



International Programme on the Elimination of Child Labour (IPEC)



International  
Labour  
Office

## ***IPEC Evaluation***

# **Support to the Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time-Bound Approach**

**CMB/04/51/USA  
P.270.16.316.050**

**An independent final evaluation by a team of external consultants**

**Geographical Coverage: Cambodia—National level and selected regions: Banteay  
Meanchey, Kampong Cham, Kampot, Kep, Phnom Penh, Siem Reap**

**May 2009**

**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 by a team of external consultants<sup>1</sup>. The field mission took place in March 2009. 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.

*Funding for this project evaluation was provided by the United States Department of Labor. This report does not necessarily reflect the views or policies of the United States Department of Labor nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.*

---

<sup>1</sup> Team Leader: Sandy Wark  
Team Members: Melvin Angelo Diaz - Sok Somith  
Direct Beneficiary Impact Survey: Dr. Ranjan Tapas Dash, Build Bright University

## TABLE OF CONTENTS

<b>EXECUTIVE SUMMARY .....</b>	<b>V</b>
<b>1. INTRODUCTION AND PROGRAMME SUMMARY .....</b>	<b>1</b>
1.1 PROJECT DESCRIPTION AND FINAL EVALUATION SCOPE .....	1
1.2 FINAL EVALUATION METHODOLOGIES AND LIMITATIONS .....	2
<b>2. PROJECT CONTEXT AND RELEVANCE OF PROJECT DESIGN.....</b>	<b>6</b>
2.1 POVERTY, ECONOMIC GROWTH, POLITICAL STABILITY AND EDUCATION .....	6
2.2 OTHER DESIGN ISSUES.....	9
<b>3. DESCRIPTION AND IMPACT OF PROJECT STRATEGIES AND INTERVENTIONS.....</b>	<b>12</b>
3.1 PROJECT ACHIEVEMENTS IMPACT ON STAKEHOLDER CAPACITY TO IMPLEMENT CHILD LABOUR POLICIES AND ENFORCE CHILD LABOUR LAWS.....	12
3.2 IMPACT OF PROJECT INTERVENTIONS ON POLICIES AND LEGAL FRAMEWORKS FOR COMBATING THE WFCL .....	14
3.3 PROJECT ACHIEVEMENTS AND IMPACT ON CHILD LABOUR AWARENESS, KNOWLEDGE AND SOCIAL MOBILIZATION .....	17
3.4 PROJECT ACHIEVEMENTS AND IMPACT ON PILOTING MODEL INTERVENTION STRATEGIES TO PREVENT, WITHDRAW AND REHABILITATE CHILDREN FROM THE WFCL .	23
<b>4. PROJECT IMPLEMENTATION .....</b>	<b>33</b>
4.1 PROJECT MANAGEMENT .....	33
4.2 PROJECT EFFECTIVENESS.....	33
4.3 PROJECT EFFICIENCY .....	34
4.4 PROJECT RELEVANCE .....	37
<b>5. GOOD PRACTICES AND LESSONS LEARNED.....</b>	<b>40</b>
5.1 MOBILIZING MEMBERS OF PARLIAMENT (MP) TO SUPPORT NATIONAL POLICIES TO COMBAT CHILD LABOUR.....	40
5.2 PARTICIPATION OF PDLVT IN ACTION PROGRAMME COORDINATION AND IMPLEMENTATION .....	41
5.3 THE FORMATION OF CHILD BENEFICIARY FAMILY SAVINGS AND SELF HELP GROUPS IN COLLABORATION WITH WEDGE .....	41
<b>6. GENERAL CONCLUSIONS .....</b>	<b>42</b>
<b>ANNEXES .....</b>	<b>43</b>
ANNEX A TERMS OF REFERENCE, EXPANDED FINAL EVALUATION .....	43
ANNEX B EVALUATION FIELD VISIT SCHEDULE .....	67
ANNEX C LIST OF KEY PEOPLE INTERVIEWED .....	72
ANNEX D QUESTIONNAIRE OF THE TARGET GROUP IMPACT ASSESSMENT STUDY OF THE ILO-IPEC TBP PROJECT OF SUPPORT IN CAMBODIA .....	73

## ABBREVIATIONS AND ACRONYMS

AIPO	ASEAN Inter-Parliamentary Organization
ASEAN	Association of South East Asian Countries
C. 182	ILO Convention 182 on the Worst Forms of Child Labour
CAMFEBA	Cambodian Federation of Employers and Business Associations
CLCs	Community Learning Centers
CNCC	Cambodian National Council for Children
CSNACL	Civil Society Network Against Child Labour
DoCL	Department of Child Labour
DBMR	Direct Beneficiary Monitoring and Reporting System
EA	Executing Agency
IA	Implementing Agency
IGA	Income Generation Activities
IO	Immediate Objective
ILO	International Labour Organization
IPEC	International Programme on the Elimination of Child Labor
LAC	Labour Advisory Committee
MLVT	Ministry of Labour and Vocational Training
MoSALVY	Ministry of Labour, Social Affairs, Vocational Training and Youth Rehabilitation
MoSVY	Ministry of Social Affairs, Veteran Affairs, and Youth Rehabilitation
NFE	Non-Formal Education
NGO	Non-Governmental Organization
NPA WFCL	National Plan of Action on the Worst Forms of Child Labour
NSC-CL	National Sub-Committee on Child Labour
NSDP	National Strategic Development Plan
OVC	Orphans and Vulnerable Children
PACT	Project Advisory Committee of Trade Unions
PDLVT	Provincial Department of Labour and Vocational Training
PoS NPA	Project of Support to the National Plan of Action
PoS TBP	Project of Support to the Time Bound Programme
RGC	Royal Government of Cambodia
SCREAM	Supporting Children's Rights through Education, the Arts, and the Media
SRO	Sub Regional Office
TBP	Time-Bound Programme
TOR	Terms of Reference
UCW	Understanding Children's Work
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
USDOL	United States Department of Labor
WFCL	Worst Forms of Child Labour

## EXECUTIVE SUMMARY

---

The expanded final evaluation covered the United States Department of Labor (USDOL) funded International Labour Organization/International Programme on the Elimination of Child Labour (ILO/IPEC) Project of Support to the National Plan of Action for the Elimination of the Worst Forms of Child Labour (WFCL) in Cambodia and focused broadly on identifying its contributions to and impact on national efforts to achieve the elimination of WFCL. It was conducted by an independent evaluation team in March 2009, with preparatory activities in February 2009.

The ILO/IPEC Project, “Support to the Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach”, also known as the Project of Support to the National Action Plan (PoS NAP) has the following three immediate objectives:

**Immediate Objective 1:** By the end of the project, national and provincial policy frameworks and implementation capacity to combat WFCL will have been strengthened.

**Immediate Objective 2:** By the end of the project, key stakeholders and networks at all levels will have been mobilized effectively to combat WFCL.

**Immediate Objective 3:** By the end of the project, integrated, effective and sustainable responses to fight against WFCL are in place in selected provinces and to serve as pilot models for Cambodia.

Project activities were diverse and included:

- Technical inputs to policy and law makers for strengthening the national and provincial policy and legal framework to combat child labour;
- Assistance including training and material procurements to build the management and organizational capacity of relevant Cambodian actors and institutions to contribute to the elimination of the WFCL;
- Efforts to expand knowledge, raise awareness and mobilize key persons, ILO tripartite partners (government, labour organizations and employers’ associations), civil society and the public at large against child labour, and;
- Support for the design and implementation of replicable, scalable and sustainable models of direct action for the withdrawal and rehabilitation or prevention of children from engaging in the WFCL in priority sectors and regions.

The scope of the evaluation includes all the project’s activities from its start in September 2004 to the close of activities in December 2008.

The ILO/IPEC Project, “Support to the Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach” delivered both quantitatively and qualitatively to national efforts to achieve the elimination of WFCL as spelled out in its NPA WFCL. The project succeeded in developing models for action in numerous key areas identified in the NPA that are replicable and scalable by the RGC. Furthermore, the project contributed to building the necessary capacity among key actors at both the national, provincial and local level to make replication feasible. The main findings of the evaluation are listed below:

### *Finding on Project Design*

**Finding 1:** The project design was comprehensive and relevant to the national context and to the core mandates of ILO/IPEC. However, planned policy related interventions were concentrated in the labour sector which may have limited stronger linkages with other sector initiatives that are essential for the success of the NPA.

**Recommendation:** In line with TBP guidelines and in order to develop a more integrated and comprehensive approach to the implementation of the NPA, ILO/IPEC should strengthen links between child labour-related policy work and action programmes (AP) and education, orphans and vulnerable children (OVC) and poverty reduction development aid and programmes. Mainstreaming initiatives should be more explicit in the project document. In the same way that specific plans are made to strengthen labour laws and policies, Projects of Support to TBP (PoS TBP<sup>2</sup>) should identify and champion policies or elements of plans in other sectors which address the root causes of child labour in the country.

### *Findings on project interventions to strengthen national and provincial policy frameworks and implementation capacity*

**Finding 2:** Interventions to strengthen the capacity of the Ministry of Labour and Vocational Training (MLVT) were well executed by ILO/IPEC. Of particular importance to project success and long term sustainability was strengthening provincial labour office capacity to raise awareness of the problem of child labour, to lead and coordinate initiatives to combat the WFCL in their province, and to establish child labour monitoring systems at the community and enterprise level through inspection and training of community monitors.

