comparative tabular format. As expected, the sustained impact or legacy contribution of the project has many similarities with the general project impact. Key parts of the legacy of the WFCL project include:

- **Change of attitude towards WFCL:** This is possibly the single most important legacy of the WFCL project. This change of attitude is a core legacy because it is the starting point for whole new range of possibilities that are not possibilities without this change in attitude. The increased understanding and change of attitude has in most countries occurred across many stakeholder groups, including government and public institutions, civil society, media, experts, local communities and families to be able to engage more effectively in the process of eradication of child labour. In **Romania** this change of attitude for example has considered to have contributed to a broadening of the very concept of child protection and child welfare.
- **Improved Understanding of the Scale and Nature of National WFCL:** The project has led to a significant advance in the understanding of the scale and nature of WFCL across the 5 project countries, and in this respect an important legacy of the project is this increased information basis from which more detailed action programmes can be designed for the short and medium term with the goal of eradicating WFCL in the project countries. In **Bulgaria**, for example, the national evaluation work identified this increased information basis and “the development of a detailed and accurate picture of the WFCL problem” as one of the project’s legacies, combined with the changing of old assumptions and prejudices about WFCL.
- **Increased Political Ownership and Positioning of WFCL within National Policy Agenda:** another key legacy of the WFCL project. This has also led to WFCL issues being more systematically addressed, in particular at national policy level. As seen under the section on impacts above, the establishment of a CLM unit within the appropriate national ministry, agency or forum has in at least some cases (such as Albania) been a key reason for this more systematic policy approach. In **Kosovo**, the impact of IPEC activities during the first phase was systematically shared with members of Steering Committee for Prevention and Elimination of CL and other stakeholders in order to reinforce the sense of ownership of the project by relevant ministries, and support the political commitment necessary for future replication. In this regard, process-oriented activities combined with improved institutional mechanisms on child labour issues (CLU, NSC, CL focal points) have contributed to a good ownership of IPEC activities by relevant institutions.

³³ Some impacts are also likely reported in other sections of the national reports under other sections of the report, such as sustainability and legacy and project results achievements, or in the general conclusions of the national reports. Moreover, some national evaluators chose to provide a summary report of impacts here, while others were more expansive.

- **Stronger National Structures and ‘Institutionalisation’ of WFCL.** The development of institutional structures at national level has been one manifestation of the important capacity building legacy of this project, and is one key reason in accounting for WFCL issues being more systematically addressed in national policy discussion and policy articulation. In **Kosovo**, for example, institutional infrastructure established and formal approval of the HCL List is expected to ensure increased commitment and accountability of Governmental institutions matched with increased resources to eliminate CL in the sectors and economic activities included in the List.
- **Legacy in terms of tools, good practice and innovative approaches:** The generally very positive stakeholder feedback on the project tools has also probably helped create some legacy of ILO-IPEC being associated with competent and quality knowledge and tools in the WFCL area – and of course helping the project stakeholders and partner organisations develop a sustainable capacity to combat WFCL.
 - **Multidisciplinary Approach:** The establishment of **multi-disciplinary teams** at the local/regional level that are engaged in the piloting and implementation of the CLMS is another achievement. While this may be seen as “standard practice” by many more experienced ILO-IPEC stakeholders, this has nonetheless represented an important innovation in many countries. In Moldova, all stakeholders agreed that the project legacy resides in the established partnerships and understanding the need for a multidisciplinary approach when dealing with children at risk or victims of WFCL.
 - **Involvement of Youth:** The involvement of youth, particularly their effectiveness as peer educators, is another good practice of the project, and most evident in Romania. More importantly, this dimension could be significantly expanded in a follow-up project, in particular in terms of the other 4 project countries.
- **CLMS Legacy:** The successful piloting of a CLMS in the countries (and the documenting of the learning and experience of this process) is another important legacy, as this provides the basis for the scaling of such pilots to achieve much greater geographical coverage.
- **Capacity Building Legacy:** The corps of persons who have been provided professional development in various aspects of WFCL is another key legacy of the WFCL Project. In **Moldova**, for example, the capacity of both the IAs and actors benefiting from the project has been strengthened. While the size of this group of beneficiaries of the project’s capacity building work varies significantly from country to country (e.g. Romania vs. Kosovo) this capacity-building in various aspects of WFCL has been a key outcome and legacy. Secondly, the capacity-building legacy has included the transfer of more generic management skills in such areas as project management, planning and reporting, and working with international donors.

6.2 Sustainability

What are the prospects for the project to continue to have a sustained impact beyond the lifetime of the ILO-IPEC project? The evaluation findings point to many promising aspects in this regard:

- **Sustainability in terms of continued operation of project-funded activities:** In **Romania** the structures created for the implementation of the policies and programs addressing WFCL have continued to operate after the completion of APs and constant collaboration only with

ILO-IPEC (without funding). Another example is **Moldova**, where the local referral mechanism for the identification and assistance of children at risk and/or victims of trafficking and WFCL continues to be operational in the five target areas. Also, the National Employment Agency has commitment to continue funding the professional training costs of children at risk. In case of Albania, Regional Employment centres offer professional courses to Roma community free of charge.

- **Financial Sustainability:** Overall, there are a number of promising aspects here. In some instances recurrent costs have been taken over by national and local government that have continued activities beyond the end of the project. Another encouraging aspect is increasing national government funding for actions to tackle WFCL - in **Romania**, for example, co-funding was ensured from national sources and the level of national funds allocation for programmes tackling WFCL has increased from \$ 711,526 in 2005 to \$ 2,357,143 in 2007.
- **Sustainable partnerships:** Fostering **sustainable partnerships** across the 5 countries for better targeting of available resources and mobilization of state funds for piloting intervention models is another achievement. In **Romania**, a collective experience in combating child trafficking for work was created and a network of active stakeholders has been created that includes organisations with no prior WFCL experience, such as trade unions or NGOs that worked in other areas. Projects similar to those launched by ILO-IPEC were designed and implemented by the IA or the partner agencies after the APs ended, for example the Pro-women foundation provides methodological guidance and collaborates with a Moldovan NGO to replicate activities undertaken in Romania.
- **Sustainability in terms of Follow-up Projects Generated:** In Bulgaria, the project has led to the successful generation of related follow up projects, some of which are already in progress and financed by other donors (e.g. 3 projects at Animus Association, 2 projects at the involved school in Kurdjali), while others are in process of seeking funding. Thus sustainability aspects are at least two-fold: (i) attracting other donors in the field, and (ii) expanding project activities and services introduced under the ILO-IPEC standards and quality assurance practices and now reaching out to broader circle of stakeholders and audiences.
- **Sustainability in terms of continued Government commitment to tackling WFLC:** Numerous examples of future actions of Government that will continue to increase the project's impact and legacy in the future. For example, in **Kosovo**, formal approval of HCL List has involved the Government's committing itself to eliminate CL in the sectors and economic activities included in the List. IPEC will support the TWG on HCL to prepare a time-bound work plan for implementation of the HCL List, including the budgetary implications.

6.3 Sustainability and Partnerships

In **Moldova**, the establishment of sustainable partnerships for better targeting of available resources and mobilization of state funds for piloting the models of intervention is another project achievement. Thus, the project partners shared the costs for psycho-social rehabilitation of beneficiaries and organization of awareness raising activities with public institutions and NGOs (e.g. regional education departments, territorial employment agencies, NGO Regina Pacis, IOM, etc.) During the project implementation, the National Employment Agency (NEA) covered the costs of vocational training for the young persons of 16-17 years of age, referred by the IPEC project partners. The NEA expressed its commitment to continue funding these costs beyond the

timeframe of the WFCL project. In the awareness raising component the project has made great use of such untraditional implementing partners as the Christian Orthodox Church from Moldova. This religious denomination is one of the most popular and trusted in Moldova, accounting for over 90% of the population, having a church in every marginalized community. Since the church is the main place for the socialization of families in marginalized communities, IPEC established a fruitful cooperation with the Moldovan Orthodox Church (although an untraditional partner for IPEC interventions). Participation of church representatives in awareness raising and social integration activities was highly efficient. This cooperation resulted in the design and printing of a Pastoral Guide and Flyers for Church Goers against WFCL, training of 25 priests and organization of 100 sessions against WFCL during liturgical services, Sunday schools and private discussions with families, among other activities.

In **Bulgaria** the ILO-IPEC project has released and focused a lot of energies and enthusiasm in embracing the WFCL agenda and in generating follow up activities, whereby individual project implementers have started creating their own projects to reproduce and extend the activities, in whose implementation they have developed their expertise and skills through their involvement in the IPEC projects. One of the implementing NGOs has produced by now three follow-up projects, for which they have secured and continue to seek funding from other donors. One of the involved schools has designed a project which was financed and now they are elaborating a second project involving in key project functions Roma parents of children at risk of becoming involved in WFCL. As one manager has acknowledged, the work on the ILO-IPEC financed project has developed their capacity to act as a serious partner for this type of projects.

In **Romania**, a collective experience in combating child trafficking for work was created. A network of active stakeholders is established and includes organizations with no previous experience in the area, such as trade unions (CSDR) or NGOs who used to work in other areas (Pro-women, IA of one of the APs). Other projects similar with those launched by ILO-IPEC were designed and implemented by the implementing agency or the partner agencies after the completion of APs. For instance, Pro-women foundation provides methodological guidance and collaborates with a Moldovan NGO (former IPEC Implementing Agency) to replicate activities carried on in Romania. While the introduction of this project *represented very much* a new initiative in **Kosovo**, where most of the stakeholders initially had certain scepticisms and doubts about the feasibility of a successful implementation, this has changed dramatically by the end of the project, with core stakeholders all realizing the achievements made and being ready to take further actions towards the prevention and elimination of child labour in Kosovo.

In **Albania** a solid partnership has been built among government and social partners. A Collective Agreement between the Education Trade Unions and the Albanian Ministry of Education and Science was signed. Two articles of this agreement stipulate the TUs' commitment to eliminate child labour and the decrease of school drop-out. This is the first time that TUs in Albania include explicitly the issue of child labour in their Collective Agreement. Also, TUFES / ITUEA are implementing activities (in collaboration with AOB-FNV – Dutch trade unions – and Educational International) to ensure an effective continuity of TUFES / ITUEA and IPEC funded work related to child labour prevention and elimination. The trainers and resource from local trade unions have taken the initiative to organize further workshops in other districts on the SCREAM package and the Non-Formal Education Manual. This will ensure sustainability and replication of the training at district level and a wider participation.

6.4 Threats to sustained impact and project legacy

The national evaluation work suggests that there are a number of threats – or at last constraints – to the project's prospects for sustained impact.

- **Organisational changes in national ministries and agencies:** Beyond the control of the project, changes in government and the associated changes in staffing within government departments will reduce the number of persons with an understanding of WFCL issues.
- **Lack of Qualified Staff:** In some countries, for example in **Albania** and **Moldova**, the ongoing challenges working with local government arising from limited staff specialization and training.
- **Existing capacity constraints:** It is useful to turn this issue around and also consider **what will not form part of the sustained impact** of the WFCL project. In **Albania**, for example, effectively supporting the most vulnerable children and families at risk cannot be part of the project legacy as it is beyond the existing capacity of the LACS and MDTs. The immediate challenges facing these families are not simply psycho-social but rather their impoverished situation, which requires a resourced response that is not possible in the current state of social support services. Moreover, delays in the decentralization process often mean that the mandate for social protection is transferred to local government but the resources and technical capacity to carry it out are not³⁴.

³⁴ These complications are understandable given the complex and protracted process of reform. Donors must coordinate their efforts and attempt to work at multiple levels simultaneously, anticipating information, technical capacity and resource needs in advance and providing the commitment and flexibility to respond appropriately

Overview National Evaluation Findings Regarding Perceived Impact of the WFCL Project in Each Country

Albania	Bulgaria	Kosovo	Moldova	Romania
<p>1. The National level reform now means that children in need of social services are better supported through policy frameworks and legislation.</p> <p>2. WFCL issues are more systemically addressed within the process of social service reform, as result of having CLM unit housed within the Ministry.</p> <p>3. Strengthening of Institutional Mechanisms: a) A core body of professionals and workers have new knowledge to provide better support to children affected by WFCL. b) CLMS pilot phase has provided a clear view for the developing a national CLMS.</p> <p><u>Strengthening Service Delivery at Local Level</u></p> <p>4. Increased community resources for child protection due to the establishment of LACs.</p> <p>5. The 3 pilot sites have provided greater data & analysis of WFCL, for targeting of direct services and for authorities to use in developing new responses.</p> <p>6. Working Children and families are using the services.</p>	<p>1. Broadening of the concepts of child protection and child welfare among stakeholders in Bulgaria. The ILO/IPEC concepts of the impact of CL on the child, family and society formed a new paradigm of demands to be established for educational reform and widening of child protection.</p> <p>2. NSC became a forum for discussion of WFCL issues never put so high in the policy agenda. The enhanced capacities of govt. structures have helped deepen understanding of CL (e.g. as can be proved by recently approved National Strategy for the Child (2008-2018).</p> <p>3. Big increase in capacities of social partners, NGOs.</p> <p>4. The GPs collected proved the need for some small and not so costly steps for achieving significant changes in the lives of real children – timely humanitarian support, recreational activities (summer camps), peer education, life skills training, mentoring, individual counselling etc.</p>	<p>1. The major impact of the project was the initiation of the policy debate about the impact of WFCL on children in Kosovo. Bringing the issue of WFCL at the heart of the policy debate with decision makers, social partners, the media, NGOs, academia and the general public in Kosovo.</p> <p>2. A very secondary impact is that for the relatively small group of children that received direct benefits of this project through services provided to them,</p> <p>3. The impact of IPEC interventions was closely monitored and documented in order to build up on lessons learnt and recommendations from implementation of the pilot interventions.</p>	<p>1. Change of attitude of all involved actors, beneficiaries their family members, and society as a whole regarding WFCL.</p> <p>2. A change in dealing with children at risk or victims of WFCL (due to the multi-disciplinary teams set up at local level), and a strengthening of the capacity of all actors involved in CL prevention & combat.</p> <p>3. Empowerment of a group of PEs (40 children and youth and 10 journalists) with knowledge and skills to facilitate and lead WFCL prevention activities.</p> <p>4. WFCL module was included in the academic curriculum of 2 Universities.</p> <p>5. The pilot data base on children at risk and/or victims of WFCL has become a working tool and is being used by local public administrations in the 5 target areas (as well as influencing the Database on Beneficiaries of the Ministry of Social Protection of Family and Child).</p> <p>6. Elements of youth employment model were considered as highly efficient and taken up as good practice in other donor projects).</p> <p>7. Stakeholders and children perceive that there has been a positive change in the life of children that benefited from the project.</p>	<p>1. Child labour issue has been successfully integrated in the pool of pressing social problems</p> <p>2. The budgetary resources allocated for policies and programs addressing WFCL have increased significantly since 2004</p> <p>3. The children assert that important changes have been produced at the level of their knowledge and attitude; access to education and prevention of drop-out have been obtained and access to labour market of the youth in non-exploitative conditions has been prepared; the participation of children has been mainstreamed in WFCL combat</p> <p>4. The participating agencies went through a process of organizational development, working methods, monitoring and evaluation practices and tools were taken over, perspectives of working in similar projects were opened.</p>

7. Conclusions & Recommendations

This section sets out the evaluation conclusions (section 7.1) and recommendations (section 7.2)

7.1 Conclusions

PROJECT RELEVANCE

Regarding **relevance to the project country situations and national policies**, the project has shown itself to be highly relevant to the national context across the project countries, where the transition towards liberal market economies has created conditions (e.g. economic stagnation, increased inequality of incomes, a reduction of state expenditure in the social sector) that have contributed to significant erosion in the lot of children. The project objectives and focus are made all the more relevant by the fact that the increasing prevalence of WFCL cannot be solely attributed to the challenges of socio-economic transition but is also in part due to the positive attitude towards child labour that exists in these societies as well as in some cases the high proportion of certain marginalised population groups that remain outside the school system (e.g. ROMA children, disabled children, children out of parental care etc.). Regarding **relevance to national policy**, significant progress has been made on the legislative and policy fronts through national government initiatives in all project countries, and this means that project activities such as CLMS pilots and direct actions are timely and relevant to national policy and in helping to address the often significant expertise deficit in WFCL-related matters.