**Recommendation:** The phase I project was only able to work in five provinces and two municipalities. In phase II, ILO/IPEC should work with the MLVT Department of Child Labour to assure that core child labour training (knowledge of the issue, the National Plan of Action, role of the provincial office) should be extended to all MLVT provincial offices.

**Finding 3:** The PoS NPA has been highly successful in achieving the outputs related to labour policy and legal frameworks and relatively successful on issues related to enforcement as set out in the phase I project plan. Key achievements include ratification of C. 182, validation of the NPA to eliminate the WFCL, and the passage of six prakas regulating living and working conditions –including children’s work – in hazardous sectors.

**Recommendation:** In phase II, ILO/IPEC should capitalize on the validated NPA and decrees and focus efforts on the application of national policies at the provincial and commune levels. Also, ILO/IPEC should assist the MLVT to develop its strategy for leveraging additional donor resources for the implementation of the NPA.

### *Findings on project interventions to mobilize key stakeholders and networks to combat the WFCL*

**Finding 4:** The scope of project supported awareness raising has been wide and well targeted. It has enlisted government officials, trade unions and employers, elected representatives, civil society leaders, school directors and teachers, village chiefs, parents and children. However, according to stakeholder feedback, a critical mass of public opinion has not been reached and additional awareness raising campaigns and activities are needed.

**Recommendation:** Awareness raising interventions may be improved by (a) varying messages and materials more according to the target audience, (b) increasing the use of mass

---

<sup>2</sup> POS TBP and POS NPA refer to the same concept.

and multimedia, (c) initiating Internet based networking and advocacy campaigns (d) working through civil society network member's individual networks (e) identifying new channels for awareness raising such as through Micro Finance Institutions (MFI) or health centres (f) integrating child labour into government training programmes (including teacher training) with national scope (g) reinforcing peer education programmes through wider promotion of the ILO/IPEC SCREAM materials and (h) enlisting the support of national opinion leaders such as artists, well known sports heroes and/or religious leaders.

**Finding 5:** Project efforts to increase what is known about child labour in Cambodia, in particular within the framework of its collaboration with Understanding Children's Work, has delivered consistent and relevant information about the causes, conditions and results of child labour in the Kingdom. The research conducted or supported by the project has been both action and policy oriented and has engaged national research institutions in child labour concerns.

**Recommendation:** There are identified WFCL sectors where there is still a dearth of information on the conditions of working children and which merit additional investigation in Phase II of the project. In addition, national statistics on the prevalence of the WFCL should be updated.

**Finding 6:** The mobilization of trade unions, employers' associations, and a civil society network in combating child labour was strategically an important action taken by the project. It has born some fruits to date and has the potential to bear more significant fruit in the future.

**Recommendation:** Because the main mission of workers' and employers' organization is to serve and defend the economic interests of their constituency, the project should build action programme interventions more directly around the economic interests of employers and workers to eliminate child labour rather than focusing primarily on social responsibility programmes. Similarly, to increase CSNACL success in phase II, ILO/IPEC should support members to refine their strategy by applying some good practices used by civil society networks in Cambodia and elsewhere in the world including having more clearly defined services for and expectations from its membership.

***Findings on project interventions to support the development of models of intervention for the preventions and elimination of the WFCL***

**Finding 7:** Overall, the impact of the project on the work status of targeted children was good. Given the poverty and vulnerability of its target population, it is a very good result that nearly 80% of children under the age of 15 are not working in the targeted sectors about one year after the close of project programmes.

**Recommendation:** Project interventions' success varied from sector to sector; project interventions in the brick sector were by far the least successful in withdrawing and preventing children from engaging in brick making in a sustained manner (only 33% of the children remained withdrawn from the brick sector) and the reasons for this should be investigated. Conversely, AP outcomes in the child domestic labour sector were surprisingly good given the challenges of withdrawing children from domestic work. The reasons for the apparent success likewise merit further investigation.

**Finding 8:** The project supported Community Learning Center (CLC) model is a replicable and scalable strategy for offering children currently out of school an opportunity to get back into the formal education system. Once a CLC is established in a community, it is possible for other actors in the community, including labour inspectors and community child labour monitors to refer children to the centres.

**Recommendations:** The project should advocate to the Ministry of Education to budget for the extension of the CLC model broadly as an important means to achieve its goal of Education for All by 2015. The project should also consider testing other models in phase II including, for example, the establishment of community preschools, which have been shown to be effective instruments for preventing children from entering the workforce at an early age and improving their performance in the formal schooling and the creation of after school tutoring programs for children at risk of dropping out of school.

**Finding 9:** The provision of skills training by the project as a means to withdraw older children from the WFCL was largely effective. There is room for refining the intervention in phase II, especially by improving linkages with Youth Employment initiatives and adapting existing materials and expertise within the ILO.

**Recommendations:** Either within the Phase II project or as a separate ILO programme, ILO should provide technical assistance to the MLVT to develop its capacity to assure that out-of-school youth may access skill training. The practice of the PDLVT in Kampot of apprenticing target youth to existing small businesses may be a model for low cost vocational training for out-of-school youth since it does not require large infrastructure investments. To address the need for skills training in rural and semi rural communities, the ILO and the MLVT possibly in collaboration with the Ministry of Agriculture and/or civil society organizations may consider supporting training models such as “4H” clubs<sup>3</sup> that aim to build youth skills for increased agricultural productivity.

**Finding 10:** The project’s collaboration with WEDGE and the use of Self Help Groups (SHG) to encourage savings and raise incomes as a means to support poor families to send their children to school was very effective. Collaboration with WEDGE added significant value to the project. It is an example of effective collaboration with another ILO programme and the benefits of creating stronger linkages between ILO programmes within a country.

**Recommendation:** The recently developed “Decent Work Country Strategy” provides an excellent framework for addressing ILO core areas that contribute directly and indirectly to combating child labour. The collaboration with the ILO/WEDGE, Better Factories Project and Workers’ Education Programme under phase I should serve as models in Phase II to seek strong synergies with other ILO programmes including those to strengthen trade unions, reinforce youth employment policy and implementation, and strengthening employers’ associations.

**Finding 11:** Community child labour monitors assured community level follow up with project direct beneficiaries and collected data for the direct beneficiary monitoring and reporting system required by the donor. The same individuals displayed potential to play an important role in detecting children engaged in the WFCL in their communities and facilitating their access to appropriate education and social services.

**Recommendation:** The good practice of engaging union leaders, teachers, SHG members and local authorities, including village chiefs, in community child labour monitoring activities should be continued in phase II. Project management should reconsider paying community child labour monitors using project funds since this practice is unlikely to be sustainable post project.

---

<sup>3</sup> 4-H in the United States is a youth organization administered by the Cooperative State Research, Education, and Extension Service of the United States Department of Agriculture, with the mission of "engaging youth to reach their fullest potential while advancing the field of youth development." There are 4 H clubs in more than 80 countries. The name represents four personal development areas of focus for the organization: head, heart, hands, and health. Historically, 4H clubs were rural based and contributed to improving agricultural productivity by training youth in new production methods.



### *Finding on Project Management*

**Finding 12:** Low turn-over and apparent high levels of motivation and cohesiveness among the project management team members should contribute positively to phase II of the current project since most of the current team will continue to work on phase II. The current project team only features one woman in an administrative position and in the absence of the contribution by WEDGE, the presence of female project staff in field activities would be weak.

**Recommendation:** Increasing the number of women in project management should be an important consideration when hiring new staff in phase II.

### *Finding on cost per child prevented or withdrawn*

**Finding 13:** The cost of project interventions per child was comparatively low by ILO/IPEC standards. According to project partners, the actual cost was in some cases higher when leveraged resources are taken into consideration. This was especially true in regards to the cost of project interventions related to skills training.

**Recommendation:** There is a trade off between minimizing project investments in direct services to targeted children and families and maximizing the benefits to the latter. However, since the number of child labourers is large in Cambodia and national resources for combating child labour limited, it is necessary to identify interventions with the greatest impact in terms of withdrawal and prevention at the lowest cost. The evaluator is not suggesting that the project “found” this magic number, but by limiting project contributions per child, the models that were tested had, on the whole, the virtue of matching more closely what would be possible for partners to replicate without project resources. Therefore, although stakeholders expressed their wish for an increase in the phase II budget, this should be resisted by project management.

### *Finding on funds disbursements*

**Finding 14:** Because slow disbursements can be very detrimental to the quality and timeliness of direct action programmes, it is important to find ways to overcome partners’ difficulties in assuring proper reporting.

**Recommendation:** Project management should reconsider the requirement that progress reports be submitted in English and evaluate if this is sufficient to improve the efficiency of progress reporting and associated funds disbursements.

### *Finding on cooperation with other actors engaged in combating child labour*

**Finding 15:** Although there are good examples of ILO/IPEC collaboration with other actors engaged in combating child labour in Cambodia, project management seemed conservative about seeking collaboration with other actors outside the parameters established in the project action plan. Staying focused on delivering the results promised in the project document is a good thing and bore consistent fruits. However, because of its position as an international programme playing a leadership role in setting standards and establishing models of intervention for the elimination of child labour, ILO/IPEC is mandated to engage with other actors working on the same question to the extent that its resources allow.

**Recommendation:** In phase II, the project should have an intentional strategy for seeking collaboration with other actors working on similar issues. In particular, both Winrock and

ILO/IPEC stand to profit from each others' experiences and should follow through on their commitment to collaborate on joint initiatives.

***Finding on child participation and children's rights***

**Finding 16:** The translation and localization of SCREAM manuals and their introduction to ILO/IPEC partners through training of trainers is an excellent foundation for using the methodology more directly in phase II activities to reinforce child participation approaches.

**Recommendation:** To expand the use of the SCREAM methodology, interested members of the CSNACL, many of which have youth focused activities, should be trained to use SCREAM materials in their activities with youth.

# 1. INTRODUCTION AND PROGRAMME SUMMARY

## 1.1 Project Description and Final Evaluation Scope

The expanded final evaluation covered the United States Department of Labor (USDOL) funded International Labour Organization/International Programme on the Elimination of Child Labour (ILO/IPEC) Project of Support to the National Plan of Action for the Elimination the Worst Forms of Child Labour (WFCL) in Cambodia and focused broadly on identifying its contributions to and impact on national efforts to achieve the elimination of WFCL. It was conducted by an independent evaluation team in March 2009, with preparatory activities in February 2009.

The Cambodian National Institute of Statistics estimated in 2002 that there were almost 1.5 million 7-17 year-olds engaged in economic activity in Cambodia, 40 percent of this age group.<sup>4</sup> The research studies of Understanding Children's Work (UCW) project derived the numbers of children in all sectors of WFCL using the 2003-2004 data of the Cambodia Socio-Economic Survey (CSES) and found number of children working in the defined national list of WFCL as 313,264 children aged 10-17 years.<sup>5</sup>

The Cambodian National Plan of Action for the Elimination of the Worst Forms of Child Labour (NPA WCFL) was first drafted in 2004 and finally approved in 2008. It includes eight areas of action: Research and Study, Policy and Institutional Development, Legislation and Enforcement, Advocacy, Networking and Social Mobilization, Education, and Prevention, Protection and Withdrawal/Removal and Rehabilitation of children. The ILO/IPEC Project was designed to fit within the Draft NPA framework and to help the Government validate and implement the Plan.

The ILO/IPEC Project, "Support to the Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach", also known as the Project of Support to the National Action Plan (PoS NAP) has the following three immediate objectives:

**Immediate Objective 1:** By the end of the project, national and provincial policy frameworks and implementation capacity to combat WFCL will have been strengthened.

**Immediate Objective 2:** By the end of the project, key stakeholders and networks at all levels will have been mobilized effectively to combat WFCL.

**Immediate Objective 3:** By the end of the project, integrated, effective and sustainable responses to fight against WFCL are in place in selected provinces and to serve as pilot models for Cambodia.

The scope of the evaluation includes all the project's activities from its start in September 2004 to the close of activities in December 2008. Project activities were diverse and included:

- Technical inputs to policy and law makers for strengthening the national and provincial policy and legal framework to combat child labour;

---

<sup>4</sup> Understanding Children's Work in Cambodia.

<sup>5</sup> The 16 hazardous forms named in the NPA-WFCL are: child work in salt farms, rubber plantations, brick-making, fishing and fish products-processing, porter work, child domestic work, semi-industrial plantations, stone and granite breaking, rock quarrying, gem-mining, children in restaurants, hotels and guesthouses, handicrafts and related enterprises, children in waste/dumpsite scavenging and working street children.

- Assistance, including training and material procurements, to build the management and organizational capacity of relevant Cambodian actors and institutions to contribute to the elimination of the WFCL;
- Efforts to expand knowledge, raise awareness and mobilize key persons, ILO tripartite partners (government, labour organizations and employers' associations), civil society and the public at large against child labour, and;
- Support for the design and implementation of replicable, scalable and sustainable models of direct action for the withdrawal and rehabilitation or prevention of children from engaging in the WFCL in priority sectors and regions.

Project interventions fall within a global ILO/IPEC strategic framework designed to support ratifying countries to comply with the provisions of Convention 182 (C. 182) on the WFCL known as Projects of Support for the Time Bound Programme (PoS TBP). Several PoS TBP have been and are currently being implemented in numerous countries with support from USDOL as well as other donors; to some extent, this evaluation report will also analyse how the outcomes of the Cambodia PoS NPA/TBP may inform and enrich the TBP strategic framework and methodologies in general. Other areas of inquiry to be covered include: (1) the relevance of the initial project design relative to the national context; (2) the impact of the project on national policy and institutional capacity to combat child labour; (3) the impact of project interventions on the knowledge base on child labour, awareness and social mobilization and (4) the impact of project interventions on direct beneficiaries including analysis about the degree to which project interventions are replicable, scalable and sustainable and finally (5) the effectiveness, efficiency and relevance of project implementation.

A second phase of the ILO/IPEC project under evaluation began in September 2008 with funding from USDOL. Recommendations, good practices and lessons learned identified in this expanded evaluation report may be put to use in the phase II project.

## **1.2 Final Evaluation Methodologies and Limitations**

The evaluation of the ILO/IPEC PoS NPA was an Expanded Final Evaluation (EFE). An EFE combines a target group impact survey and final evaluation and is based around a set of core areas of achievement or suggested aspects to be used across all final evaluations for NPA/TBP projects of support. Expanded Final Evaluations are essentially evaluations with one or number of complementary target group impact surveys that allow for more in-depth quantitative and quality assessments of impact of the project in identified areas and in the context of broader and longer-term impact. The EFE for the PoS NPA consisted of three components: a policy impact assessment conducted by the evaluation team leader; a direct beneficiary impact survey conducted by a university research group guided by the evaluation team leader who participated in in-country preparation and design activities during the week of 9-13 February and final evaluation field visits and stakeholder workshops conducted by a 3 person final evaluation team (2 international and 1 national) during the period March 16-30.

### *Policy Impact Assessment*

The purpose of the Policy Impact Assessment is to examine the impact of project interventions on the policy and legal framework for combating the WFCL in Cambodia. It examined how the project influenced the strengthening of child labour specific laws, plans and programmes as well as how the issue has been mainstreamed into other policy frameworks. It was conducted by the final evaluation team leader in March 2009. Information was collected via a desk review of project documents and policy documents produced by the RGC and through in-country interviews with relevant stakeholders including the Secretary of State responsible for coordinating child labour issues within the Government and top

managers of the Department of Child Labour (DoCL) of the Ministry of Labour and Vocational Training (MLVT). Stakeholder feedback from the national and regional stakeholder workshops also fed the policy assessment analysis.

#### *Direct Beneficiary Impact Survey*

The purpose of the target group impact survey is to obtain more detailed information on the direct beneficiary target groups and to give a before-and-after snapshot of the target population at the end of the ILO/IPEC PoS NPA. The direct beneficiary impact survey addressed questionnaires to 300 boys and girls in 3 out of the 7 project targeted provinces or municipalities and 5 out of 6 targeted sectors in early March 2009. It was conducted by a survey team from Build Bright University. The survey collected data on the work status, education status, economic well being, health status and attitudes towards child labour of former project beneficiaries and their families. The survey took place roughly one year after the formal close of project funded direct action programmes (AP) and therefore provides information about the impact and short term sustainability of project interventions.

The three survey target areas were Kampot, Phnom Penh and Kampong Cham and the five sectors were fishing, salt, child domestic labour (CDL), rubber and brick. The geographic areas were selected to obtain wide coverage of the sectors targeted by the project and to represent project impact on beneficiary children living in both rural and urban areas. To identify and determine the number of beneficiary children from each of the selected sectors, proportional, stratified, random sampling was used. The details of the sample size of beneficiary children in selected sectors are given below:

**Table No. 1**  
**Beneficiary Children selected from Target Sectors**

Sl. No.	Area of Study	Target Sectors	Beneficiary Children		Sample Size
			Total	% to total	
1.	Kampot	i. Fishing	2,833	29.5	89
		ii. Salt	800	8.3	25
			<b>3,633</b>	<b>37.8</b>	<b>114</b>
2.	Phnom Penh	Domestic Labour	2,627	27.4	82
3.	Kampong Cham	i. Rubber	2,162	22.5	67
		ii. Brick	1,177	12.3	37
			<b>3,339</b>	<b>34.8</b>	<b>104</b>
			<b>9,599</b>	<b>100.0</b>	<b>300</b>

Of the 300 children surveyed, 55% were girls and 45% were boys.

Also, as part of the survey, focus group discussions brought together an adult, mixed gender group from 8 project targeted villages/survey sites, and collected information about social and economic changes and/or occurrences during the project period. The purpose of the focus groups was to identify factors not necessarily attributable to the project but which may have

had a positive or negative impact on the project beneficiaries and on the prevalence of child labour in the targeted zones.