Regarding the **quality of the project design**, stakeholder feedback showed high satisfaction with the overall quality of the project design and preparation work effort. In particular the SPIF planning and design exercise was appreciated by project stakeholders in a number of countries. Indeed, in **Romania**, stakeholders identified the design and preparatory approach of the project APs as one key reason for the project's success. The evaluation workshop also identified the SPIF exercise was one of the positive features for the WFCL project teams in each country, and is something that ILO-IPEC can take satisfaction from.

EFFECTIVENESS

General Achievement of Targets

The positive views of national project stakeholders regarding their respective project's achievement of results against initial objectives seems to be supported by the evaluation's findings on the projects performance. Achievement of targets is high and only in few cases has the project not achieved its direct targets.

Child Prevention and Withdrawal from WFCL

With regard to **direct actions to withdraw or prevent children from WFCL**, the project has generally met or exceeded its objectives. Examples of the results include **Albania**, a total of 774 children were withdrawn and 119 prevented. In **Kosovo**, a total of 140 children were prevented

/withdrawn from WFCL through provision of services³⁵. In **Moldova**, 330 children were prevented or withdrawn from WFCL, while in **Romania** a total number of 1,338 children benefited from the direct support measures, out of which 74 were targeted in the AP on CLMS (funded under the WFCL Project) and 1,264 children in the framework of other 5 APs which combined funds from both WFCL Project and USDOL Project (compared with 1,230 planned). In general, there has been a **good gender** spread between boys and girls across the direction actions focussed on child prevention and withdrawal. In **Bulgaria**, 126 children were withdrawn from WFCL through a variety of support services (psychosocial counselling, material assistance, social assistance, health services, referral to VT), which was significantly under the target of 270. However, with regard to children vulnerable to entering WFCL reached by prevention activities, the project exceeded the target of 5,090 children, with 5,384 children being reached. In general, there has been a **good gender** spread between boys and girls across the direction actions focussed on child prevention and withdrawal. In **Bulgaria**, for example, of the 5,384 children reached by prevention activities 2,719 were girls and 2,632 were boys, while the 126 children withdrawn from WFCL was made up of 64 girls and 52 boys.

The above-mentioned results are of course only one part of the projects' work. **Indirect beneficiaries** have constituted another key area of the country work programmes – for example in **Romania** it is estimated that the number of children who indirectly benefited from the programme totalled some **18,556** instead of the initial target zero. In **Bulgaria**, a further 6,610 indirect beneficiaries were reached and in **Moldova** a total of 6,645 indirect beneficiaries were assisted. Regarding capacity-building and training, the results are also impressive - in **Romania**, it was estimated that 967 professionals were trained against a planned target of 146, while in **Bulgaria**, for example, beneficiaries of training included 307 trained youth leaders, 150 parents, 34 labour inspectors (trained in CL monitoring), and 75 social workers, 63 teachers and 60 leaders and members of Trade Unions trained on prevention of WFCL³⁶.

Contribution to the Development of the National WFL Policy and Legislative Framework

The project has recorded very strong results in strengthening and reinforcing the national policy and legislative frameworks to combat WFCL. In **Albania**, for example, the projects' contributing **to development of policy formulation** was considered by stakeholders as one of the principal areas of achievement, while in **Moldova** the establishment of a legal and policy framework to address issues of child trafficking and other WFCL in line with ILO and other relevant standards on child labour is also seen as one of the projects' greatest achievements.

Contribution to the Development of National and Local Capacity to Combat WFCL

This has been one of the areas where the project results have been most striking. In **Moldova**, the establishment and training of members and institutionalization of the Child Labour Unit (CLU) within the Labour Inspection (May 2007) has been a key area where national capacity has been strengthened³⁷. Furthermore, the project has led the **increased capacity of 176 multidisciplinary specialists** to address cases of trafficking and other WFCL as a result of specialized training. In **Kosovo** significant numbers have received training or enhanced awareness through training seminars and other workshops, including 233 representatives of local authorities, members of Local Action Committees and CLM implementing partners, 1,200

³⁵ These services included a) mainstreaming into the education system, b) catch-up classes, c) extra-curricular activities, non-formal education, d) mentoring/tutoring, e) vocational educational training, f) in-company training, and g) job placement for children of legal working age).

³⁶ This included members of the NSC, police, municipal officials, trained to carry out prevention type of activities and CL monitoring.

³⁷ As of October 2007 the CLU has investigated 340 cases involving child labour, of which in 6 cases working children incurred serious work-related traumas, leading to disability.

teacher counsellors, 250 representatives of youth/children's groups, as well as 20 labour inspectors, 29 Social Work Officers, and 250 representatives of youth/children's groups. Beyond core training and capacity building in WFCL-related areas, **important capacity building outcomes have also been created in more general areas** such as strengthening implementing agencies (IAs) and local partner organisations to manage projects, budget activities and work with donor-funded projects.

Contribution to the Development of Institutional Mechanisms of CLMS

The development of CLMS institutional capacities and the successful CLMS pilots is one of the key results of the project. In **Moldova**, for example, all stakeholders interviewed stressed that one of the greatest achievements is the **establishment and functioning of the CLMS in 5 target areas**, an achievement that would not have been possible without the establishment of partnerships between the various actors including local public administration, local anti-trafficking commission, labour inspection, schools and local communities and training of these multidisciplinary specialists based on the country-specific Guidelines for Child Labour Monitoring. In **Albania**, strengthened institutional mechanisms of CLMS are evidenced primarily in three areas a) National Steering Committee on Child Labour, b) the 3 LACS, and c) the 4 multidisciplinary groups established in each municipality. As part of a longer-term process of building a referral mechanism for case management and referral of children in need of protection from WFCL the project has also supported a local NGO (HfC) and other partners to establish the NSC and three LACS in each of the pilot sites, as well as establishing **partnerships** with other stakeholders in order to ensure technical expertise for child support. Another positive aspect of the project is the documenting of the key learning from the CLMS pilot activities across the project countries.

EFFICIENCY

Regarding the **general project implementation experience**, Most national work programmes proceeded broadly according to plan with only some changes and adaptations (e.g. in **Bulgaria**, where the duration of all APs was extended by 2 months on average. The national evaluation work also showed most national work programmes were managed within the available budgetary resource. Some mixed views were expressed regarding the **adequacy of financial resources**. While the project performance generally shows significant effort invested and results being achieved at relatively modest financial resources, some project implementing actors (e.g. in **Bulgaria**) did refer to disproportionate level of detail required in the planning and reporting phases compared to the scope of the project interventions (see also below) and the level of ILO-IPEC funding. However, the evaluation work to some extent suggests that the frugal resourcing approach of the project has paradoxically created a more highly motivating environment and many of the project implementers had to mobilise additional resources to meet the commitment that they undertook with their involvement in the project.

Regarding **ILO-IPEC Project operating processes and project management**, the evaluation work has identified significant frustration levels among national stakeholders with the project's **reporting practices**, and this has also impacted negatively on an otherwise highly positive perception of the expertise and tools that ILO-IPEC has brought to national stakeholders. Regarding **project management and co-ordination**, the national evaluation work generally showed positive feedback on the performance of the NPCs/NPMs in the 5 project countries and of the sub-regional office in Bucharest. In particular, the NPCs/NPMs have shown impressive and commendable levels of perseverance and dedication, often finding creative solutions to challenges they faced.

A variety of **implementation challenges** were faced by the national WFCL project teams and sometimes with the project partners, with some of these challenges including a) national stakeholders' difficulty in understanding the WFCL concept, b) a lack of financial and human resources among national and regional government counterpart bodies, c) a lack of a tradition of proactive direct social services towards children, d) government-instigated factors outside of the control of the project, such as political and organisation restructurings of government bodies leading to staff turnover in key counterpart positions, or delayed reforms processes or government staff working conditions, e) a lack of capacity among national and regional/local counterpart staff to implement direct services to children, and f) insufficient motivation/cooperation among some partners for a variety of reasons, such as a cultural view or mindset of not being used to changing.

GOOD PRACTICES AND INTERVENTION MODELS

The project teams have identified and documented and validated a significant number of good practices (or emerging good practices). In **Moldova**, for example, project stakeholders have identified, documented and validated and shared 24 emerging Good Practices in addressing trafficking and other WFCL. Moreover, 9 of these 24 Good Practices have been validated by the implementing partners and included in the regional publication "Emerging Good Practices and Lessons Learned" publication, ILO, 2007. In **Romania**, some 31 Good Practices were documented and presented to partners and the NSC for replication, with 14 Good Practices being introduced in the PROTECT CEE Sub Regional Manual on GPs. A key good practice in Romania has undoubtedly been **the intense participation of children**, who were identified as placing high value on the activities of the programmes. From the national perspective in **Bulgaria** another good practice is the integration of the WFCL issue into the school agenda, where WFCL has represented a very new topic for the teachers and head masters.

The **successful piloting of a CLMS in a number of countries (and the documenting of the learning and experience of this process)** has represented a good practice for the project stakeholders in national regions where pilot CLMS sub-projects were implemented. While a successful implementation experience for a CLMS is hardly 'new' for experienced ILO-IPEC stakeholders, it has nonetheless represented an important innovation and support tool for local stakeholders. It is another important legacy, as it provides the basis for the scaling of such pilots to a larger level of geographical coverage. The establishment of **multi-disciplinary teams** at the local/regional level that are engaged in the piloting and implementation of the CLMS is another good practice, and one which has represented an important innovation for stakeholders in the project countries. Again, while this may be seen as "standard practice" by many more experienced ILO-IPEC stakeholders, this has nonetheless represented an important innovation in many of these countries.

LESSONS LEARNED

The evaluation work has shown that project stakeholders have also extracted important and valuable learning from this ILO-IPEC project experience, learning that can be harnessed to strengthen the design and performance of any follow-up project in the future. These learning points have been discussed earlier, and have included a wider variety of issues ranging from leveraging the information collected by MDTs to inform the future development of local community development plans [Albania], need for increased focus on project training to NGOs and service providers [Bulgaria] and the potential for securing significant positive impacts when children are significantly involved in the activities of the programmes [Romania]. For the future,

it is important that this learning is harnessed and recommendations are made to this end in the following section.

SUSTAINABILITY AND LEGACY

The project has created **strong impacts, and leaves a considerable legacy of achievement behind it**. Key parts of this legacy include a) a change of attitude towards WFCL, b) improved understanding of the scale and nature of national WFCL, c) increased political ownership and positioning of WFCL within national policy agendas, d) stronger national structures for tackling WFCL and ‘institutionalisation’ of WFCL, e) a legacy of good practice and innovative approaches³⁸, such as the multi-disciplinary approach and the involvement of young persons in implementing project activities. Another legacy has been that related to the CLMS pilot actions, as mentioned above, and the related capacity building and skills development on WFCL areas, and indeed capacity building in more generic management skills in such areas as project management, planning and reporting and working with international organisations.

Regarding the **prospects for the project to continue to have a sustained impact beyond the lifetime of the ILO-IPEC project**, the evaluation findings paint a broadly positive picture. The commitment of national partners and the strong sense of national and local ownership are key factors that augur well for a sustained impact. National partners see the project very much as their own and the national project teams’ work has meant that the ILO-IPEC’s perception among key national stakeholders has been enhanced, with national stakeholders seeing ILO-IPEC as a provider of much-needed donor financing but also a key source of education and capacity-building across many facets of WFCL. Regarding WFCL tools, many stakeholders see models proposed by ILO-IPEC as simple, practical and effective and making good use of available resources. The fostering of **sustainable partnerships** across the 5 countries for better targeting of available resources and mobilization of state funds for piloting the intervention models is another achievement. In **Romania**, for example, a collective experience in combating child trafficking for work was created and a network of active stakeholders has been created that includes organisations with no prior experience in this area, such as trade unions or NGOs that used to work in other areas and have also led to such organisations creating or supporting new projects.

There are also numerous examples of **sustained impact in terms of continued operation of project-funded activities**, while in terms of **financial sustainability** there are also a number of promising aspects. Such aspects include instances where the project’s recurrent costs have been taken over by national and local government bodies that have continued these activities beyond the end of the project. Another encouraging aspect is increasing national government funding for actions to tackle WFCL, such as in **Romania** where national funding for programmes tackling WFCL has more than tripled between 2005 and 2007. Other sustainability outcomes include **follow-up projects generated** on the back of this project, such as in **Bulgaria**. Continued government commitment to tackling WFLC is another area where further sustained impact can be expected, for example in **Kosovo**, where formal approval of HCL List has involved the Government’s committing itself to eliminate CL in the sectors and economic activities included in the List, which will lead to the preparation of a time-bound work plan.

The evaluation work suggests that there are a number of **threats – or at least constraints – to the project’s prospects for sustained impact**. Such threats include organisational changes in national ministries and agencies, a lack of qualified staff, and existing capacity constraints (e.g. the still-limited capacity of the LACS and MDTs in Albania for detecting, assessing and referring

³⁸ Innovative here refers to innovative in terms of local practices and perceptions.

children to appropriate support. Another threat is the slow pace of some Government reform, such as the delays in the decentralization process in Albania which has often meant that the mandate for social protection is transferred to local government but the resources and technical capacity to carry it out are not.

7.2 Recommendations

Primary Recommendation

As seen above, our core evaluation conclusion that this project has in general been highly successful and has largely achieved its objectives and in numerous cases surpassed them, yet notwithstanding this much more needs to be done to secure the elimination of WFCL in the region over the short, medium and long-term.

Our **General Recommendation is therefore that ILO-IPEC** moves to secure funding for a much larger follow-up programme to be put in place. Such a follow-up project should build upon the existing sub-regional project's achievements (there ensuring continuity), but also differ in a number of respects. Our message to the project donor, and indeed to donors more generally, is that there are many good reasons to support a follow-up project – not least the strong record of achievement of results against objectives, the sense of ownership and commitment among national partner stakeholders.

Country-Specific Recommendations:

The national evaluation reports should be considered an integral annex to this general report, and we recommend that ILO-IPEC and project stakeholders duly consider the recommendations made for each project country in the national evaluation reports.

General Recommendations

As mentioned above, we recommend that a follow-up project should build upon the existing sub-regional project's achievements (there ensuring continuity), but also differ in a number of respects.

Selected Existing Factors to Build Upon	Recommended New Points of Emphasis
<ul style="list-style-type: none"> - Commitment of existing Stakeholders - Maximum Effort to Retain and further develop ILO-IPEC National Project Teams - Successful CLMS Pilots - National Policy and Legislative Progress 	<ul style="list-style-type: none"> - Much stronger (sub-)regional dimension - Much larger geographical focus - New target groups such as children whose parents have emigrated abroad to find work - Increased focus on leveraging technology

Regarding the preparation and design of a follow-up project:

- **Design Process:** With few exceptions, the design approach implemented for this sub-regional project has worked well and we recommend that the same participatory approach be adopted, as well as use of the SPIF tool.
- **Target Groups:** A follow-up project should include new and additional target groups identified during the current project implementation, such as children who have become more vulnerable due to their parents having emigrated to work abroad.

- **Extended Geographical Coverage:** The ideal situation is for all relevant geographical areas to be covered in a follow-up project or series of projects. The starting point should be national project team assessment of what regions need to be covered, possibly on a **first-priority** (“*must-include*”) and **second-priority** (“*would be good to include*”) basis. However, we believe that enough has been learned to justify now seeking to scale the project to a truly sub-regional national project covering all relevant areas where a significant WFCL challenge exists³⁹.
- **Capacity Building:** A future follow-up project should contain a significant focus on continued capacity building at both national and local levels. To the greatest extent possible, capacity-building planning should differentiate continued capacity-building on existing project stakeholders and regions/localities, and capacity building to new target populations (e.g. in new geographical regions not included in the present sub-regional project).
- **Project Impact:** Enhanced project impact should be sought by increasing the efforts to involve children in project activities, and thereby build on the very promising efforts made over the course of this project, in particular in Romania.
- **Communication and Raising Public Awareness:** Campaigns such as the Godparent campaign run by the WFCL Project of Support in Turkey, which bring the WFCL problem down to the very individual level of the child, should be considered for national or regional-wide awareness-raising campaigns.
- **Understanding the Nature and Scale of WFCL:** We recommend that a separate AP is built into a future follow-up programme that centralises all information needs. Some parts of this work could be subcontracted by sector or region but the starting point should be a country-wide assessment of what information gaps exist regarding the scale and nature of WFCL and how to design an action programme that will fill these information gaps.

Project Management Practices

- **Project Reporting:** The project’s experience with regard to progress reporting is unsatisfactory, and it is unfortunate that this situation has continued to the end of the project. For the future, what is important is that the appropriate learning is taken from this experience and that reporting obligations and processes are thought through in a more structured manner. We believe that an IT reporting system offers potential to significantly increase the speed and efficiency of progress reporting as well as reducing the work burden for country teams and national partners (see below)
- **Project Management Style/Philosophy:** As part of the reflection on a future follow-up action, its scale and the degree to which a more regional approach (see below) may be chosen, it is important to consider how the style of project management or leadership can best match the project reality. We would recommend exploring whether some of the experience from the ILO-IPEC Project of Support to Turkey’s TBPPF could be relevant in developing an approach that achieves maximum project impact.

³⁹ However, such a scaling to ensure a national coverage could take a phased approach and would not need to happen “all at once”.

Regional Approach

We recommend that the potential value of a regional approach is leveraged much more fully in a follow-up project. Specifically, we recommend that the following aspects of a more significant and 'beefed-up' regional dimension to the project could include:

- Greater support for national country teams and national partners, including:
- Increased capacity-building support for country teams
- Greater training support
- Increased focus on providing tools and good practices
- Strong IT and web presence for the project
- Greater regional-level marketing and project branding
- Supporting national teams in advocacy work and in influencing national governments
- Managing a stronger public communications effort on project progress against clear indicators (e.g. children withdrawn, children prevented, total children engaged in WFCL etc.)
- Managing a much more user-friendly and streamlined reporting process
- Developing a much stronger regional-level communication and experience-sharing
- Supporting ILO-IPEC with securing financial sustainability with national and regional funders (e.g. national government, EC, Structural Funds)

Use of Technology

We recommend a greater leveraging of technology in a follow-up project, in particular:

- Development of a simple database to track intelligence on known WFCL in each project country
- Most importantly, we recommend that ILO-IPEC consider putting in place a new reporting support tool, most likely an online database that allows stakeholders update their progress electronically to the national and sub-regional project teams. Such a database could be designed to cater for the reporting needs of the project, ILO-IPEC HQ, as well as donors such as USDOL that have specific information reporting requirements.

Sustainability (Financial and Non-Financial)

Should ILO-IPEC and its donor partners decide to pursue a truly national scale across the five project countries, it is unlikely that the financing required for such a project can be funded by any one donor. In this case we recommend a **strong modular approach and menu of options in the design of a follow-up programme** so that other donors can have the option of deciding to fund discrete elements of the wider programme. This will require a significant and intensive donor contact and communications programme from ILO-IPEC and possibly in tandem with lead donors.

- **Partnership with EC:** It is important to consider how the project can maximise potential for creating income supplementation possibilities for families whose children are engaged in child labour. In this respect, it is important that project schemes are created that mix vocational skills development and business start-up support. In this area, we recommend that ILO-IPEC seeks to develop a partnership with EC and national funding programmes, in particular the Structure Funds Operational Programmes (OPs) in Bulgaria and Romania.
- **National Funding:** In general, this would seem to be a key ingredient for successful medium-term planning to eliminate WFCL. In **Moldova**, for example, national funding is recommended as important to ensuring the work's long-term sustainability and it is recommended that there should be constant allocation of funds by national and local government. It should be pointed out that the Government is gradually taking over this responsibility, one of the indicators of success being the allocation of a social assistant for all communities in Moldova during 2007-2009.
- **Greater integration with other initiatives and in particular EU Structural Funds:** We recommend that more effort is systemically made to integrate and mainstream some project activities into national funding streams. The EC Structural Funds is one funding stream that deserves particular attention in the case of Bulgaria and Romania, while the European Neighbourhood Programme should be explored with respect to the other countries. Regarding the Structural Funds, it is likely that two areas of relevance can be identified; WFCL-specific actions consistent with national policy objectives, as well as more generic capacity-building (e.g. project management training, creating project budgets etc.) towards NGOs and other national and local stakeholders (e.g. regional administrations).

ANNEXES

ANNEX A.1 – Overview WFCP Project Activities and Results by Country

A1.1 ALBANIA

Specific Objectives	Project Activities & Actions	Results Obtained
<p>Objective 1: “At the end of the programme, governments, workers’ and employers’ organisations, NGOs and other partners will have the technical skills and organizational capacity to formulate and implement policies, programmes and other initiatives to facilitate prevention, protection, withdrawal, rehabilitation and reintegration of children engaged in the WFCL”.</p> <p>Objective 2: “At the end of the programme, knowledge and experience on child labour will have been used to replicate good</p>	<p>1. Mainstreaming of the child labour issue into policy development frameworks.</p> <p>2. Education activities.</p> <p>3. Workers and employers activities.</p> <p>4. Publications / awareness raising tools.</p> <p>5. Action Programmes. “Child Labour Monitoring System in Albania”.</p>	<p>1. IPEC contributed to the mainstreaming of the issue of child labour, including trafficking in children, in the following national policy documents, by being member of their working groups: a) National Strategy for Social Services, b) National Strategy for Children, c) Action Plan of the National Strategy against Human trafficking, d) the National Strategy against child trafficking and the protection of children victims of trafficking, e) the National Strategy on), f) UN Common Country Assessment (CCA) and MDG’.</p> <p>2.1 Introduction of the SCREAM 2.2 The training of 22 teachers’ trade unions ; 2.3 The introduction of SCREAM for 22 youth representatives. 2.4 The Manual “Teachers and Child Labour” prepared and published. . 2.5 20 teachers and policy makers trained as resource persons. 2.6 The Extra-Curriculum Manual published.</p> <p>3.1 A regional conference on “The role of trade unions to combat child labour” was organized. 3.2 National Conference on “Trade Unions against Child Labour in Albania” was organized. 3.3 A photo exhibition on “Child Labour in Albania” was organized.</p> <p>4.1 A handbook for Labour Inspectors. 4.2 Teachers’ Manual on Child Labour. 4.3 Good Practices: Mainstreaming in Actions Against Child Labour. 4.4 Manual on Trade Unions and Child Labour. 4.5 SCREAM package. 4.6 Manual for Monitors on Child Labour Monitoring System.</p> <p>5.1 Child Labour Unit at the Ministry of Labour and Social Affairs. 5.2 Set-up of CLM Local Action Committees in Tirana, Berati and Korca</p>

Specific Objectives	Project Activities & Actions	Results Obtained
<p>practice interventions identified and shared through synergy effects at sub-regional level"</p>	<p>6. Integrated programme for the elimination of child trafficking in three selected areas in Albania.</p> <p>7. "Comprehensive rehabilitation of working street children in Tirana" "Integrated programme for the elimination of the worst forms of child labour in four selected areas in Albania.</p>	<p>5.3 Set up of four MTD (two in Tirana and two in Berati and Korca) 300 children were identified, out of which 70 withdrawn and 230 prevented.</p> <p>6.1 Three youth centres in Korca, Elbasan and Berati; 38 children were withdrawn through non-formal education; 127 children were prevented through non-formal education; 11 children were withdrawn through vocational trainings; 53 children were prevented through the provision of vocational trainings; 16 marginalized adults are employed; 414 children were prevented by receiving other services through counselling, awareness raising activities, recreational activities and group discussions conducted by peer educators; Non-formal education classes were organized on a daily basis for 165 beneficiaries and family visits to vulnerable families were taking place at least twice a month; 165 beneficiaries received a monthly food basket; 24 representatives of 15 youth organization were trained on existing good practices of youth centres in Albania; 25 peer educators were trained on life skills; 36 NGO staff, teachers, social workers, trade unions and employers' representatives were trained.</p> <p>7.1 provision of educational tools (books, paper, pens and pencils) for 200 working street children and non-formal educational activities such as literacy courses in order to enable their reintegration in the primary education system, e/ provision of individual and group counselling in order to enhance children's self-esteem, interpersonal communication skills and provision of health and nutrition services, f/ provision of family psychological counselling and family support to obtain accurate information on how to find jobs, benefit from available social protection services and other local resources.</p>

A1.2 BULGARIA

Specific Objectives	Project Activities & Actions	Results Obtained
<p>SO1: By the end of the programme, governments, workers' and employers' organisations, NGOs and other partners will have the technical skills and organizational capacity to formulate and implement policies, programmes and other initiatives to facilitate prevention, protection, withdrawal, rehabilitation and reintegration of children engaged in the WFCL.</p>	<p>1. <i>Enhancing the Capacity of the Ministry of Labour and Social Policy in combating the WFCL, including trafficking, in Bulgaria – MP/MLSP</i></p> <p>2. <i>Enhancing the Capacity of the Confederation of Independent Trade Unions (CITUB) in Bulgaria in Combating the WFCL – MP/CITUB</i></p> <p>3. <i>Occupational Safety and Health Study of Hazardous Works of Children in the Informal Economy – MP/“Institute for Labour and Industrial Relations, Employment and Social Activities”</i></p> <p>4. <i>Media campaign against the WFCL - AP/ Broadcast Training Centre ProMedia Foundation</i></p> <p>5. <i>Awareness raising and Prevention of WFCL Child Labour through Peer-to-Peer Education – AP/ UNA of BG</i></p>	<p>1. Child Labour Unit appointed in the MLSP and has the capacity and the material resources to function as a focal point and a documentation centre on child labour issues in Bulgaria as well as to provide a secretarial support to the NSC.</p> <p>2. The following ILO tools translated into Bulgarian:</p> <ul style="list-style-type: none"> ▪ Martin Woodhead – “Psychosocial impacts of child work: a framework for research, monitoring and intervention”. ▪ ILO – “Improving Prospects for Young Women and Men in the World of Work”. ▪ ILO – “Combating Child Labour: A Handbook for Labour Inspectors” – published in 500 copies and distributed to Labour Inspectorates. ▪ ILO - Practical Guide to CL Reporting <p>1. ILO ‘Trade Unions and Child labour - Trade Union briefing on Convention 182’ – translated and published in Bulgarian in 1,500 copies.</p> <p>2. CITUB has the needed skills and tools to integrate the elimination of WFCL in their activities - 20 leaders and 40 members from the central, regional and branch structures of CITUB and Podkrepa have been trained to design, implement and monitor a trade union Action Plan against WFCL.</p> <p>3. CITUB adopted an AP against WFCL and provoked a parliamentary inquiry on state policy against WFCL.</p> <p>Research based recommendations have been formulated for the upgrading of the List of harmful and hazardous work for children and integrated into the Ordinance № 6/24 July 2006 on the terms and conditions for granting permission for work of persons under 18 years of age and the two annexed non exhaustive list of hazardous jobs forbidden for children – issued by the ministers of health and labour and social policy.</p> <p>1. 36 journalists working in urban and rural areas for the TV and for newspapers have the capacity to present regular investigative sector based reports on the Worst Forms of Child Labour.</p> <p>2. A Handbook for reporters against WFCL printed out in Bulgarian in 500 copies.</p> <p>3. The issues of WFCL – integrated into the Journalism Code of Ethics.</p> <p>3.5 Good Practices against the WFCL identified and disseminated.</p> <p>1. 105 youth leaders from 8 UN School clubs trained to provide peer training on WFCL.</p> <p>2. The Training Kit for youth leaders on WFCL was published in 500 copies and distributed to partners.</p> <p>3. Peer education sessions were conducted for 1,257 children (602 girls and 655 boys) in all of the 8 AP locations, out of which the mentoring programme successfully involved 199 vulnerable children.</p> <p>4. Five GPs were identified, documented and disseminated.</p>