#### *Final Evaluation Field Visits and Stakeholder workshops*

The final evaluation field visits and stakeholder workshops were conducted by a final evaluation team comprised of the lead evaluator and two assistants, one national team member and one international/resident in Cambodia during the latter half of March 2009. The final evaluation team conducted in-country interviews with stakeholders including government officials, workers' and employers' and civil society organizations representatives, community leaders, action programme implementers and executors and family and child beneficiaries. The team visited action programmes (AP) sites in Kampot (fishing and salt), Banteay Meanchey (portering) and Siem Reap (brick production). The final evaluation team also led three stakeholder workshops, 2 regional and 1 national attended by participants from all of the targeted provinces and national AP.

#### *Methodology Limitations*

Because evaluations may wrongly be perceived as an exercise to identify fault, getting frank and unbiased information may pose a challenge in an evaluation context. This was not remarked as a particular concern in the Cambodia EFE but precautions were taken to encourage participants' frank and candid feedback. In the case of ILO/IPEC EFE, the lead evaluator was careful to explain the purpose of the evaluation as primarily to identify good practices and to identify lessons learned for capitalisation in the phase II project or in similar projects elsewhere in the world. In addition, the lead evaluator clearly explained that phase II project funding had already been awarded and was in no way contingent on the findings of the final evaluation.

Also in an evaluation context, project partners and even beneficiaries may sometimes attempt to provide the "right" answer to avoid shaming or being perceived as criticizing members of the project implementation team. Therefore, the final evaluation team requested that high level project management not be present during stakeholder interviews so that individuals would feel as free as possible to provide candid answers to the evaluators' questions. In addition, during site visits, the evaluation team split up and the evaluation team members conducted very informal, individual interviews with stakeholders on site to solicit information in addition to the more formal presentations that were made by project partners and beneficiaries. No ILO/IPEC personnel were in the field for the direct beneficiary impact survey and the survey enumerators were directed by the lead survey manager to conduct their interviews without the presence of representatives of project implementing agencies.

Due to budget and time constraints, the direct beneficiary survey sampling was relatively small and caution should be exercised in the interpretation of the data, especially when it is based on small sub strata of the 300 surveyed children – for example, data collected from children age 18 and over. Otherwise, precautions were taken to assure that the selection of beneficiaries was random. Similarly, and for the same reasons, information collected during site visits may or may not be entirely representative of the project as a whole. It is possible that the evaluation team visited the best or easiest to access examples of project interventions. The stakeholder workshops partially compensated for the inevitable limitations of site visits for information collection by gathering a larger representation of stakeholders in one place.

The findings of the policy impact study relied heavily (but not exclusively) on interviews with Cambodian policy makers and other project partners and project produced progress reports and other project documents rather than a review of the actual policy and legal documents. This methodology was adequate to identify the policy and legal framework outcomes which were attributed to project support but not sufficient to do an in depth qualitative review of the laws and policies themselves.

Finally, it should be noted that most stakeholders did not speak English. An independent interpreter travelled with the evaluation team to assist the two international evaluation team members with translation. Overall, the quality of translation was very good but it is possible that either the stakeholders or the evaluators may have misunderstood some information due to language constraints.

The terms of reference for the evaluation are included in Annex A. The field visit schedule is available in annex B. A list of people interviewed is provided in Annex C and the survey questionnaires are included in annex D.

## 2. PROJECT CONTEXT AND RELEVANCE OF PROJECT DESIGN

*“To understand Cambodia, it is imperative to consider what happened to us during the time of the Khmer Rouge. We started from nothing 15 years ago.” -ILO/IPEC Senior Programme Officer.*

A review of the context in which the project was implemented is necessary in order to put project accomplishments or deficiencies into perspective and to analyze whether or not at the design phase, the project adequately addressed the unique challenges and opportunities of the national context.

### 2.1 Poverty, Economic Growth, Political Stability and Education

#### *Poverty and Economic Growth*

The impression one has moving around Cambodia is of a country in the process of remaking itself. In the capital, tall buildings seem to be springing up almost overnight, markets are bustling, universities are full and seas of young people under 20, who make up more than 50% of the population, can be seen everywhere, many streaming by on mopeds and bicycles or pouring out from garment factories on the capital’s periphery. In their own words and in their actions, Cambodians are keen to make up for the lost years when the country was under the control or fighting a civil war with the Khmer Rouge. While change has been fairly rapid, the country is rising from a very low base. Along side the rapid progress, social indicators testify to enduring poverty: 12 percent of Cambodian children die before their fifth birthday, almost one-half of young children are malnourished and about a third of the population live below the poverty line.<sup>6</sup>

The growth in the Cambodian economy over the last decade is an important backdrop for the project under examination. According to the 2006 World Bank Report on Poverty, “Cambodia has consolidated peace and achieved economic growth of about 7 percent per annum. These gains reflect the development, both social and economic upon which Cambodia has embarked, since transitioning from civil war to peace, and from one-party to multi-party politics. The country’s peace and economic openings have made rapid growth and relatively rapid poverty reduction possible.”<sup>7</sup> Economic growth has created opportunities for many to earn a better living and escape the daily fight for survival. For example, over 50% of project beneficiaries surveyed as part of the direct beneficiary impact survey reported that their income had increased during the project period with only a little difference between families who received project support with Income Generating Activities (IGA) and those that did not (48% versus 52% respectively). Cambodia’s expanding economic opportunities likely contributed to the project’s success in two ways: there were increasing opportunities for project beneficiaries to earn sufficient income to survive without exploiting the income earning potential of children in the WFCL and the perceived value of education may have been strengthened because of a growing number of job opportunities for educated and/or skilled youth. This is not to say project interventions and in particular awareness raising on the negative consequences of child labour were inconsequential but rather that they fell on fertile ground.

However, the above analysis must be qualified to take into consideration the disparity in economic development between urban areas and rural areas where a large percentage of project activities were focused. The engines of growth in Cambodia have been garment exports, tourism and construction, essentially urban based sectors. Rural economic

---

<sup>6</sup> UNICEF social indicators

<sup>7</sup> Cambodia, Halving Poverty by 2015? Cambodia Poverty Assessment 2006. The World Bank



development was considerably slower; one result of which is that 90% of all Cambodians living below the poverty line are in rural areas. While focus group discussions held as part of the direct beneficiary impact survey noted infrastructure improvements (better roads, increased access to health facilities, drinking water, and electricity and in some cases more and better education infrastructure) in most of the focus group participant villages, participants perceived no marked growth in employment in their communities. The testimony of an adult brick worker in Siem Reap Province (see box 1), recorded during field visits highlights the two way linkages between poverty, in this case rural poverty, and child labour. The challenges to eliminating child labour include landlessness, low wages, lack of social protection measures including healthcare, and indebtedness. Furthermore, the rise in basic commodity prices negatively impacted the economic well being of the targeted communities in both rural and urban areas. So, while the project was helped by Cambodia's recent economic growth, poverty, especially in rural areas, remained a critical issue requiring specific project strategies to address within its policy and direct action interventions. The project design took into consideration poverty at both the policy level – with its strategy to mainstream child labour into broader development policies and action plans- and in its model prevention and withdrawal interventions – through project plans to support alternative sources of revenue for some direct beneficiary families.

#### *Political Stability and Governance*

Cambodia was ruled from 1993 till 2008 by a coalition of parties in which the Cambodian People's Party played a lead or an influential role. The Cambodian People's Party won a renewed mandate in mid-2008 elections. Like Cambodia's economic growth, peace and political stability

has contributed to an environment conducive to project supported interventions, in particular those aimed to strengthen policy and legal frameworks to combat the WFCL. The main project counterparts in government remained fairly stable and apart from the restructuring of the Ministry of

#### **Box 1 Brick Making Family**

Mrs. Y has 9 children; the oldest child who is currently 18 years old has been working full time in the factory since she was 16 years old. Her 4 kids are attending school and the other 4 kids whose ages are currently 1, 5, 6, and 7 still stay home with her. Mrs. Y's husband has not been able to work for three years now. The burden of feeding the whole family has fallen to her and her daughter.

*"I live here, on the land of the brick factory, since my past generation but I own no house and land. I have no chance to get out but keep working for the factory to make a terrible living. Other 12 families who are living here with me have similar situations. All those 12 families are owing to the factory owner and have no land, too. And others who own residential area and house and living outside the factory's property are in debt to the factory owner, too. I really want to send my kids to school and have better work conditions and living and do not want to pass all these present burdens onto my kids but I may have little or no chance to have my dream come true in this life."*

Labour, Social Affairs, Vocational Training and Youth Rehabilitation into two separate Ministries, the project did not have to contend with dramatic changes in the composition or structure of government. Similarly, the project implementation period was not marked by periods of extended political or social unrest.

Beyond peace and political stability, for policy and legal frameworks to deliver results to citizens, an efficient and developed state, including a working justice system, strong civil society organizations and in general, respect for the "rule of law" are factors that obviously influence the breath of impact of project interventions. As noted already, much human capital was lost during two decades of unrest and civil war. As a result, many Cambodian institutions

are still weak. Even when political will to implement reforms is strong, as it seems to be in the case relative to the elimination of the WFCL, getting results are contingent on developing systems and skilled administrators to supply needed social services and in general, to assure good governance. In this context, the project design which strongly emphasized capacity building for policy makers and implementers was extremely strategic and well placed.

Good governance is important for the project and project stakeholders related that lack of good governance<sup>8</sup> hampered project efficiency and effectiveness in the education sector, for example. While the project was effective in getting beneficiary children back into the formal education system, the positive impact of the intervention was constrained by the common practice of teachers requiring payment for supplementary classes that essentially puts any child who cannot pay at a disadvantage. Similarly, stakeholders noted that border authorities could be persuaded to let children cross the border to work as a porter with her family for a small “fee.” Within the project design, strategies to address and/or compensate for weak governance included:

Project supported awareness-raising about the negative consequences of child labour and importance of child labour laws and their enforcement which should have favored better governance on the demand side;

National and Provincial government involvement in the implementation of direct action programmes and training designed to enable officials to deliver better on their mandated capacities in regards to protecting children from the WFCL which should have increased good governance on the supply side.

Once implementation began, the project decided to design and implement an action programme with the commune of Poipet which tested the validity of decentralization policies to assure more accountability and transparency in social programme delivery at the local level.

#### *Progress toward Education for All (EFA)*

In the 2009 Education For All (EFA) Monitoring Report, according to an index of education indicators that compiles enrolment, gender, literacy and quality indicators, Cambodia remains far from attaining education for all.<sup>9</sup> While large numbers of Cambodian children both work and go to school, education is still considered the most important incentive for families to forego child labour. Thus, it is important to also consider Cambodia’s EFA progress as an important context of the project under evaluation. On the positive side, Cambodia is an EFA fast track country and has an approved sector plan. Also, in the last 20 years, it has increased its net enrollment rate by 7 percentage points and 98% of its teachers have been trained. Other indicators from the 2009 EFA Monitoring report are much less positive:

- In Cambodia only 55% of children who enrol in primary school remain in school to complete the last grade.
- Fewer than 80 girls were enrolled in secondary education for every 100 boys in 2006.
- There is a wide gap in school attendance based on wealth: 58% of the poorest 20% attend school, compared with 89% of the richest 20% of the population.
- Cambodia has the highest number of primary school pupils per teacher in the region (50:1 in 2006).
- Cambodia’s investment in education is among the lowest in the region. The median percentage of GNP devoted to education was 3.6% in East Asia in 2006 while Cambodia’s was 1.8%.

---

<sup>8</sup> The Kingdom ranks 162nd out of 179 countries in Transparency International’s Corruption Perceptions Index for 2007. According to a 2004 USAID assessment, corruption hampers economic opportunity and competitiveness; petty bribes are commonly required for services that should be provided for free and/or to avoid prosecution for the infringement of laws.

<sup>9</sup> Education For All Monitoring Report 2009, Regional Overview for Asia and the Pacific pg.11

During project stakeholder workshops, participants were keenly aware of the intertwined relationship between EFA and the NPA WFCL. Participants noted, “EFA cannot be achieved without adequately addressing child labour.” In fact, the relationship runs both ways – the eradication of the WFCL is highly dependent on improvements within the education sector. Community child labour monitors and labour inspectors can identify and support the enrolment of children at risk or engaged in the WFCL in school but it is up to the education system to provide the necessary incentives to keep children in school. The project design addressed the importance of education within planned interventions to withdraw and rehabilitate children by direct action and within planned efforts to mainstream child labour into other sector plans including the education sector.

## 2.2 Other Design issues

### *Coordination and Mainstreaming Strategies within a Time-Bound Programme*

According to ILO/IPEC, the time-bound approach is essentially the implementation of a set of integrated and coordinated policies and programmes to prevent and eliminate a country’s WFCL. The time-bound approach stresses linking action to other national development frameworks with particular emphasis on economic and social policies to combat poverty and to promote universal basic education and social mobilization.

In the project document, the need to coordinate actions with other sectors and cross cutting social and economic programmes in Cambodia is addressed under outputs 1.1 “National coordinating mechanisms are strengthened” and output 2.1 “Child labour mainstreamed in government and donor plans, sector initiatives, and monitoring systems at all levels.” The coordinating mechanisms created (or reconstituted) within the project include the National Sub-Committee on Child Labour (NSC-CL) under the Cambodian National Council for Children (CNCC) with members from 10 relevant ministries, from Employers’ and Workers’ Organizations and from Non Governmental Organizations (NGOs) and seven Provincial Child Labour Committees. According to stakeholders interviewed by the evaluators, these have been very effective for enabling coordination and cooperation in the implementation of child labour programmes. At the provincial level, stakeholders attested that they were able to leverage additional resources and cooperation for project interventions because of the existence of the provincial multi sector committees.

The mainstreaming initiatives taken by the project include the successful integration of child labour as an indicator in the National Poverty Reduction Strategy (NPRS) 2003-2005 and the Cambodian Millennium Development Goals (CMDGs). It is important to have this indicator in the policy documents because it may enable resources to be allocated to the problem and progress towards the stated target will be monitored and evaluated. It is also a means to mobilize resources from a variety of sources. This is a key project achievement.

In addition to these initiatives, and in order to increase strategic linkages with other programmes that are crucial to eliminating the WFCL, designers and implementers of time-bound programmes in general and ILO/IPEC Cambodia in particular should consider signalling out and materially supporting elements in other national initiatives that are not necessary explicitly child labour initiatives but which are closely linked to achieving the NPA goals. In the same way that specific reforms of labour law are targeted in the design phase of the project, so might a PoS TBP target specific reforms in, for example, vocational training, education and/or social protection. Examples of needed reforms in Cambodia include the following:

- The inclusion of 15-17 year olds in the national strategy for vocational training through, for example, apprenticeship programmes and/or lowering educational prerequisites to access vocational training by youth;
- The increase in the availability and quality of transitional education programmes, after school tutoring programs, and/or food for education programs;
- The establishment of social safety net programs such as conditional cash support programs;<sup>10</sup>

According to the draft UCW report on Mapping and Costing Child Labour Interventions, the most relevant existing programmes with whom ILO/IPEC should seek closer collaboration are the EFA, the Child Trafficking Action Plan and the National Plan for Orphans and Vulnerable Children (OVC).

### *Evaluation finding on Project Design*

**Finding 1:** The project design was comprehensive; it was both relevant to the national context and capitalized on ILO/IPEC core mandates. However, planned policy related interventions were heavily concentrated in the labour sector which may have limited stronger linkages with other sector initiatives that are essential for the success of the NPA.

**Recommendation:** In line with TBP guidelines and in order to develop a more integrated and comprehensive approach to the implementation of the NPA, ILO/IPEC should strengthen links between child labour-related policy work and action programmes (AP) and education, OVC and poverty reduction development aid and programmes.

### *The Sector based Approach*

During stakeholder workshops, participants identified the narrow definition of sectors as a gap in the project design. There are in addition to the WFCL as identified in C. 182, 16 sectors that are recognized to be characterized by hazardous forms of work for children by the Royal Government of Cambodia (RGC). The participants noted the presence of children in other hazardous sectors in their communities and their frustration with the narrow focus of the project. Not raised by stakeholder workshop participants but a known risk of sector focused interventions is that children benefiting from prevention and withdrawal interventions move from the targeted hazardous sector to another as opportunities for employment in the targeted sector decrease because of successful project interventions. According to the direct beneficiary impact survey conducted as part of this evaluation, among project beneficiaries, the transfer effect has been minimal to date. Out of 204 surveyed children aged 17 or younger who were no longer engaged in the targeted hazardous sector, only two beneficiary children, i.e., one per cent, were engaged in work in a non-targeted hazardous sector.

One compelling reason to take a sector based approach in phase 1 was to explore the possibility of eliminating child labour within a sector by working closely with employers and trade unions. The success of project work in the salt sector is illustrative of the potential of the sector based approach to engage workers' and employers' organizations within a specific sector. As a result of project interventions, the main association of salt producers in Kep and Kampot has committed to produce child labour free salt through the establishment and application of a members' code of conduct. Of course, the ability of the association to deliver on its promise is contingent on the commitment of individual members to apply the code and,

<sup>10</sup> According to a representative of UNICEF and an article in the *Cambodia Daily*, during the last several months, donors have been working with the RGC to conceive and plan a support system for the poor, most likely a conditional cash support program that would provide cash to poor households on the condition that their children attend school and are taken to the clinic for medical check-ups. The system entails putting in place a national system for identifying the poor households eligible for the programme. At the time of the field visits ILO/IPEC was not part of the group of donors working on this initiative.

to some extent, on the ability of trade unions and labour inspectors' to hold producers' accountable. Therefore, the success of the intervention is dependent on relative cohesiveness within the producers' association and the trade unions; this cohesiveness is more easily achieved within one sector where similar economic interests are clearly shared among members.

### **3. DESCRIPTION AND IMPACT OF PROJECT STRATEGIES AND INTERVENTIONS**

#### **3.1 Project Achievements Impact on Stakeholder Capacity to Implement Child Labour Policies and Enforce Child Labour Laws**

Immediate objective 1 of the PoS set out to reinforce national policy and laws needed to eliminate child labour and to reinforce the capacity of national institutions to implement the NPA. Because of Cambodia's relatively weak institutions, capacity building was emphasized as particularly important to the success of the NPA

##### *National Level*

Key structures within the national government are mandated to carry out actions to eliminate child labour in the country, or were established for this purpose explicitly. The RGC set up an inter-ministerial body called the Cambodian National Council for Children (CNCC) in 1995, to support the implementation of the Conventions on the Rights of the Child in Cambodia, which began to address child labour. In 2000, the government established a National Sub-Committee on Child Labour and Other Forms of Commercial Exploitation of Children (NSC-CL).