Specific Objectives	Project Activities & Actions	Results Obtained
<p>SO2: At the end of the programme, knowledge and experience on child labour will have been used to replicate good practice interventions identified and shared through synergy effects at sub-regional level.</p>	<p>6. <i>Mainstreaming the Combat against WFCL into the Agenda of Youth Clubs and Service Providers in six Regions of Bulgaria – AP/ Bulgarian Red Cross</i></p> <p>7. <i>Piloting a CLMS in Bulgaria – AP/ Care BG</i></p> <p>8. <i>Prevention of Children at Risk to Enter Trafficking and Psychosocial Rehabilitation of Children Victims of Trafficking – AP/ Animus AAF</i></p> <p>9. <i>Printing and capacity building on the Manual for Psychosocial Rehabilitation of</i></p>	<p>202 youth BRC volunteers and NGO activists trained as trainers for the prevention of WFCL in 6 project locations. The trained volunteers conducted awareness raising peer based training sessions in 29 schools and 9 social institutions for 3,569 children at risk of WFCL (1,927 girls and 1,592 boys) 1,000 posters and 6,000 leaflets printed out and disseminated among partner schools under this AP, the AP of UN Association in the AP of Care Bulgaria. 250 children from all 28 administrative regions in the country, incl. former child labourers, took part in the National Competition for art works of young people to mark the World day against CL – 12 June 2006. 264 works were sent to the IA – essays, poems and drawings. 11 children received awards for their works during the National award ceremony organized on 12 June 2006 by three implementing partners of IPEC. A booklet of art works (essays, poems and drawings) of the children who had participated in the National Art Competition has been published in 300 copies and disseminated among partners, children themselves and schools. 1,705 children (763 boys and 896 girls) from 20 schools and 2 social institutions were involved in 72 hours awareness-raising training sessions. 66 children withdrawn from WFCL and living in the Day care centres and BRC Shelters received weekly peer education sessions and mentoring support, outdoor recreational activities and were referred to health services and provided with health education training. Five good practices were identified and documented.</p> <p>Capacity built for the members of Local actions Committees and Multi Disciplinary teams of monitors at 4 project locations. The Bulgarian Manual on CLM Kit and the Bulgarian Manual for Outreach Social Work drafted, approved by the CTA and printed out respectively in 1,000 and 500 copies. 29 children (11 boys and 18 girls) identified as involved in WFCL received services for their withdrawal (cash benefits from the CPD, material assistance to support the family for the new school year, enrolment at school/kindergarten/ recreational and awareness raising activities). 26 parents of the working children and 99 parents of children at risk received consultations on the risks and hazards of WFCL and the value of education. 262 children (101 girls and 161 boys) identified as at risk of WFCL received peer training, material assistance to support the family for the new school year, recreational and awareness raising activities for their prevention. 10 GPs documented.</p> <p>The IPEC Regional Manual Psychosocial Rehabilitation of Children Withdrawn from Trafficking and other WFCL was translated and edited in Bulgarian and printed out in 600 copies/ incl. 500 copies in CDs; Capacity built on the Manual and to provide Life Skills education for: 31 psychologists from three crisis centres and local NGOs in Dragoman (Sofia), Balvan (Veliko Turnovo) and Pazardzik, 67 specialists from 3 residential institutions, governmental structures in 3 locations.</p>

	<p><i>Children Withdrawn from Trafficking and other WFCL based on the experience of organizations in CEE - AP/ Animus AAF</i></p> <p>10. <i>Enhancing the capacity of the teachers in Bulgaria in Combating WFCL through SCREAM – MP/“Step by Step Programme” Foundation and</i></p> <p>11. <i>MP/ Trade Union of Bulgarian Teachers</i></p> <p>12. <i>Enhancing the Capacity of Ten Centres for Social Services in ten pilot municipalities in combating WFCL, under the Child Welfare Reform Project Bulgaria- MP/MLSP.</i></p>	<p>Direct services were provided to 91 children (20 boys and 71 girls) - 80 initially planned - and 20 parents as follows:</p> <ul style="list-style-type: none"> • 60 children (12 boys and 48 girls) from three residential institutions in Sofia, Brazigovo and Podem were provided with Life Skills education and counselling in order to prevent them from entering trafficking. • 25 children (19 girls and 6 boys) out of the 60 children from the residential institutions received individual psychological counselling as per their request and 3 girls at legal age were referred to the local Labour offices for additional job counselling and registration. • 31 children (8 boys and 23 girls) victims of trafficking were referred to the IA, registered and provided with safe accommodation, material assistance, medical and dental checks, issuing of ID cards (for those above 14) and psychosocial counselling was provided to 3 boys and 17 girls (6 sessions/50 min. each) according to their Individual Plans for Rehabilitation. • Three girls at legal age were referred to the Labour Office in Sofia and enrolled in VT courses. • 11 parents and 3 siblings of the referred children victims of trafficking received 27 counselling sessions. <p>4 GPs documented.</p> <p>SCREAM – translated and printed in Bulgarian in 1,000 copies, and in 500 CDs, uploaded in the Internet. 12 teachers trained to use the SCREAM at schools.</p> <p>26 teachers trained to become trainers on SCREAM.</p> <p>The combat against WFCL integrated into the services provided by Centres for social services for children and families in 10 pilot municipalities in Bulgaria – MDTs in 10 municipalities received introductory training on CLM (50 experts).</p>
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A1.3 KOSOVO

Specific Objectives	Project Activities & Actions	Results Obtained
<p>1. Main-streaming child labour at policy, legal and institutional level</p>	<ul style="list-style-type: none"> o Establishing CLU w/in the Ministry of Labour and Social Welfare. o Establishing a representative body to coordinate institutional activities to prevent and eliminate child labour in Kosovo. o Establishment of Pilot CLMS in Kosovo. o Facilitating the process for determining the list of hazardous child labour in Kosovo. 	<ul style="list-style-type: none"> • Child Labour Unit at the Ministry of Labour and Social Welfare-Institute of Social Policy is in place and functional since February 2005. Duties and responsibilities of the Child Labour Officer include planning, coordination and monitoring of child labour related policies and programs. • A Kosovo Committee on Prevention and Elimination of Child Labour is in place and functional since December 2005. • A Technical Working Group on CLM was set up by the Kosovo Committee on Prevention and Elimination of CL (KCPECL) (June 2006). • The Kosovo CLM Profile was prepared by the TWG on CLM with IPEC support (March 06-March 07) and was endorsed by the KCPECL (March 2007). The CLM Profile describes the standard operating procedures at central and local level for protection and support of children involved in HCL. • Local Action Committees in three targeted areas are in place based on the agreement between the Minister of LSW and Mayors of the targeted municipalities. • A Technical Working Group on Hazardous Child Labour was set up by the Kosovo Committee on Prevention and Elimination of CL (December 2005). • List of HCL was drafted by the TWG on HCL with IPEC support (March 2006-June 2007) and endorsed by the KCPECL (June 2007). The List is pending with the Legal Office of the MLSW for clearance before being submitted by the Minister of LSW to the Government for approval. • Professional formats for case management of children withdrawn from WFCL were prepared with the Institute of Social Policy and were piloted in three targeted municipalities under the action programme on Supporting Long Term Reintegration of children withdrawn from WFCL(Sep 2006- June 2007).
<p>2. Capacity building of key stakeholders</p>	<p>Trainings and workshops for different target groups.</p>	<ul style="list-style-type: none"> • A Core Team of 20 trainers, representatives of key central level stakeholders with training capacity, including Ministry of Labour and Social Welfare, Ministry of Education, Science and Technology, Ministry of Culture, Youth and Sports, Department of Justice, Trade Unions and NGOs were trained on a) basic concepts and activities under the Child Labour Monitoring b) how to design the Child Labour Monitoring and c) how to actually implement Child Labour Monitoring Structures in the field. • 233 representatives of local authorities, members of Local Action Committees and CLM implementing partners benefited from training and systematic support on identification, withdrawal, referral and tracking of children involved in WFCL, including trafficking. • A core group of 47 trainers was trained to provide guidance and support to teacher counsellors on Supporting Children's Rights through Education Arts and Media (ILO-IPEC SCREAM package) and on teachers' role in addressing CL as part of LACs. • 1,200 teacher counsellors on Child Rights of primary and lower secondary schools were trained under the same Project to prevent and combat WFCL by a/ encouraging children to actively participate in addressing the issue of child labour in terms of peer to peer support and child rights promotion, b/ participating in the identification of children at risk / victims of WFCL in the LACs of Prishtina, Mitrovica and Prizren, c/participating in the school reintegration of children victims. • 20 labour inspectors were trained on CL related issues, including the role of Labour Inspectors as part of CLM and practical steps that can be undertaken by Labour Inspectors against WFCL under an ILO IPEC-ILO SKILLS and UNICEF activity. • 13 community police officers were trained on practical steps that can be undertaken by community police against the WFCL in

Specific Objectives	Project Activities & Actions	Results Obtained
		<p>terms of identification, withdrawal, referral and tracking, under the IPEC AP on Awareness Raising, Public Sensitisation and Advocacy on WFCL.</p> <ul style="list-style-type: none"> • 29 Social Work Officers from Prishtina, Mitrovica and Prizren Centres for Social Work and 10 social workers from active NGO-s in these municipalities were trained on case management of children withdrawn from WFCL and technically supported on addressing CL under the IPEC action programme on Support to Long-Term Reintegration of children withdrawn from WFCL, including trafficking. • 250 representatives of youth/children's groups from Prishtina, Mitrovica and Prizren were introduced to basic concepts related to child labour and were trained on youth/children's groups role in addressing the WFCL.
3. Withdrawal of children from WFCL	<ul style="list-style-type: none"> • Direct services* provided to children (see box to the right). 	<ul style="list-style-type: none"> • 140 children were prevented / withdrawn from WFCL through provision of services. <p>[*These direct services included a) mainstreaming into the education system, b) catch-up classes, c) extra-curricular activities, non-formal education, d) mentoring/tutoring, e) vocat'l educ'l training, f) in-company training, g) job placement for children of working age</p>
4. Awareness raising among different target groups about WFCL	<ul style="list-style-type: none"> o Media campaigns o Public debates o Workshops and trainings 	<ul style="list-style-type: none"> • An Analytical Documentary Film on Worst Forms of Child Labour in Kosovo was produced under the IPEC Action Programme on Awareness Raising on WFCL (Implementing Agency Management and Development Associates). A press conference and a debate for the official launch of the documentary were organized with 50 relevant stakeholders and media. 50 VHF video copies of the film and 100 CDs were distributed to the Government institutions (Prime Minister's Office on Good Governance, Human rights, equal opportunity and gender; Ministry of Labour and Social Welfare-including all departments; Ministry of Education; Ministry of Culture, Youth and Sports; Community Police; Department of Justice); Kosovo Chamber of Commerce; Kosovo Confederation of Trade Unions; American Chamber of Commerce in Kosovo; OSCE; UNICEF; UNDP; SIDA; Finnish Support for Human Rights; Save the children; Kosovo Council for Protecting Human Rights; KEC; PVPT; Kosovo Youth Network. • Youth debates were conducted around the documentary and the role of youth in addressing WFCL in Kosovo with 236 representatives of youth/children groups in the three municipalities (Prishtina, Prizren and Mitrovica) • Trade Unions and Employers' Organisations were trained on CL related matters and participated in an awareness-raising and advocacy campaign against WFCL in the framework on the above mentioned Action Programme. As part of this collaboration: <ul style="list-style-type: none"> o 119 teachers were trained by Teacher's Trade Unions on the impact of WFCL and possible solutions in combating WFCL under the above mentioned campaign with TU's. o 45 employers were trained by Employers Organisations on the impact of WFCL and the role of employers on addressing CL under the above-mentioned campaign with employers' organisations. • A televised debate on Child Labour was produced under an IPEC MP for marking the WDaCL 2007. The show was aired prime time on June 15th, in RTK public TV station and again the next day. The debate featured a studio debate on child labour issues in Kosovo with a diverse panel of Kosovar experts, stakeholders and children. A 5-minute investigative field report covered actual stories and examples of hazardous child labour practices in Kosovo. Discussions focused on a) the hazards of CL in agriculture and b) the necessity for Government and non Government interventions at legal, policy and law enforcement level to eliminate CL. • A Public Service Announcement (45 seconds) was produced with IPEC support under above MP. The PSA was aired several times per day starting from 6th of June on the public TV (RTK). The PSA includes several images of children working in hazardous activities in agriculture and the message transmitted is "Lets put an end to hazardous CL in agriculture...together we can make it".

A1.4 MOLDOVA

Specific Objectives	Project Activities & Actions	Results Obtained
<p>1. By the end of the programme 15 education and job counsellors will have increased skills for providing education and job counselling.</p>	<p>1.1 Conducting 5 Local Labour Market Studies (LLMS) in 5 areas.</p> <p>1.2 Training 20 education & job counsellors from the 5 target areas to provide education & job counselling to children at risk of trafficking and their adult family members from marginalised communities.</p> <p>1.3 Developing and dissemination for testing of the draft Education and Job Counselling Guidebook.</p>	<p>1.1 Five LLMS were successfully carried out in 5 areas. The data obtained from studies was used to ensure that vocational training does lead to employment and to improve the local capacity to collect and analyze data about the labour market. Some recommendations that emerged from the LLMS in IPEC areas were mainstreamed into the National Employment Strategy (2007-2015).</p> <p>1.2 20 education and job counsellors have adequate skills to provide education and job counselling. As a result, the counsellors organized sessions for 802 children (compared to 600 planned); 196 adult beneficiaries (compared to 160 planned) and 71 VoT (compared to 50 planned).</p> <p>1.3. The Guidebook⁴⁰ was developed and tested during 4 months in 5 areas. The Ministry of Education and Youth and the National Employment Agency have highly appreciated the quality of the Guidebook. The final draft was submitted for further compilation of a sub-regional Guide on Job and Education Counselling.</p>
<p>2. By the end of the programme 36 PEs⁴¹, 25 members of the MDCs⁴² and 35 members of the multi-disciplinary teams in five targeted areas formed under the CLMS have an increased capacity to:</p> <p>a) prevent trafficking; b) to identify and refer children at risk or children VoT; c) provide non-formal education to children at</p>	<p>2.1 Setting up the institutional framework for CLMS.</p> <p>2.2 Development and testing of Action Programme training and information tools.</p> <p>2.3 Training on CLMS organized for 35 members of the MDTs⁴³, 25 members of the MDCs and 36 PEs.</p> <p>2.4 Training of 36 PEs on prevention and social integration of children and youth at risk /victims of trafficking and other WFCL.</p>	<p>2.1 As a result of consultations conducted at national and local level, a cooperation agreement was signed between the IAs and 7 key governmental institutions⁴⁴ concerning the piloting of CLMS. Local agreements were signed in 5 target areas. A paper-based database for CLMS was established in the 5 areas.</p> <p>2.2 Although with some delays (1-3 months from the initially planned dates) the following tools were drafted, tested and translated into English: 6500 Brochures for children on trafficking and other WFCL; 6500 Brochures for youth and another 7000 Brochures for parents on trafficking and other WFCL; 500 Guidelines for CLM in English and 4300 Guidelines for CLM in Romanian; 2000 Posters on Child Labour Monitoring model; 7/ 500 Posters for YCs against Trafficking and other WFCL in English and 5,500 Posters for Youth Centres against Trafficking and other WFCL in Romanian; 6770 Pocket calendars (based on the design of the Poster for YCs); 100 Posters "Your Future is in Your Hands" in English and 6,000 Posters in Romanian.</p>

⁴⁰The Implementing Agency is planning to print the above Guidebook in 2008 as part of a sub-regional EU funded project on youth employment.