##### *The MLVT and the Child Labour Department (Output 1.2 - Capacity of the child labour unit to coordinate and facilitate efforts on child labour enhanced)*

The Ministry of Labour and Vocational Training (MLVT), and its Department of Child Labour (DoCL) hold the mandate in the country on child labour issues. Before August 2004, the child labour mandate and unit was with the Ministry of Social Affairs, Labour, Vocational Training and Youth Rehabilitation (MOSALVY) at the national level. In August 2004, the MOSALVY was divided into two, the Ministry of Labour and Vocational Training (MLVT) and the Ministry of Social Affairs, Veteran and Youth Rehabilitation (MOSAVY). Because the split happened at approximately the same time the PoS NPA was initiated, project support for re-establishing child labour structures and mechanisms within the MLVT was very important.

With the restructuring of the MLVT, the DoCL was upgraded from a unit to a department in April 2005 and is composed of one Director, four Deputy Directors and full complement of support staff. According to project documents, the Department had an annual budget of about \$86,000 in 2006 which covered administrative and personnel costs. The DoCL has a technical and advisory function and supports integration of child labour issues across government. It has set up three sub departments, the Bureau of Child Labour Inspection, Bureau of International Cooperation, and Bureau of Policy Framework to support its operational functions.

There are several key areas where the DoCL is mandated to play a role in the elimination of child labour. These include:

- Developing policies, laws and regulations concerning child labour;
- Implementing the RGC's policies, international conventions and treaties concerning child labour;
- Monitoring the implementation of the NPA-WFCL and international conventions on child labour;
- Cooperating and coordinating with ministries, institutions, NGOs and international organisations to address child labour related issues;
- Collaborating, implementing and evaluating with partner ministries, institutions, NGOs and international organisations, the projects and programmes on the elimination of child labour;

- Intervening on issues concerning child labour; and
- Organising the national awareness campaign including the World Day Against Child Labour, on 12 June.

Early in the PoS NPA implementation, the project commissioned a needs assessment to identify needed interventions to build the capacity of national and provincial child labour structures within the MLVT to implement the NPA. The assessment recommended delivery of a comprehensive professional development programme for national and provincial MLVT employees to be carried out almost exclusively by nationals who had gained experience in the previous ILO/IPEC programme. Accordingly, with project support, the MLVT constituted a Training Team on Child Labour (TTCL) composed of master trainers from the Ministries of Social Affairs, Education, Planning as well as from selected employers' and workers' organizations. The team delivered training on child labour concepts and standards, the situation of child labour in Cambodia, and on national policy and implementation strategies, to relevant officials of the MLVT including the DoCL, and provincial and municipal labour inspectors.

According to project management and the DoCL, the Department took the lead on piloting the six child labour decrees through the validation process and on getting the validation of the Prime Minister and the National Council of Ministers for the NPA. In this process, they gained experience which should enable them to fulfil their mandated role in future legal and policy interventions related to child labour. During the national stakeholder workshop, the DoCL participants showed a high level of understanding of child labour issues and strategies to combat the problem.

***Provincial Level (Output 1.3 - Provincial capacity to engage, plan and coordinate efforts on child labour enhanced)***

In addition to the professional development programme which is highlighted above, the project's strategy to build the capacity of provincial and municipal departments of the MLVT was to charge them with the implementation of the sector AP in the targeted provinces. The 7<sup>th</sup> AP was implemented by the commune of Poitpet. This strategy bore significant fruit and was appropriate in as much as it enabled the PDLVT to put in place the institutional mechanisms required to implement national policy at the sub national level and to reinforce the capacity of key Ministry of Labour personnel to perform their mandated role: raising awareness of national policy and laws on child labour among other line offices, coordinating among diverse actors and institutions, referring children engaged or at risk of engaging in the WFCL to social services providers (education authorities, NGOs, training institutions), inspecting workplaces and monitoring children.

### *Finding on project capacity building interventions at provincial level*

**Finding 2:** Interventions to strengthen the capacity of the MLVT were well executed by ILO/IPEC. Of particular importance to project success and long term sustainability was strengthening provincial labour office capacity to raise awareness of the problem of child labour, to lead and coordinate initiatives to combat the WFCL, and establish child labour monitoring systems at the community and enterprise level through inspection and training of community monitors.

**Recommendation:** The phase I project was only able to work in five provinces and two municipalities. In phase II, ILO/IPEC should work with the MLVT DoCL to assure that core child labour training (knowledge of the issue, the National Plan of Action, role of the provincial office) should be extended to all provincial offices of labour and vocational training. The national master trainers trained in Phase I should be able to carry out this programme with some assistance from the project. It is understood that because of resource limitations, more intensive assistance will be reserved for a small number of new provinces but if new funding becomes available, extending interventions to cover all provinces should be a priority.

## **3.2 Impact of Project Interventions on Policies and Legal Frameworks for Combating the WFCL**

ILO/IPEC has been providing assistance to the RGC to combat child labour since 1996. From the beginning of its assistance through to the project under review, the development of policy and legal frameworks has been an importance focus of the Organization's assistance.

### *Benchmarks in the Introduction of Child Labour into Cambodian Policy Frameworks*

As a result of ILO/IPEC and other development partners' technical and material support, Cambodia has a well developed policy framework for combating child labour. Benchmarks in the process of constructing this framework are highlighted below:

- Government signed the UN Convention on the Rights of the Child in 1992.
- Cambodia ratified the ILO Convention 138 on the Minimum Age for Employment in on August 23 1999.
- The Ministry of Social Affairs, Veterans, and Youth Rehabilitation (MOSAVY) Action Programme 2004-2008 includes specific goals to combat child labor and trafficking and improve enforcement mechanisms for violators of child labor and trafficking laws.
- GOC reaffirmed its commitment for the reduction of CL to 10.6% by 2010 and to 8% by 2015 in the NSDP, 2006-2010
- Cambodia Millennium Development Goals (CMDG) addresses child labour by aiming for the reduction of the proportion of working children aged 5 to 17 years of age from 16.5 percent in 1999 to 13 percent in 2005, and at 8 percent in 2015.
- RCG ratified C. 182 on 15 March 2006
- Seven decrees containing a specific clause on the prohibition or regulation of children's work issued by the MLVT.
- National Plan of Action on the Trafficking and Sexual Exploitation of Children 1999-2004 (NPA TSEC);
- Draft Plan of Action on Trafficking in Persons and Sexual Exploitation (NPA TIPSE 2006-2010)
- Education for All National Plan (2003 to 2015)
- Country accepted the ILO's global goal of ending the WFCL by 2016, with the Minister for Information, the Government Spokesperson on Child Labour and the



Secretary of State in charge of Child Labour making formal statements on the need for Cambodia to achieve this goal.

- The Cambodian National Assembly adopted and approved for implementation an ASEAN Inter-Parliamentary Organisation (AIPO) resolution to prevent and eradicate the worst forms of child labour. The resolution, adopted during the AIPO 25th General Assembly in September 2004, calls for immediate, comprehensive, and concerted action to remove children from hazardous and sexually exploitative work, and to provide for the safety, rehabilitation, and social integration of affected children.

**The NPA** (Output 1.4 - Technical inputs for finalizing and implementing national plans of action provided)

Cambodia's Prime Minister and the Council of Ministers gave the official approval to the National Plan of Action on the Elimination of the Worst Forms of Child Labour (NPA-WFCL) 2008 – 2012 on June 16, 2008. This is one of the key achievements of the PoS NPA. In all three stakeholder workshops, participants cited the NPA as an asset for national efforts to eliminate the WFCL.

According to the Secretary of State, MLVT and Chairperson of NSC on Child Labour, the NPA makes child labour a national priority and will enable the MLVT in particular to lobby for additional budgetary resources to address the problem. Currently, State allocated budget resources for the NPA remains relatively small. During the national stakeholder workshop, the Secretary of State proposed to constitute a national fund for child labour which would be fed by donor contributions and government matching funds – if successful, this would be a positive step towards increasing and diversifying donor resources and upping the national contribution towards the implementation of the NPA. With the approval of the NPA, a national framework was created that is larger than any one donor funded project and in the best case scenario the ILO/IPEC PoS NPA Phase I and II are neither a starting nor ending point for national initiatives to eliminate the WFCL. In this sense, the NPA was a key element in the project's sustainability strategy by reinforcing national ownership of anti child labour initiatives.

The NPA remained in draft form during most of the project implementation period. However, according to stakeholders within and outside government, having the Draft NPA was strategically important to project success because it supplied legitimacy to project efforts to enlist Cambodian institutions in the fight against child labour, in particular with public authorities and institutions like the Provincial Governors, the Provincial Department of Labour and Vocation Training (PDLVT), provincial education authorities, and the commune council of Poipet, among others.