⁴¹ Peer Educators⁴¹ (PEs) from Youth Centres (4 persons/area), responsible for various awareness and support actions for children to counter trafficking threat.

⁴² Municipal and District Commissions against trafficking/MDCs (5 persons/area).

⁴³ Multi-disciplinary teams of professionals/MDTs (7 persons/area), representing Directions of Education, Youth and Sports, Social Assistance and Family Protection, the Health care Direction, the Local Employment Agency, the Police Inspectorate, the Labour Inspection and NGOs.

⁴⁴ Ministry of Economy and Trade, Labour Inspection, National Employment Agency, Ministry of Internal Affairs, Ministry of Education, Youth and Sports, General Prosecutor's Office, Ministry of Health and Social Protection

Specific Objectives	Project Activities & Actions	Results Obtained
risk/VoT.	2.5 Finalization of the manual for PEs "Prevention of Trafficking and other WFCL" and the training curriculum for PEs "Social Integration of Victims of Trafficking and other WFCL" on the experience acquired by the trained PEs during the programme implementation.	2.3 As a result, those trained (45 members of MDTs, 26 representatives of MDCs and 6 PEs from 5 target areas) acquired knowledge and skills on how to identify working children, observe the working environment, interview child workers and assess risk and hazards, take action for the rehabilitation and referral of children withdrawn from trafficking and other WFCL. Local memoranda of cooperation were signed between MDTs, MDCs and PEs and after the training at least 10 local organizations in each target area joined the CLMS network. 2.4 40 PEs acquired knowledge and skills on the prevention and social integration of children and youth at risk /victims of trafficking and other WFCL. 2.5 From the training of PEs and AP implementation, the draft manual for PEs "Prevention of Trafficking and other WFCL" and the draft training curriculum for PEs "Social Integration of Victims of Trafficking and other WFCL" were finalised. These drafts were submitted for further compilation of a sub-regional tool for PEs.
3. By programme end, the local networks of CLMS have identified, referred and rehabilitated a/ 153 children withdrawn and prevented from trafficking by means of non formal education, b/ 40 children at risk of entering trafficking through the mainstreaming into the education system; c/ 457 children at risk prevented to enter trafficking through extracurricular activities, and d/ 330 children withdrawn and 260 prevented from entering WFCL by means of group counselling sessions.	3.1 In 5 target areas, 5,000 family members and 500 teaching staff have the capacity to pre-identify children at risk/victims of trafficking and signal their cases to MDTs. 3.2 In 5 target areas, 980 children and youth at risk, victims of trafficking and other WFCL identified through info. sessions organised by the PEs and other activities carried out by the members of local CLMS. 3.3 In 5 target areas 650 children/youth already identified will benefit from following services: 1) tuition (153 children withdrawn & prevented); 2) extra-curricular activities at YCs (457 children at risk; 3/mainstreaming in the educ. system (40 children w'drawn from work, at risk of trafficking).	3.1 In total, 5,630 (5,130 parents and 500 school staff) benefited from information sessions. As a result of the information sessions 30% of the total number of cases (1,028) identified and assisted during AP implementation were referred to the MDTs by parents and school staff. 3.2 As a result of the information sessions organized by PEs and 70 monitoring visits conducted by members of MDTs ⁴⁵ , MDCs and PEs a number of 1,028 children at risk and VoT were identified (by 96 cases more than initially planned). From these 96 children were victims of WFCL, including 20 VoT and 932 children at risk of trafficking. The database for documenting the cases has proved to be highly efficient. 3.3 174 children (of which 20 withdrawn from trafficking and 154 prevented) benefited from 1,062 tuition classes. 40 children at risk of trafficking identified during monitoring visits referred to the education system through provision of school supplies, uniforms, footwear, books, etc. As a result, children with low school performance or at risk of school drop-out have been identified and in the majority of cases there has been a considerable improvement in the school performance by children. Various extracurricular activities (World Day for the Rights of the Child, World Day against Child Labour, etc.) have been organized by the MDTs at Youth Centres to sensitize 2,440 family members and 1,028 children, of which 484 children at risk on the issue of WFCL, including child trafficking.
4. By the end of the program the knowledge generated will be shared with relevant partners.	4.1 Good Practices addressing WFCL and on education and job counselling, vocational training for youth and adults' employment against child labour generated, validated	4.1 Twenty four emerging GPs addressing WFCL were documented, validated and disseminated among Project partners from 5 target areas, of which nine GPs were included in the Sub-regional publication "Emerging GPs for the Elimination of Child Labour in CEE".

Specific Objectives	Project Activities & Actions	Results Obtained
	<p>and disseminated.</p> <p>4.2 Information on combating trafficking in children and other WFCL generated in the five areas used for policy changes</p>	<p>4.2 A report on lessons learned from piloting IPEC models of intervention on youth employment and CLMS was shared with representatives of the local administrations in the 5 target areas. Some key conclusions from this report reflected on: 1) the need for more awareness-raising and advocacy for the local communities; 2) continuous training of professionals to improve direct services for children; 3) institutionalization of CLMS, job and education counselling services and funds mobilisation for their scaling up in the whole country.</p>

A1.5 ROMANIA

Specific Objectives	(MAIN) Project Activities & Actions	(MAIN) Results Obtained
AP Employment promotion for children/youth vulnerable to trafficking and their adult family members from Bucharest – IA CSDR		
<ul style="list-style-type: none"> • Key staff of the relevant institutions from Bucharest will have an increased capacity to provide youth and adults at risk to trafficking with support and guidance • 100 children/youth from TS&VE and 30 adult family members from Bucharest will benefit from VET and life skills training, out of which at least 30 children and 15 adults will be recruited for a decent job 	<ul style="list-style-type: none"> • Partnership agreements concluded, consultative meetings • work plan, schools selected, periodical reports on the implementation • A three day training session for the 20 specialists, a training course on career guidance for 30 participants, 25 meetings to provide technical support with the specialists trained <ul style="list-style-type: none"> • A handbook • A press conference • 111 youth direct beneficiaries • Initial evaluation of the children, life skills sessions, core labour standards sessions, career guidance sessions, individual counselling services • round Tables, one day workshop, Two half day round-table with Employers' Organizations, Trade Unions and Local Employment Agencies • meetings with employers • exposure visits • Incentives consisting of small equipment for VET, nutrition and clothes, products for personal care and hygiene, stationary for all 9 schools 	<ul style="list-style-type: none"> • Life skills training and information on core labour standards mainstreamed in the daily activities of 20 specialists from Bucharest (teachers/educators, social workers, psychologist, job counsellors). • 30 teachers and school counsellors from selected schools from Bucharest have an increased capacity to provide career guidance. • A number of 1,000 copies of the handbook on career guidance "First Self Guide for Youth Entering the World of Work" were printed in the framework of this AP. It was distributed to the 9 schools targeted • 111 children and youth from TS&VE (boys and girls at risk to trafficking) benefited from life skills, core labour standards, vocational education training, vocational and job counselling • meetings and group counselling sessions were organized with 31 adults • no vocational and individual job counselling for adults was provided • a number of 23 youth (11 girls and 12 boys) direct beneficiaries found jobs • 2 GPs were selected in an one-day workshop with 30 participants on emerging GPs organized
AP Employment Promotion for Youth and Adults from Marginalized Communities in Iasi and Botosani Counties – IA Pro-women foundation		
Development objective: To contribute to reducing the vulnerability of children to trafficking by promoting employment for youth and adults from marginalized communities, especially Roma, in Iasi and Botosani counties		
<ul style="list-style-type: none"> • By the end of the project, key staff of the relevant institutions from Iasi and Botosani counties will have an increased capacity to provide youth and adults at risk • 120 children and 30 adults from marginalized communities in Iasi and Botosani counties will benefit from VET and skills training, out of which at least 30 children and 15 	<ul style="list-style-type: none"> • Partnership agreements concluded, two consultative meetings with School Inspectorates, school principals and teachers, workplans for each county, three monitoring visits organized in each county • A 3 day training session for the 22 professionals, five two-day training sessions on career guidance, <ul style="list-style-type: none"> • two half day consultative sessions, a national workshop • identification of youth, psychological evaluation, information being recorded in the individual folders • Training materials for life skills adapted, Training materials for core labour standards 	<ul style="list-style-type: none"> • 22 professionals trained based on the manual produced by Centre Partnership for Equality (CPE) in another IPEC AP • 95 professionals trained based on the manual "A small guide for a big career" by Alternative Sociale Association • 1 GP was selected for a regional conference and integrated in the manual produced at sub-regional level "Steps to the Elimination of Child Labour in Central and Eastern Europe - Emerging Good Practices and Lessons Learned" • 124 children (52 boys and 72 girls) direct beneficiaries of VET and life skills

Specific Objectives	(MAIN) Project Activities & Actions	(MAIN) Results Obtained
<p>adults will be recruited for a decent job.</p>	<ul style="list-style-type: none"> • life skills training, core labour standards training, career counselling, career guidance, two camps , two group sessions on job counselling, several sessions of individual counselling 	<ul style="list-style-type: none"> • 100 children (42 boys and 58 girls), direct beneficiaries, have a reduce vulnerability to WFCL • 11 youth got a full time job • 29 adults benefited from the services of this AP • 16 young people aged over 18 years old benefited of services delivered within the programme to the youth direct beneficiaries • 12 adults were employed as a result of the project intervention
<p>AP Enhancing the capacity of the Child Labour Unit within the National Authority for Protection of Children’s Rights, under the Ministry of Labour, Social Solidarity and Family, to address the worst forms of child labour in Romania – IA CRIPS Development objective: To contribute to the prevention and progressive elimination of child labour in Romania, including trafficking in children, by increasing the capacity of the National Steering Committee on Child Labour and The National Authority for Child Protection and Adoption (NACRP) through the establishment and development of the Child Labour Unit.</p>		
<ul style="list-style-type: none"> • NAPCR will have an increased capacity to plan, coordinate and implement child labour related programmes addressing the WFCL, including trafficking in children. • NSC will have an increased capacity to implement the NPA and to formulate policies and programmes to combat the WFCL in Romania, including trafficking in children. 	<ul style="list-style-type: none"> • consultative meetings and two national workshops • the CLU participated actively both in the tripartite consultative process on the HCL List based on the ILO Conventions • CLU mobilized a large number of professionals /practitioners from all over the country, including tripartite consultation with social partners, in order to ensure that their perspective is included in both drafting the Hazardous Child Labour (HCL) List and the Child Labour Monitoring System (CLMS) in Romania. • Inputs on child labour were mainstreamed in the National Strategy in the field of Protection and Promotion of Child Rights • The training curriculum based on ILO-IPEC resources was drafted in consultation with the NAGCL and ILO-IPEC • Three training sessions were organized by the IA for the CLU, the secretariat of Sub-Group on trafficking in children and the Secretariat of the NSC (from the Labour Inspection), with ILO IPEC resource persons. • Proposals for revision/improvement of the two of the NAPCR orders formulated by the CLU were approved • First Annual Report on CL drafted by the NSC Secretariat, including inputs from the CLU 	<ul style="list-style-type: none"> • Official recognition of the CLU by the NAPCR State Secretary. • Active involvement of the CLU members within all the activities undertaken (training sessions and consultative meetings) and in almost all IPEDC APs • Complementary resources identified • Improvement of legislation, drafting national strategies and drafting NIP with CLU support • Dissemination of awareness raising and information materials on the WFCL • Roles and responsibilities of the CLU versus the NSC Secretariat and the Inter-ministerial Sub Group on combating trafficking in children clarified • Five emerging good practices identified in consultation with the key stakeholders • Draft of the Government Decision for the HCL List was submitted • A draft Annual Report with a focus on the progresses made by the NSC
<p>AP Building the capacity of professionals providing career education and job counselling to reduce vulnerability of children and youth from marginalized communities to trafficking – IA CPE</p>		
<ul style="list-style-type: none"> • A training kit for key stakeholders to identify youth at risk of trafficking, provide life skills, train youth on core labour standards, provide vocational and 	<ul style="list-style-type: none"> • Draft modules elaborated • Draft modules tested with beneficiaries • The curriculum was restructured and three booklets were created and translated in English • Several trainings session 	<ul style="list-style-type: none"> • The training kit for professionals • The final training materials serves for producing a consolidate training kit at sub-regional level • 75 key stakeholders - social workers, psychologists, school counsellors, career counsellors, teachers, youth centres

Specific Objectives	(MAIN) Project Activities & Actions	(MAIN) Results Obtained
<p>job counselling, will have been drafted tested and used.</p> <ul style="list-style-type: none"> • 38 key stakeholders will have an increased capacity to identify youth at risk of trafficking, provide life skills training, train youth on core labour standards, provide vocational and job counselling, and collect and share emerging good practices. 	<ul style="list-style-type: none"> • an electronic discussion group • an international conference 	<p>coordinators, peer educators and NGO-s staff- benefited from the training sessions</p> <ul style="list-style-type: none"> • two training sessions not planned under this AP • 1 GP collected
AP Strengthening the Child Labour Monitoring System in Romania – IA FICF		
<ul style="list-style-type: none"> • A municipal and community Child Labour Monitoring System model will be tested and consolidated. • Lessons learned and good practices collected during the programme implementation will be validated and submitted to the NSC for replication and for dissemination to interested parties. 	<ul style="list-style-type: none"> • partnership agreements • Five periodical narrative and financial reports • A three day workshop on CLMS in Romania • Submission of the CLMS model to the Government • One day CLMS workshops for 41 members of ICTs • The training curriculum on CLMS for ICTs and CCCs • Local Plans of Action for 2006 and 2007 • A School Monitoring Form drafted • Four consultative meetings with 44 key local partners • CLMS tested in the selected counties and Bucharest and 204 children identified • Non/formal education, legal assistance and counselling services for children • awareness raising campaigns organized by ICTs • A Child Labour Database for assessing the information collected through CLMS established for the AP • Three instruments that will be integrated in CMTIS were drafted: reporting, monitoring and centralizing forms • A Report for the period of December 2005 - November 2006 drafted by each ICT 	<ul style="list-style-type: none"> • CLMS system tested • A database of the IA • the CLMS Pocket Guideline (English version) approved • 203 children identified through CLMS • 74 children (31 girls and 43 boys) withdrawn from the WFCL • 129 children (43 girls and 86 boys) out of which 3 (2 girls and 1 boy) withdrawn from trafficking and 126 children (42 girls and 84 boys) prevented to enter trafficking and other WFCL • 287 professionals (members of the ICTs and CCCs) trained on CLMS • ICTs and CCCs have an increased capacity to share knowledge and lesson learned • 2 GPs selected
AP Youth Centres for Reducing Vulnerability to Trafficking and Reintegrating Child Victims of Trafficking in Bucharest and three selected counties IA “Alternative sociale” foundation		
Development objective: To contribute to a/ the reduction of children/youth vulnerability to trafficking, b/ the identification of potential victims, and c/ the facilitation of the social inclusion of children former victims of trafficking, by developing community-based youth centres in Botosani, Giurgiu and Iasi counties and Bucharest		
<ul style="list-style-type: none"> • Child participation will have been mainstreamed into the Referral System at local level in Iasi, Botosani and Giurgiu counties and 	<ul style="list-style-type: none"> • Identification of beneficiaries • Drafting intervention plans • Services for children and youth, 4908 tutoring sessions • Services for the beneficiaries’ families: information and raising awareness 	<ul style="list-style-type: none"> • Procedures and tools for mainstreaming children’s participation in the referral system were approved by ICTs • 14 youth centres established and operational • 14 YC coordinators, 42 peer educators, and 193 members of

Specific Objectives	(MAIN) Project Activities & Actions	(MAIN) Results Obtained
<p>in Bucharest</p> <ul style="list-style-type: none"> • 65 children withdrawn from trafficking and 585 children at risk will have been provided with non-formal education courses and/or tutoring, basic Literacy courses and other services • By the end of the programme, the knowledge acquired during the programme implementation will have been documented and shared with relevant stakeholders 	<ul style="list-style-type: none"> • Services for the community, such as leisure time alternatives for children, youth, and adults volunteers • monitoring and reporting • monthly meetings with representatives of the local institutions to discuss the problems faced by the direct beneficiaries • awareness raising activities • volunteers mobilized • several activities at community level by involving all the members of the YC teams were organized • A workshop with the YC coordinators and a 7 days summer school • supplementary funds were identified • a discussion group on yahoo 	<p>the resource groups (235 children) trained</p> <ul style="list-style-type: none"> • 33 children / youth victims of trafficking or under suspicion of having been trafficked were withdrawn • At least 16,500 reached by the awareness raising campaigns • 630 children/youth at risk of being trafficked were referred by peer educators, teachers and ICTs members to the YC • 10 emerging good practices were selected and integrated in the IPEC sub-regional manual • At least 4,800 children received information on TiC • 14 GPs identified
AP Improvement in care of child/youth victims of trafficking and their long-term re-integration in Bucharest and three selected areas IA Save the children		
<p>Immediate Objective 1 The capacity of professionals (from the institutions/ members of Inter-sectoral County Teams) to provide rehabilitation and reintegration services to child victims of trafficking will be increased. Target recipients: 61 social workers, psychologists attached to the local authorities and NGOs</p> <p>Immediate Objective 2 200 children/youth withdrawn from trafficking will have received psychosocial counselling, job counselling and VT 50 of them will benefit from job placement.</p> <p>Immediate Objective 3 By the end of the project, the Sub-Group for Preventing and Combating Trafficking in Children will have an increased capacity to monitor the implementation of the NPA on Preventing and Combating Trafficking in Children.</p>	<ul style="list-style-type: none"> • Work-plan drafted, monitoring visits, periodical narrative and financial reports • TOT curriculum drafted, tested and submitted to central authorities • training workshops on psycho-social rehabilitation and job counselling of trafficked children for social workers and psychologists • support services based on the Individual Intervention Plans drafted together with the children for 237 children: psychosocial counselling and job counselling (including VET orientation), monitoring VET attendance and at work place in order to prevent drop outs, referral towards other services available in the community (formal and non formal education), incidental expenses, health care, nutrition, clothes/school uniforms, leisure time activities, etc. • Leaflets distributed among employers in Bucharest, and counties • Four round tables with Employers' organizations and Local Employment Agencies • Review of the national strategies and legislation and linkages between the NPA on TiC and the NPA on combating CL • The CLU within the NAPCR undertook the responsibilities to present the GPs to the National Steering Committee on the Elimination of Child Labour and to the Sub-Group on Prevention and Combating Trafficking in Children • Four preparatory meetings for identifying and discussing emerging good practices 	<ul style="list-style-type: none"> • 119 social workers and psychologists trained • 237 children benefited from the support services of the PA, 118 children were prevented to enter trafficking, 119 (88 girls and 31 boys) children were withdrawn from TiC • For project duration, a number of 16 were enrolled in VET, out of which 12 girls successfully graduated, 6 employed • Two legislative documents elaborated with input from the IP • 6 GPs identified

ANNEX A.2 – Overview National Evaluation Recommendations

ALBANIA	COUNTRY EVALUATION CONCLUSIONS & RECOMMENDATIONS
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Conclusions

The key conclusions from the evaluation work in Albania are:

- The project is consider comprehensive, appropriate, and allowed for responsiveness to national and local contexts. Its objectives are according the national policy papers. Its actions and activities went in accordance with priorities defined in national plans and their directions.
- The project concept was sufficient to allow the involvement of multiply stakeholders and a good example of interrelations at central and local levels between institutions, partners and projects, involving a good mix of upstream policy-related interventions focussed on creating a conducive environment and downstream service-oriented activities at community level.
- At the national level, the Ministry of Labour, Social Affairs and Equal Opportunities, as the lead actor against WFCL, is the main partner in this project. ILO-IPEC and donors, which have invested significant resources in the project, were collaborative and welcomed ILO-IPEC's input and participation.
- The WFCL issues are currently mainstreamed in the main National Policies and strategic documents in the framework of the SSA.
- At the local level, partnerships with the municipalities of Tirana, Berati, and Korca to establish CLMSs were crucial to promoting the sustainability of the initiatives, which eventually should be taken under the responsibility of the local authorities.
- NGOs HfC for the management of the project, which proved exemplary in carrying out project activities, in close collaboration with local authorities and other stakeholders.
- Resource materials on child labour, including CT: CLMS Manual, SCREAM, Teachers' Manuals, Trade Unions Manual; Life Skills Manual; Psychosocial Manual for victims of trafficking prepared in cooperation with Social Partners and state institutions in charge for school curricula, have been considered as being of high quality and filling the gaps in the package of instruments needed for the direct work with TU, teachers, parents and children involved in WFCL.
- The project has paid due regard to strong Public Awareness and Sensitization Campaign addressed to policy makers, technicians, legislative bodies, media and public
- Albania is a pilot country for "Delivering as One UN" and more than ever before, ILO-IPEC is regarded as the lead UN Agency on child labour issues.
- Projects are clustered in a specific geographical area in order to maximize the impact, the technical and financial resources provided also from other present donors

Recommendations

The key recommendations from the evaluation work in Albania are:

- Direct actions against WFCL should be one of the key priorities of the Albanian Government. There is increasing awareness about the issues and growing recognition among stakeholders of the importance of addressing WFCL systemically. This is evidenced by greater government commitment to develop relevant policy frameworks and support the creation of institutional mechanisms at national and local levels to implement policies and ensure that appropriate services and coordination mechanisms are in place.
- However, gaps remain in laws, policies and institutional framework. The challenge for the future will be to institutionalize the model created through this pilot project.
- The model, CLMS is relatively new in Albania and more time and investment is needed in orienting decision makers and other key stakeholders around conceptual notions of WFCL and CLMS, and what role each actor can play. Furthermore, technical capacity and knowledge on how to carry out responsibilities in this area is limited and much more investment needs to be given to capacity building initiatives, on the thematic area of protection, as well as on organizational development and project management.

BULGARIA COUNTRY EVALUATION CONCLUSIONS & RECOMMENDATIONS

Conclusions

The key conclusions from the evaluation work in Bulgaria are:

1: The overall performance of the ILO-IPEC programme in Bulgaria is very good. The ILO assistance has made a significant and positive contribution in placing the WFCL issues increasingly higher on the public and policy agenda and has enhanced institutional capacities at central and local levels to address and combat the WFCL. The WFCL are currently mainstreamed in the key strategic documents of Bulgaria as an EU member state, which secures the sustainability of the national efforts towards the elimination of the WFCL by the year 2016.

2: The process of change started by the ILO-IPEC programme has generated a more favourable operational environment to address and eliminate the WFCL, but more needs to be done to guarantee an eradication of this problem, especially on the institutional and financial arrangements for specific actions. A good practice is the formalisation of the institutional interaction in an agreement outlining the roles and functions of the key institutions of relevance to the WFCL. EU agenda – open method of coordination and EU strategy on the RC

3: A critical team of experts has been created at central and local levels within the state agencies, trade unions, media and NGOs equipped with the needed knowledge, skills on WFCL and the ways to eliminate them. Further minimum support is still needed to enhance this functional community into operating and mutually resourcing network. Comments of different stakeholders indicate that the individual who have been involved in the ToT aspects of the project and who had to take on moderation and training activities have underwent the more noticeable changes of values, attitudes and way of acting as a result to the exposure to the WFCL children involved in them. Still the high turnover of the staff in the key state institutions is a risk factor for the capacity created under the programme.

4: The ILO-IPEC tools, produced in Bulgarian have been particularly valued by the stakeholders interviewed as being of high quality and filling the gaps in the package of instruments needed for the direct work with children involved in WFCL as well as for policy making. Individual views were expressed that Bulgarian expertise was not sufficiently taken into consideration due to the time constraints of the Action Programmes.

5. The success of the direct work with children involved in WFCL (CLM, prevention and rehabilitation for children at risk and victims of trafficking) varied at local and at central levels. The CLM has been more successful at the local level in the smaller locations rather than in the capital city of Sofia. Thus focusing on local level for direct support measures may produce faster sufficient “critical mass” of good practices to impact at a greater extend the WFCL picture at the national level. The project resources allocated for direct work has been appreciated by IPEC partners for contributing to concrete children and their families within the limited budget allocations.

6. The involvement of civil society has been weak at local level, due to the limited number of the local NGOs, whereby at national level NGOs have not been particularly fascinated by the ILO-IPEC rigorous project management and reporting requirements. The capacity of NGOs has grown but it is not adequate to meet the responsibilities they can assume in the sector. Establishing productive relations with relevant segments of civil society at local and national level will be important to mobilise communities own resources to cope with WFCL.

7: Longer-term solutions of WFCL are seen as depending on the MES more flexible approaches in creating alternative, additional and catch-up forms for education and training for prevention and withdrawal from WFCL.

8: There are no quick and easy alternatives for children involved in WFCL. The Bulgarian programme suggest that the initial changes can be triggered with small resources (for out-door activities, summer camps, etc.). However, success in direct work with children can only result through a long-term, systemic and individual approach.

9. Working with families is pivotal for the success of WFCL prevention and withdrawal work. Without involvement and support of the families any success in prevention and withdrawal work is fragile and usually temporary and the child would be easy drawn back into WFCL. Working with community leaders has proven to be effective channel of communication particularly in compact communities.

Recommendations

The key recommendations from the evaluation work in Bulgaria are:

- To enhance direct support for prevention and withdrawal of children from WFCL in order to resolve specific cases and accumulate sufficient critical mass of good practices, which will secure broader positive impacts;
- To focus and carry out the public debate and support information and advocacy activities on the need to modernize the legislative treatment of the WFCL, e.g. the ambiguous status of children involved in illicit activities (treated as criminals rather than as victims) – the issue was highlighted by the stakeholders.
- Future project interventions and planning of WFCL should prioritize integrative approaches, which bring together networks, state institutions, NGOs, social services and enforcement bodies;
- To mainstream the WFCL in existing networks (dealing with violence, trafficking, drugs, etc.);
- It is necessary to concentrate on bringing on board the MES and broaden the possibilities for more flexible forms of obtaining an educational (VET) degree, continued or additional education to secure certification over briefer period of time and fairer entry into the labour market;
- To have ILO advocate more actively for the inclusion of the WFCL issue on the agenda of the national trade union organizations;
- To ease and reduce the administrative workload in managing the IPEC national programmes or ensure adequate administrative and secretarial support;
- To have lesser number of projects within the national programmes;

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- Reaching out to civil society structures and building genuine capacities at local levels to have communities involved in addressing the WFCL will be crucial for sustaining success in this area;

KOSOVO COUNTRY EVALUATION CONCLUSIONS & RECOMMENDATIONS

Conclusions

The key conclusions from the evaluation work in Kosovo are:

- The project was well accepted by stakeholders.
- Great cooperation achieved between civil society and government during the implementation.
- WFCL was brought at the heart of the policy debate in Kosovo
- Capacities of the local actors were strengthened which gives hope for the sustainability of the efforts to prevent and eliminate WFCL
- Success achieved so far requires continued efforts from donor community in order to bring these efforts in another level where national institutions will be able to carry out activities independently.

Recommendations

The key recommendations from the evaluation work in Kosovo are:

- Future designs of regional projects should include more impacts from local stakeholders.
- Regional projects should be more flexible and leave enough space for national implementers to adapt activities to local contexts.
- Despite achievements by the national government the presence of ILO/IPEC is essential for better coordination of future activities and for initiation of new initiatives.

MOLDOVA COUNTRY EVALUATION CONCLUSIONS & RECOMMENDATIONS

Conclusions

The key conclusions from the evaluation work in Moldova are:

1. The project design was comprehensive, has responded to the local needs and was successful in linking the project objectives to national priorities. The project resources were effectively used for achievement of project objectives and results.
2. The project involved various stakeholders and used different strategies to achieve projects objectives. The reporting procedures and budget process was quite rigid, which sometimes was considered a hassle by the implementing partners.
3. The project has successfully contributed to the harmonization of legal, policy and institutional framework in accordance with the ILO instruments on child labour. The establishment of multi-disciplinary teams at the local level have successfully been piloted, they have responded to the beneficiaries' stringent needs and relevant implementing partners have been selected. The intervention models piloted by ILO-IPEC can be replicated and up-scaled: they have been widely acknowledged as relevant and effective; there is a number of specialists in the target areas that apply the acquired knowledge and experience, making use of the working tools developed and disseminated as part of the project. Sustainability of project results is ensured by national and local ownership as well as continuous support to strengthening of the institutional, policy and legislative frameworks.

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4. The project has contributed to the identification, validation and exchange of Good Practices on combating WFCL at local, national and regional levels. 24 Good Practices (GPs) have been identified by the Project team and shared at the national level. Out of these, 9 were considered of regional relevance and included in the “Emerging Good Practices and Lessons Learned” publication, ILO, 2007.
 5. Child participation was successfully mainstreamed in the WFCL Project interventions. Children and teenagers participated in the research on rural child labour and presentation of its findings during the SPIF consultations. Young journalists from the Media Centre for Youth and Peer Educators from 5 IPEC areas provided inputs for: 1) the design of publications against child labour, 2) contributed to the production of awareness raising materials (radio spots targeting children, teaching staff and parents) and facilitating radio programmes (at National radio and radio Antenna C), 3) organized information sessions against WFCL at schools and Youth Centres and 4) participated in sports and cultural events, etc.