The active engagement of ILO/IPEC with the RGC enabled project implementers to leverage resources from other sources including from local education authorities and the commune council. However, the mere existence of the Draft NPA did not guarantee buy in from actors closer to the ground. It was important to devise and implement strategies to bring the “national” plan down to the provincial and local levels. ILO/IPEC succeeded in “planting” the NPA closer to the grassroots by involving provincial and local public institutions and civil society organizations in AP implementation, through the creation of provincial multi-sector working groups on child labour and by using national media in awareness raising about the Plan.

*The Prakas (Output 1.5 - Decrees ('prakas') in hazardous sectors and list of hazardous work defined)*

Six of the seven RGC degree or Prakas containing a specific clause on the prohibition or regulation of children's work were issued by MLVT during the project implementation period. They are listed below.

**Table 2 List of Prakas (Ministerial Order) on Child Labour the Ministry of Labour and Vocational Training (MLVT)**

No.	Prakas number and title	Date of Adoption
1.	Prakas No. 106 on Prohibition of Children Working at Hazardous Workplace.	28 April 2004
2.	Prakas No. 305 on Work in Sea Fishing.	14 December 2007
3.	Prakas No. 306 on Working and Living Conditions in Plantations.	14 December 2007
4.	Prakas No. 307 on Occupational and Safety Health Conditions in Garment and Foot-Wear Factories.	14 December 2007
5.	Prakas No. 308 on Working and Living Conditions in Salt Production Enterprises.	14 December 2007
6.	Prakas No. 309 on Working and Living Conditions in Brick Enterprises.	14 December 2007
7.	Prakas No. 002 on Determining the Types of Employment and Light Work that can be permitted for Children to work aged from 12 - 15 years old.	08 January 2008

During stakeholder workshops, participants affirmed that the existence of Ministerial decrees officially identifying and prohibiting child labour in specific tasks in specific sectors was an important gain during the project implementation period. The reasons given were that the decrees enhanced the legitimacy of project implementers' activities and added a deterrent to employers who employ children in their enterprises. Before the existence of the *prakas*, the project stakeholders said they had no legal basis for their actions to withdraw children from hazardous work. In many cases, the project compensated for the absence of national decrees by getting Provincial Governors to issue orders prohibiting the engagement of children in hazardous work within project targeted sectors.

According to Head of the DoCL and ILO/IPEC project management, the MLVT and specifically the DoCL led the validation process of the decrees, fulfilling their mandated role and gaining experience that may be applied to the passage of additional decrees covering other hazardous work sectors.

In stakeholder workshops, participants cited enforcement of laws restricting child labour as a challenge and an area of intervention requiring reinforcement. One constraining factor is the relatively small number of poorly equipped labour inspectors in the field compared to the large numbers of workplaces to be monitored. According to project management, even if labour inspectors were more numerous and better equipped, strict enforcement of laws is difficult at the present time in the absence of viable alternatives for extremely poor and vulnerable families (for example, there are not enough schools to put all the children, the schools are not located close to the households of the children, the quality of the teachers and the teaching need to be improved etc.) and because the poverty of families which makes it

difficult to send the child to schools because of the additional costs it would incur. For this reason, and has previously been noted in section 2.2 of this report, it is important for PoS NPA projects to also champion laws and policies outside the labour sector but which are closely linked to eliminating the root causes of child labour. These could include social safety net mechanisms such as conditional cash transfers.

***Finding on project interventions to strengthen labour policy and legal frameworks to combat the WFCL***

**Finding 3:** The PoS NPA has been highly successful in achieving the outputs related to labour policy and legal frameworks and relatively successful on issues related to enforcement as set out in the phase I project plan. Key achievements include ratification of C. 182, validation of the NPA to eliminate the WFCL, and the passage of six prakas regulating living and working conditions –including children’s work – in hazardous sectors.

**Recommendation:** In phase II, ILO/IPEC should capitalize on the validated NPA and decrees and focus efforts on the application of national policies at the provincial and commune levels. Also, ILO/IPEC should assist the MLVT to develop its strategy for leveraging additional donor resources for the implementation of the NPA.

### **3.3 Project Achievements and Impact on Child Labour Awareness, Knowledge and Social Mobilization**

Immediate Object 2 focused project efforts on raising awareness about the negative consequences of child labour and national initiatives to combat the problem, increasing knowledge about child labour and mobilizing support for anti child labour actions.

***Awareness Raising (Output 2.3 - National awareness raising campaigns promoting attitudinal change on child labour issues supported)***

Based on interviews with stakeholders at all the levels, the PoS NPA and the previous ILO/IPEC project on hazardous labour is credited with raising the conscience of segments of the population in Cambodia about the issue of child labour and its negative consequences to the well being of children. The PoS NPA supported awareness raising activities at many levels and for a variety of audiences including policy makers, government officials, local leaders, potential donors, civil society groups including trade unions, employers associations, and non governmental organizations (NGO), parents, children and the public at large. To varying degrees, awareness raising on child labour was integrated into all 12 AP, including the eight sectoral AP and the four national level AP.

Awareness raising is a sustainable contribution of the project to the NPA. Once key actors are conscious of the problem of child labour, this awareness is difficult to erase even though resource levels to take action may vary based on the availability of government, donor and civil society contributions to combat the problem. For example, in stakeholder workshops, nearly all stakeholders’ affirmed their commitment to combating child labour with whatever limited resources available to them.

The Ministry of Information (MoI) was charged by the project with conducting a national awareness raising campaign aimed at increasing public awareness on child labour and sensitising and moulding public opinion in the country. ILO/IPEC selected the MoI to implement the media campaign because of the geographic reach of public media and its role as an influencer and moulder of public opinion in the country. Within the campaign, the MoI used a wide variety of strategies including video documentaries, public service messages and even entertainment (a child labour quiz show, for example) to spread an anti-child labour

message. According to project management, the MoI AP leveraged Ministry resources that would be beyond the budget resources of the project to procure.

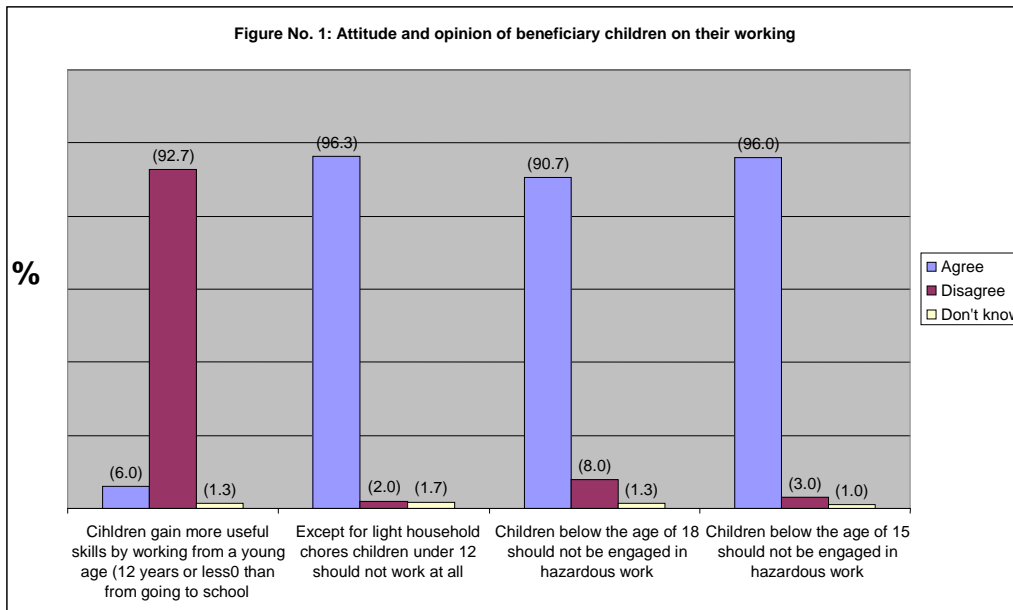
A project commissioned survey on the visibility of the Ministry of Information media campaign measured whether or not the respondents' to the survey had seen or heard messages about child labour delivered through a variety of medium in the awareness raising campaign in three provinces and one municipality: Phnom Penh, Kampot, Sihanouk Ville and Takeo. Two hundred individuals were surveyed – 158 from the general public, 16 children, 16 child labourers, and 10 media representatives. Among the 200 respondents, 71 % expressed that they were aware of the problem of child labour compared to 33 per cent in the baseline survey (+38%). The results were compared to a similar survey conducted at the beginning of the Action Programme.

The survey analyzed which medium was most effective in exposing the public to the issue of child labour. Some of the results are summarized below:

- 34 % of respondents had seen billboards against child labour compared to 25% in the baseline
- 42 % of respondents had seen posters or banners against child labour compared to 25% in the baseline.
- 47 % respondents said that they had seen programmes on TV on child labour compared to 24% in the baseline.
- 56 % respondents in total had heard programmes on radio on child labour compared to 44% in the baseline.
- 10% had seen a website on child labour compared with 5% in the baseline.
- 16% respondents had participated in discussions on the problem of child labour compared with 13% in the baseline
- 33 per cent respondents in total had seen newspaper articles/columns on child labour compared to 25% in the baseline.