Recommendations

The key recommendations from the evaluation work in Moldova are:

1. ILO-IPEC should continue playing a role in promoting policy, legislation and institutional change at the national level;
2. The phenomenon of child labour should be continuously researched at the national level. It should be included in the collection of statistical data as part of different national level surveys (e.g. Multiple Cluster Indicators, etc.)
3. Awareness raising activities on the issue of WFCL should be continued, with emphasis at community level;
4. The areas covered by future project interventions should be extended;
5. Capacity building efforts for various groups of specialists in WFCL should be continued;
6. The CLMS should be institutionalized and up-scaled in the whole country with allocation of resources from national and local budgets, to this end;
7. A soft for management of data generated by the CLMS should be designed and approved for use by the MDTs, including territorial Labour Inspectorates. This data base should be maintained by the CLU at the central level.
8. Continuous monitoring of the non-formal labour sector to identify child labour cases;
9. The curriculum of general schools in Moldova should be completed so as to include educational and professional counselling;
10. The vocational training schools should be endowed with an adequate curriculum and conditions that respond to the needs of the labour market and special needs of children;
11. As a prevention measure there should be established conditional cash transfers for families with working children, which will prevent children from dropping out of school and enable the reintegration of such children back to school;
12. Creation of adequate conditions for extra-curricular activities for children, including activities aimed at preventing child labour and for the identification of children at risk and reintegration of victims of WFCL. The age of children involved in such activities should be as young as possible (from primary school).
13. There should be an emphasis on working with families and children placed in residential care.
14. The good practices identified by ILO-IPEC partners should be continuously promoted.
15. There should be more flexibility for the implementing partners to consider budgetary adjustments during project implementation, if necessary. The decrease in the reporting burden on implementing partners should be considered.
16. Retribution of selected members of the multidisciplinary teams (mainly NGO representatives) should be envisaged.

Conclusions

- A more inclusive approach of all the problems of children has been developed and this is an opportunity for ILO-IPEC Romania to mainstream the issue of child labour, with its various dimensions, like street children, trafficking in children, children working in agriculture and others. Taking forward policies and programmes against WFCL in Romania as a recent EU-member state should earn higher strategic importance in the framework of central consideration given by the European Commission to child poverty alleviation and social inclusion of children
- According to stakeholders, an important progress in recent years has been achieved in setting-up the strategic and institutional framework for tackling WFCL. Also, most of the knowledge and experience in designing strategies and direct intervention projects has been accumulated after 2000 and it is linked with its ILO-IPEC activities.
- A multi-level administrative structure for the coordination of the policies and programmes for the children exposed to WFCL and the strategic framework were established
- Collective experience in combating child trafficking for work was created. A network of active stakeholders is established and includes organizations with no previous experience in the area
- High impact and positive externalities are easily triggered when children are massively involved in the activities of the programmes; the most successful, in the opinion of the interviewees, have been activities dedicated to children themselves and the professionals working directly with them such as professors.
- The complex learning and counselling activities have a better impact if they are correlated with support in goods and services to ensure basic need
- Extreme cases, children outside the reach of the social protection network, were partially recovered, vulnerable children have benefited from support and guidance and state important changes have been reached at the level of their attitude, knowledge and chances for a better life (access to education and on the labour market)
- Children left behind by the families emigrating for work raise special concerns, as the number is increasing while policies to tackle the problem are not designed

Recommendations

- Further efforts and collaboration are needed to implement CLMS at the national level after the completion of the pilot-test phase. Refinements of the monitoring system are required and participation of the local experts should be attracted. This would increase accountability and efficiency of the system in the stage of the countrywide implementation.
- Information on work undertaken by ILO-IPEC should be spread wider and constant updates for the stakeholders with progress and results of the programmes should be available
- The implementing agencies consider the simplification of the reporting procedures as a crucial adjustment of the programmes
- While excellent participation and contribution of the children in the WFCL combat have been registered, the involvement of parents is less successful and special programmes to capture their interest should be designed.
- Grounding public intervention on strategies and action plans should settle as a practice at all the administrative and territorial levels

ANNEX A.3 – Evaluation Terms of Reference

International Programme on the Elimination of Child Labour ILO/IPEC

Terms of Reference Independent Final Evaluation of

Common Programme Framework PROTECT CEE Combating Child Labour in selected Stability Pact countries: Capacity Building and Direct Action – Sub-regional Programme with Focus on the Worst Forms of Child Labour - (WFCL Project)

I. Background and Justification

Albania, Bulgaria, Kosovo,⁴⁶ Moldova, and Romania are among the countries in Central and South East Europe most seriously affected by the problem of sexual and labour exploitation of children, either through a trafficking process or at the child's place of origin. The prevalence in these countries of the Worst Forms of Child Labour (WFCL) has disastrous consequences on the safety, health and well being of children. Since 2000⁴⁷ in Albania, Bulgaria, Kosovo, the Republic of Moldova, and Romania, ILO/IPEC has been working to provide technical and financial assistance in the implementation of child labour conventions: ILO Minimum Age Convention (1973) No.138 and ILO Worst Forms of Child Labour Convention (1999) No.182.

There are many different factors which contribute to the prevalence of WFCL in the region. A context analysis of the five countries has underlined key economic indicators including economic growth, unemployment (and especially youth unemployment), poverty level, the GINI coefficient and the level of informal economy.

WFCL project

The project Combating Child Labour in selected Stability Pact countries: Capacity Building and Direct Action – Sub-regional Programme with Focus on the Worst Forms of Child Labour - RER/02/08P/FRG (hereinafter the WFCL project) started in October 2003 and was scheduled for completion in December 2006. It was extended for a seven month period until end July 2007. The project is being funded by the Government of Germany. The countries of Albania, Bulgaria, Moldova, Romania and the UNAP of Kosovo were selected based on the fact that they are deeply affected by the WFCL and their governments are committed to eliminating WFCL and have ratified the Convention on the Rights of the Child as well as the ILO Minimum Age Convention (No.138) and the Worst Forms of Child Convention

⁴⁶ The UN administered province of Kosovo is referenced in this document as Kosovo and, for ease of readability it is referred to as one of the 'countries' in the project.

⁴⁷ IPEC activities started in Romania in 2000, in Albania and Ukraine in 2001, in Moldova in 2003, and in Kosovo and Bulgaria in 2004.

(No. 182) – except Kosovo. The main goal of the project is “to contribute to the elimination of the worst forms of child labour in selected Stability pact countries.”

The WFCL project’s two immediate objectives are the following:

- **Objective One:** “By the end of the programme, governments, workers’ and employers’ organisations, NGOs and other partners will have the technical skills and organisational capacity to formulate and implement policies, programmes and respective initiatives to prevent WFCL, to protect, withdraw, rehabilitate and reintegrate children in the WFCL or children at risk”
- **Objective Two:** “By the end of the programme, information and knowledge on child labour will have been increased, experience and expertise will have been shared and utilised to generate and replicate good practise interventions at sub-regional level”.

As the WFCL project compliments and operates under the PROTECT umbrella framework, a brief description of the PROTECT USDOL and German components are given below.

PROTECT CEE US-DOL and German funded components

IPEC activities against WFCL have been implemented in the region under a common programming framework: the Project of Technical Assistance Against the Labour and Sexual Exploitation of Children – including Trafficking – in countries of Central and Eastern Europe (PROTECT CEE).

The project titled ‘**Combating Trafficking in Children for Labour and Sexual Exploitation in the Balkans and Ukraine**’ was designed following a consultative process including stakeholder participation in national level workshops to be covered by the project. The design took into account the elements and priorities as articulated by the stakeholders in the development of the **Strategic Programme Impact Framework**.

The project with the worst forms and trafficking components is being funded by the US Department of Labor and the Government of Germany for a three-year duration. The countries of Albania, Moldova, Romania and Ukraine were selected as the countries to be targeted based on the fact that these countries are among the most seriously affected by the problem of trafficking in children in South Eastern Europe and that their governments are committed to eliminating child labour and have ratified the Convention on the Rights of the Child as well as the Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention ILO Convention No. 182.

The project aims to contribute towards the creation of an enabling environment to effectively prevent and eliminate internal and cross-border trafficking in children for sexual and labour exploitation in the sub-region and to reduce the incidence of trafficking in the four countries by:

- Advocacy to bring legislation and procedures in line with international commitments and to ensure that national policies address the special needs of children trafficked internally and across borders for sexual exploitation or for labour.
- In selected high risk areas, mechanisms aimed at reducing vulnerability of children to trafficking, promoting youth employment and facilitating the long-term reintegration of child victims of trafficking.
- Establishing a sub-regional information exchange network that feeds into existing regional structures in South-Eastern Europe and takes account of other sub-regional mechanisms in order to be reinforcing and complementary.

In that view, there are **three immediate objectives** of the project:

1. At the end of the project, **national policies, legislation and judicial procedures** will be geared to address the issue of trafficking in children

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2. At the end of the project, in selected high risk areas, **mechanisms to reduce the vulnerability of children to trafficking** will be in place and the quality and range of services for long-term reintegration of child victims will have been improved.
 3. At the end of the project, **a sub-regional information exchange** network will be operational and will support and strengthen existing regional structures.

Research, capacity building and awareness raising is carried out further to these objectives. Gender concerns are mainstreamed throughout the project as well.

Evaluation Background

As per IPEC procedures, a participatory consultation process on the nature and specific purposes of this evaluation was carried out. The present Terms of Reference is based on the outcome of this process and inputs received in the course of the consultative process.

A mid-term evaluation was carried out in Spring 2006 for the PROTECT USDOL Component. The project's youth employment and vocational training strategies were evaluated as successful in combating trafficking and WFCL in Phase I of PROTECT CEE⁴⁸. The German Government funded WFCL project has not yet undergone an evaluation exercise.

II. Scope and Purpose

Scope

The scope of the evaluation includes all WFCL project activities. IPEC activities under the PROTECT USDOL and German components are also included in this evaluation exercise in so far as it links up to and compliments the activities of the WFCL project. The evaluation should address issues of project design, implementation, lessons learned, replicability and sustainability and make recommendations for future programmes and any specific recommendations for use in any future intervention.

Purpose

The purpose of the present evaluation should be to assess whether the objectives of the projects were achieved. The evaluation should assess the overall impact of the project at different levels such as at policy level, organizational (partner) level, beneficiaries' level, community level and household level. The evaluation should try to assess the effectiveness of the project operation/implementation and management both at the implementing agency level and at IPEC level. It should analyze strategies and models of intervention used, document lessons learned and potential good practices, and provide recommendations on how to integrate these into planning processes and implementation of future IPEC activities in the project countries. A particular focus should be to identify elements of effective models of intervention and assess the modalities of the menu of interventions approach including its potential use and its strengths and weaknesses.

The findings of the evaluation will serve IPEC to redirect / fine tune its employment support activities, and will also contribute to the knowledge base of the ILO Sub-Regional Office for its policy level recommendations to Governments and social partners in the region on youth employment and on combating trafficking and worst forms of child labour in the region.

⁴⁸ Linda Lee, Evaluation of IPEC Trafficking project in CEE, 2006

III. Suggested Aspects to be Addressed

The evaluation should address the overall ILO evaluation concerns such as **relevance, effectiveness, efficiency** and **sustainability** as defined in the *ILO Guidelines for the Preparation of Independent Evaluations of ILO Programmes and Projects* and for gender concerns see: *ILO Guidelines for the Integration of Gender Issues into the Design, Monitoring and Evaluation of ILO Programmes and Projects, January 1995*.

In line with results-based framework approach used by ILO-IPEC for identifying results at global, strategic and project level, the evaluation will focus on identifying and analysing results through addressing key questions related to the evaluation concerns and the achievement of the Immediate Objectives of the project using data from the logical framework indicators.

The evaluation should be carried out in adherence to the ILO Evaluation Framework and Strategy, the ILO-IPEC Guidelines and Notes, the UN System Evaluation Standards and Norms, and the OECD/DAC Evaluation Quality Standard.

The following are the broad suggested aspects that can be identified at this point for the evaluation to address. Other aspects can be added as identified by the evaluation team in accordance with the given purpose and in consultation with ILO/IPEC Geneva's Design, Evaluation and Documentation Section (DED). **The evaluation instrument prepared by the evaluation team will indicate further selected specific aspects to be addressed. The evaluation instrument should identify the priority aspects to be addressed in the evaluation.**

Design

- Assess whether the project design was logical and coherent and took into account the validity and practicality of institutional arrangements, roles, capacity and commitment of stakeholders.
- Analyse whether available information on the socio-economic, cultural and political situation in the five core countries was taken into consideration at the time of the design and whether these were taken into consideration and reflected in the design of the project.
- To what extent were external factors identified and assumptions identified at the time of design?
- Assess whether the problems and needs were adequately analysed and determine whether the needs, constraints, resources and access to project services of the different beneficiaries were clearly identified taking gender issues into concern.
- How well did the project design take into account local efforts already underway to address child labour and promote educational opportunities for target children and existing capacity to address these issues?
- How well did the project coordinate and collaborate with other child-focussed interventions supported by IPEC or other organizations in the target countries if any
- Assess the use of SPIF for project design was it useful?
- Were the linkages between inputs, activities, outputs and objectives clear and logical? Do the various Action Programmes designed under the programme provide clear linkages and complement each other regarding the project strategies and project components of intervention? How were the APs regions and sectors selected?
- What was the advantage and drawbacks of a regional project design? Was the regional approach the most effective way to achieve the project's objectives?
- Assess whether the beneficiaries were clearly identified (i.e. sub-groups, age, socio-economic status, etc. 'poor' or 'women' is not a homogenous group,) determine if more details are needed to better target interventions.
- To what extent were external factors identified and assumptions identified at the time of design?

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- What were the particular efforts at design / implementation / evaluation stages to involve marginalized communities (Roma), to ensure they have access to services, and their opinion and views are taken into account in the assessment of the activities?
 - Was the decision to exclude the promotion of self employment from the scope of the activities justified taking into account the limited resources available, the absence of a component on microfinance and of an **SIYB** part?

Achievements (Implementation and Effectiveness)

- What is the capacity of relevant national and local institutions (e.g. National Steering Committees, Local Action Committees, Multi-Disciplinary Teams, Public Employment Services, and other partners working on youth employment issues etc.) in targeting youth employment and child labour? Do APs include clear targets and indicators of their activities, at each stage (counselling, VET, job placement..)? were these benchmarks used to monitor the activities and incidentally to redirect the strategies in order to address the changing situation?
- Assess the participation of different relevant actors (e.g. Ministry of Labour, trade unions, employers' organizations, VET centres, etc.) How are these structures participating in project implementation? How is this participation contributing to progress toward the objectives of the project?
- How can the IPEC management procedures at national / sub-regional / HQ level be improved?
- What were the main challenges identified by IPEC / IAs / stakeholders during the implementation process? Were they identified on time and were appropriate rectifying strategies adopted and implemented?

Performance and Achievements

- Assess whether the project has achieved its intended outputs and whether it has achieved its objectives. Is the expected number of beneficiaries being reached in each country? Are outputs being delivered on a timely basis and of appropriate quality?
- How has the capacity of the implementing agencies and other relevant partners, including the government, to develop effective action against child trafficking been enhanced as a result of the project activities?
- How effective are IPEC and partners in providing Child Labour Monitoring System support services and linking child labour and CLMS?
- Identify unexpected and multiplier effects of the project.
- Assess the key achievements of the project per country in terms of CLMS and elimination of child labour.
- How effective is the project in being Roma sensitive (as appropriate in the country context?)
- To what extent are synergies exploited, cash and kind contributions leveraged and economies of scale created?
- To what extent are factors outside the control of the project management affecting project implementation and attainment of objectives/goals?
 - How were the recommendations from the mid-term evaluation followed up by the project?
 - Assess the efficiency of the programme i.e. compare the allocated resources with results obtained. In general, did the results obtained justify the costs incurred?
 - Examine delivery of project outputs in terms of quality and quantity; were they delivered in a timely manner?
 - Were project revisions and extensions effective in helping the project meet its overall objectives and complete all of its Action Programmes as originally planned?
 - Examine in particular the usefulness of the partner consultation cycle built into the project, with special attention to its possible contribution to increased/improved networking and collaboration among partners.

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- Examine any networks that have been built between organizations and government agencies working to address child labour on the national, provincial and local levels.
 - Assess the level of government involvement in and support for the project
 - Examine the capacity constraints of implementing agencies and the effect on the implementation of the designed Action Programmes.
 - Assess the effectiveness of the different action programmes implemented and their contribution to the immediate objectives of the project. Has the capacity of community level agencies and organizations in the five core countries been strengthened to plan, initiate, implement and evaluate actions to prevent and eliminate child labour?
 - Which are the mechanisms in place for project monitoring? Please assess the quality and use of work plans and monitoring plans.
 - How did factors outside of the control of the project affect project implementation and project objectives and how did the project deal with these external factors?
 - Assess the progress of the project's gender mainstreaming activities.
 - Assess the use of SPIF for review and monitoring as part of project implementation. Is it useful?
 - How successful have the project been in mainstreaming the issue of child labour into ongoing efforts in areas such as education, employment promotion and poverty reduction? Please provide concrete examples as appropriate.
 - How effective has the project been at building the capacity of national IPEC staff and implementing agencies' staff as well as capacity of government ministries and agency personnel to combat child labour? Please provide concrete examples as appropriate.
 - Assess the participation of different relevant actors in the NSC. How did these structures participate in terms of programme implementation? How did this participation affect the outcomes of the project?
 - How effective was the project in working with other IPEC projects in the region if appropriate. How did the project take advantage of possible synergies and economies of scale.
 - How were the strategies for child labour monitoring implemented and coordinated? How effective was the project in implementing child labour monitoring systems (CLMS) and how effective were the systems themselves in tracking child beneficiaries and providing the project with information on whether children were withdrawn or prevented from WFCL.
 - Assess the participation of different relevant actors (e.g. Ministry of Labour, trade unions, employers' organizations, VET centres, etc.) How are these structures participating in project implementation? How is this participation contributing to progress toward the objectives of the project?
 - Was the provision of counselling adequate to allow former child labourers or their siblings to make an informed decision for a VET course and to convince them to stay in the course till its completion?
 - What were the main challenges identified by IPEC / IAs / stakeholders during the implementation process? Were they identified on time and were appropriate rectifying strategies adopted and implemented?

Relevance of Strategy

- Examine whether the project responded to the real needs of the beneficiaries
- Validity of the project approach and strategies and their potential to replicate
- Assess whether the problems and needs that gave rise to the project still exists or have changed
- Assess the appropriateness of the sectors/target groups and locations chosen to develop the project.
- Assess the relevance of IPEC youth employment support activities to the poverty situation of the countries, their policy framework, related activities of other agencies and the countries' efforts towards the elimination of child labour.

- How relevant is the project design to address youth employment and child labour in all countries engaged in the project? How well did the project design take into account local efforts already underway to address youth unemployment and child labour and existing capacity to address these issues?

Sustainability

- Assess to what extent a phase out strategy has been defined and planned and what steps are being taken to ensure sustainability
- Assess in particular the usefulness to partners of the specific 'sustainability plans' instituted by the project in 2004/2005/2006.
- Assess what contributions the project has made in strengthening the capacity and knowledge of national stakeholders and to encourage ownership of the project to partners
- Examine whether socio-cultural and gender aspects endanger the sustainability of the project and assess whether actions have been taken to sensitize local institutions and target groups on these issues
- Assess the project's focus on upstream policy work in terms of ensuring the sustainability of efforts?
- Are lessons learnt and emerging good practices being mainstreamed in the activities of the partner institutions?

IV. Expected Outputs of the Evaluation

The expected outputs to be delivered by the evaluation team are:

- A desk review
- An evaluation instrument or common framework prepared by the evaluation **team leader**
- National evaluations conducted by the national evaluators in four out of the five project countries. In the fifth country the evaluation team will consist of the evaluation team leader and national consultant
- Draft national reports from the evaluation teams
- Draft Report including findings from field visits by evaluation team
- Powerpoint presentation on the draft report and preliminary findings for the sub-regional workshop
- Facilitate sub-regional workshop to discuss the findings and recommendations of the evaluation report
- Final Report including:
 - ✓ Executive Summary with key findings, conclusions and recommendations
 - ✓ Clearly identified findings
 - ✓ Clearly identified conclusions and recommendations
 - ✓ Lessons learned
 - ✓ Potential good practices and effective models of intervention.
 - ✓ Appropriate Annexes including present TORs
 - ✓ Standard evaluation instrument matrix

The total length of the report should be a maximum of 35 pages for main report, excluding annexes; additional annexes can provide background and details on specific components of the project evaluated. The report should be sent as one complete document and the file size should not exceed 3 megabytes. Photos, if appropriate to be included, should be inserted using lower resolution to keep overall file size low. The report should have a short executive summary outlining the key findings and conclusion as well as most important recommendations. The report should clearly state the

methodology of the evaluation, data collection and analytical approach utilized. Findings should be disaggregated by specific measures and by involved actors.

All drafts and final outputs, including supporting documents, analytical reports and raw data should be provided both in paper copy and in electronic version compatible for Word for Windows. Ownership of data from the evaluation rests jointly with ILO-IPEC and the consultants. The copyright of the evaluation report will rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the written agreement of ILO-IPEC. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

The final report will be circulated to key stakeholders for their review. Comments from stakeholders will be consolidated by the Design, Evaluation and Documentation Section (DED) of ILO/IPEC Geneva and provided to the team leader. In preparing the final report the team leader should consider these comments, incorporate as appropriate and provide a brief note explaining why any comments might not have been incorporated.

V. Evaluation Methodology

The following is the proposed evaluation methodology. While the evaluation team can propose changes in the methodology, any such changes should be discussed with and approved by DED provided that the research and analysis suggests changes and provided that the indicated range of questions is addressed, the purpose maintained and the expected outputs produced at the required quality.

The evaluation will be carried out using:

- A comprehensive desk review of relevant background documentation to extract information and bring out key result, issues and lessons learned (project documents, action programmes, action programmes reports, bi-annual technical progress reports of the projects, workshop reports, tools, etc.).
- Development of a common evaluation, recording and reporting framework for the national evaluators to follow in drafting the report.
- Field missions in all project countries to conduct national evaluation studies following the evaluation framework and evaluation team leader to visit one project country to conduct evaluation.
- A participatory multi stakeholders' Workshop in each country
- Background reports to be drafted by evaluation teams as input to the draft preliminary report
- Drafting of a preliminary report based on these data highlighting main findings in terms of progress, relevance, efficiency, effectiveness and sustainability of the activities. Special focus should be given to analysis of the link between youth employment and child labour.
- Facilitation of a two day sub-regional consultation workshop during which the preliminary findings of the reports will be discussed.
- Drafting of a final report incorporating the contents of the workshop's discussion and any written feedback from stakeholders not present at the workshop.

The evaluator will interview Federal Republic of Germany officials, US-DOL representatives in Washington DC if requested, IPEC HQ officials, and ILO/IPEC regional persons through a conference call early in the evaluation process, preferably during the desk review phase.

Composition of the evaluation team

The evaluation team will consist of one evaluation team leader and five national evaluation consultants in each of the project countries. The team leader will have the final responsibility during the evaluation process and the outcomes of the evaluation, including the quality of the report and compliance with deadlines.

The background of the **evaluation team leader** (International Consultant) should include:

- Relevant background in social and/or economic development
- Experience in the design, management and evaluation of development projects, in particular with policy level work, institution building and local development projects.
- Experience in evaluations in the UN system as team leader
- Relevant regional experience preferably prior working experience in the sub-region
- In depth understanding of ILO Decent Work policies, and proven expertise related to youth employment support programmes;
- Experience in the area of child labour issues and rights-based approaches in a normative framework are highly appreciated.
- Experience at policy level and in the area of education and legal issues would also be appreciated
- Familiarity with and knowledge of specific thematic areas
- Fluency in English
- Experience facilitating workshops for evaluation findings

PROFILE	RESPONSIBILITY
Team Leader/International Consultant	<ul style="list-style-type: none"> • Desk review of relevant documents • Develop common evaluation framework • Conduct field visits in one country in line with TOR • Draft evaluation report based on inputs received from national evaluators and own field visit • Prepare a powerpoint presentation for the two day sub-regional meeting on major findings, recommendations and points for discussion • Finalize the report based on comments received from stakeholders

The background of the **evaluation team member** (5 National Consultants) should include:

- Experience in evaluation of development projects, in particular with local development projects.
- Relevant background in social and/or economic development
- Experience in the area of child labour issues and rights-based approaches in a normative framework in the country context would be highly appreciated
- Experience working in their country
- Fluency in English and of the local language of the project country
- Experience facilitating workshops for evaluation findings
- Degree in economics or related field such as social development;
- Detail oriented, able to meet deadlines and able to prioritize multiple tasks;
- Proven expertise and hands-on experience in carrying out the evaluations of complex multi-disciplinary programmes at national level;
- Understanding of youth employment support programmes

PROFILE	RESPONSIBILITY
Team Member/National Consultant	<ul style="list-style-type: none"> • Desk review of relevant document • Conduct field visits in line with TOR and in consultation with team leader • Draft national evaluation reports • Provide input to the draft report and provide clarifications to the team leader as appropriate

The evaluation team will be responsible for undertaking a **desk review** of the project files and documents and undertake **field visits** to the project countries. The national consultants will be responsible for a report based on the field visits and desk review. The national consultants will need to also organise and conduct a stakeholders' workshop in addition to carrying out focal group discussions/interviews with beneficiaries. The team leader will be responsible for **drafting** the overall evaluation report and facilitating a two day sub-regional workshop. Upon feedback from stakeholders to the draft report, the team leader will further be responsible for **finalizing** the report **incorporating** any comments deemed appropriate.

The evaluation will be carried out with the technical support of the IPEC-DED section and with the logistical support of the project offices in the project countries and PROTECT office in Bucharest. The inputs from SRO Budapest in particular the Employment Specialist will be sought for identifying further aspects to be addressed. DED will be responsible for consolidating the comments of stakeholders and submitting it to the team leader. It is expected that the evaluator will work to the highest evaluation standards and codes of conduct and follow the **UN evaluation standards and norms**.

Timetable and Workshop Schedule

The total duration of the evaluation process including submission of the final report should be within two months from the end of the field mission. The tentative schedule is as follows:

Phases	Tasks	Dates	Responsible	Days
I: Desk Review	Desk review of relevant project documents		Evaluation teams (Team leader plus national evaluators)	5 work days
Evaluation Instrument	Common evaluation framework and briefing national evaluators		Team Leader	3 work days for team leader and one work day for national evaluators
Field Visits	Field visits (national)		Evaluation teams	5 days
	National evaluation reports submitted to team leader		National Evaluators	5 days
	Overall Draft report submitted including field visits		Team Leader	5 days
III. Sub-regional Meeting	Sub-regional meeting in Bucharest		Team Leader	2 days (tentatively scheduled for 26-27)

				November '07
V: Stakeholders comments	Draft report circulated by DED to all key stakeholders for their comments including to those not present at the workshop. Comments consolidated and send to team leader for finalizing the report		DED	
VI: Final report	Team leader finalizes the evaluation report taking into consideration the consolidated comments		Team Leader	5 days

Sources of Information and Consultations/Meetings

Available at HQ and to be supplied by DED	<ul style="list-style-type: none"> • Project document • DED Guidelines and ILO guidelines
Available in project office and to be supplied by project management	<ul style="list-style-type: none"> • Progress reports/Status reports • Technical and financial report of partner agencies • Other studies and research undertaken • Action Programme Summary Outlines Project files • National workshop proceedings or summaries • Country level planning documents • SPIF documents • Other documents produced by the project

Consultations with:

- Project management and staff
- ILO/IPEC technical and backstopping officials
- Partner agencies
- Boys and Girls that were withdrawn or prevented as a result of direct action APs undertaken in the core countries.
- Parents of girls and boys that were withdrawn or prevented
- Social partners Employers' and Workers' groups
- Community members
- Government representatives, legal authorities etc as identified by evaluation team
- Telephone discussion with FRG and USDOL if requested

Final Report Submission Procedure

For independent evaluations, the following procedure is used:

- The **team leader** will submit a draft report to **IPEC DED in Geneva**
- IPEC DED will forward a copy to **key stakeholders** for comments on factual issues and for clarifications
- **IPEC DED** will consolidate the comments and send these to the **evaluation team leader** by date agreed between DED and the evaluation team leader or as soon as the comments are received from stakeholders.
- The final report is submitted to IPEC DED who will then officially forward it to stakeholders, including the donor.

VI. Resources and Management

Resources:

The resources required for this evaluation are:

For the evaluation team leader:

- Fees for an international consultant for 30 work days
- Fees for international travel (2 trips) from consultant's home to the project country in accordance with ILO regulations and policies for the field visits
- Fees for local DSA in Bucharest for drafting the report and facilitating the sub-regional workshop and DSA for project country for field visit

For the evaluation team members (five members):

- Fees for a national consultant for 10 days
- Fees for DSA in project sites during field visit as applicable

For the evaluation exercise as a whole:

- Fees for local travel in-country in each of the five countries
- Sub-regional workshop costs including travel and DSA
- Any other miscellaneous costs

A detailed budget is available separately.

Management:

The evaluation team will report to IPEC DED in headquarters and should discuss any technical and methodological matters with DED should issues arise. IPEC project officials and the ILO Office in Bucharest and Budapest will provide administrative and logistical support during the evaluation mission.