It is important to note that the survey questions and report did not address which mediums were the most influential in changing knowledge, attitudes and behavior but looked only the visibility of awareness raising initiatives. In terms of their visibility, radio messages seem to have had the widest reach followed closely by TV and then banners/posters. The comparison with the baseline shows an increase in visibility in all mediums that may be attributable to the Ministry of Information campaign as well as other project and non project supported awareness raising initiatives.

The direct beneficiary impact survey measured the opinions and attitudes of surveyed children and their families and showed that among those surveyed, project beneficiaries believe child labour to have negative consequences on the well being of children. The figure below shows the degree of agreement or disagreement of surveyed children in regards to four statements about children and work. The attitudes of surveyed parents are comparable.



Project awareness raising included specific actions to sensitize political leaders and law makers including a workshop attended by high level members of the National Assembly of Child Labour organized in 2007. Statements made by government leaders about child labour indicate that there is high level appreciation of the negative impact of child labour on national social and economic development. According to the Prime Minister in his message accompanying the NPA document, “The Royal Government of Cambodia considers the elimination of child labour as one of its most important priorities for the prosperity of the country and the improvement of the living standards of its people. While the nation is in shortage of material, financial, and human resources, child labour abounds and is one of the major obstacles in the development of all sectors of Cambodian society such as the social, economic, and labour sectors.”

#### ***Finding on project awareness raising interventions***

**Finding 4:** The scope of project supported awareness raising has been wide and well targeted. It has enlisted government officials, trade unions and employers, elected representatives, civil society leaders, school directors and teachers, village chiefs, parents and children. However, according to stakeholder feedback, a critical mass of public opinion has not been reached and additional awareness raising activities are needed.

**Recommendation:** Awareness raising interventions may be improved by (a) varying messages and materials more according to the target audience, (b) increasing the use of mass and multimedia, (c) initiating Internet based networking and advocacy campaigns (d) working through civil society network member’s individual networks (e) identifying new channels for awareness raising such as through Micro Finance Institutions (MFI) or health centres (f) integrating child labour into government training programmes (including teacher training) with national scope (g) reinforcing peer education programmes through wider promotion of the ILO/IPEC SCREAM materials and (h) enlisting the support of national opinion leaders such as artists, well known sports stars and religious leaders.

#### ***Improving the Knowledge Base (Output 2.2 - Knowledge base on child labour in Cambodia, involving key stakeholders, enhanced)***

The project produced a number of documents that provided additional information and insight about the prevalence, conditions and causes of child labour in Cambodia. Inter Agency

Collaboration with the ILO, UNICEF, and World Bank produced "Understanding Children's Work in Cambodia" which detailed the prevalence, characteristics and factors which contribute to children's work and in particular child labour in Cambodia and supplied recommendations to the RGC about strategies to combat the problem. Although still in draft form, the UCW Report "Mapping and Costing Current Programmes Targeting the Worst Forms of Child Labour in Cambodia." collected data to feed an assessment of the funding required if all the WFCL are to be eliminated in the country by 2016. The mapping section of the report provides information that could be used to strengthen linkages between organizations and projects already active in combating child labour. Another inter-agency report, still in draft form, "The impact of rising food prices on child labour and education in Cambodia" attempted to verify whether or not rising food prices was leading to poorer attendance, higher drop out rates and poorer education performance and to higher prevalence of child labour as a coping strategy by low income groups. The report remains in draft form because it has not succeeded in addressing this core question.

Very early in the project, the "Sectoral profiling on Child Labour in brickmaking, fishing, hotel guest houses and prostitution in Sept. 2004" filled knowledge gaps about the prevalence and characteristics of CL in the targeted sectors. In addition, the project commissioned rapid assessments in project targeted provinces which were used to identify and collect baseline data on the children to be targeted by direct APs.

According to the UCW report which mapped and costed existing child labour interventions in Cambodia, there are numerous additional sectors that merit investigation include scavenging, tobacco plantations and semi-industrial agricultural plantations, handicrafts and related enterprises, stone and granite breaking, rock/sand quarrying, gem and coal mining, street begging and flower and souvenir selling. Many of these sectors were also cited by project stakeholders as sectors with large numbers of working children. Other stakeholders felt that the Commercial Sexual Exploitation of Children (CSEC) merited additional investigation. At least one rapid assessment in the hotel and tourism industry looked at CSEC and the issue has been explored in ILO and UNICEF activities related to trafficking. Still, there are no quantitative estimates of the prevalence of the problem.

A noteworthy achievement that came near the end of the project is the creation of the RGC website on Child Labour - [www.childlabor.org.kh](http://www.childlabor.org.kh). Developed with technical and financial support from IPEC, it was launched in the occasion of the World Day Against Child Labour on June 12, 2008 by the Minister of Information. The website is an important means to share information on child labour and government policies to combat the problem. It could be improved by making it less ILO and Government centred –for example using it to show case the work done by other organizations, reinforcing the section on good practices, and including a directory of organizations working on the problem.

The last child labour survey was conducted in 2001. Data from this survey is starting to get old and, according to project management, efforts to include child labour specific questions in the national census questionnaire were not successful. Given that national indicators for the reduction of the WFCL are time and prevalence specific, it is a relatively serious gap that no new data on the prevalence of child labour is available or forthcoming.

### ***Finding on project interventions to improve knowledge base on child labour***

**Finding 5:** Project efforts to increase what is known about child labour in Cambodia, in particular within the framework of its collaboration with UCW, has delivered consistent and relevant information about the causes, conditions and results of child labour in the Kingdom. The research conducted or supported by the project has been action and policy oriented and has engaged national research institutions.

**Recommendations:** There are identified WFCL sectors where there is still a dearth of information on the conditions of working children. In addition, the issues of economic and seasonal migration of children and families came up frequently and more information may be needed about the phenomenon in order to devise strategies to prevent and withdraw children from the WFCL in situations of migration. In addition, the relatively poor project results in the brick making sector (only 33% of surveyed children remained withdrawn from the brick sector) and the very good results in the child domestic labour (CDL) sector (95% of children aged 15 and under remained withdrawn from the CDL sector) both merit additional investigation. The evaluation team recommends these areas be subject of additional study in Phase II.

ILO/IPEC should continue to pursue collaboration with the National Institute of Statistics under the Ministry of Planning to update national statistics on the prevalence of child labour and the WFCL.

*Social Mobilization and Networking to Combat Child Labour (Output 2.4 – Networks for building commitment, collective action on child labour strengthened)*

The project mobilized social partners to contribute to the NPA through the development of APs with the trade union body, Project Advisory Committee against Child Labour (PACT) and the second leading employers' federation, CAMFEBA. In addition, it created and supported the Civil Society Network Against Child Labour.

In 2004, 10 members representing different trade unions took the lead in establishing an Inter-Union Committee on Child Labour. The committee was formalized to become the PACT Against Child Labour with ILO-IPEC support in 2005, and implemented an AP on mobilizing workers and workers organizations against child labour. The PACT Against Child Labour consists of 10 members, five from each of the two Confederations who are members of the Project Advisory Committee. According to project management, because the labour unions are also political organizations, it is very hard to get them to work together; therefore, the creation of PACT was an achievement. Key results of the AP with PACT included:

- the engagement of PACT in awareness raising campaign among its membership;
- the development of a trade union action plan on child labour,
- the establishment of a trade union code of conduct on child labour,
- the expansion of union membership in the fishing, salt and brick-making sectors and the organization of a porters' union in Banteay Meanchey;
- the prevention or withdrawal of over 600 children from the WFCL through PACT implemented direct action activities.

A positive aspect of the project collaboration with trade unions is its potential for sustainability. According the PACT president, the participation of trade unions in child labour awareness raising and advocacy continues post project since even in the absence of funding from ILO/IPEC, trade unions maintain a presence on the ground and receive funding through membership fees.

Because child labour can be linked with lower wages and fewer adult jobs, the economic interests of workers to combat the problem should be strong. Still, economic incentives for working families to employ their children are also strong in industries where workers are paid by the piece such as the project targeted sectors of brick making and salt. In this context, trade union advocacy to establish a minimum wage regime within selected industries in Cambodia

has strong implications on the prevalence of child labour, and is possibly more relevant than the project funded initiatives to engage unions in direct action activities<sup>11</sup>.

The Cambodian Federation of Employers and Business Associations (CAMFEBA) established on 13 June 2000, is an autonomous and independent business association that represents over 750 businesses. The textile industry is strongly represented within the Association which may have contributed to its interest in participating in the project. During an interview with the lead evaluator, the Vice President told the story of how the Cambodian textile industry had been threatened a few years back when it was reported that children commonly worked in textile factories (a report he denied). Another USDOL funded, ILO project called Better Factories, Cambodia addressed child labour in the textile industry, among other issues, directly. The ILO/IPEC project focused more on mobilizing employers for awareness raising. The key results of the AP include:

- The development of Code of Conduct for Employers on child labour.
- The child labour issue was highlighted on CAMFEBA letterhead and in its 2007 newsletter which was distributed to 650 members;
- The preparation of corporate social responsibility strategy – including the possibility of federation funded child labour programmes,
- The appointment of 10 CAMFEBA child labour focal points, who worked in project targeted provinces and the creation of a "dedicated group" of high level business persons who served as spokespersons against child labour in some public forums.

At the time of the final evaluation, the on-going financial crisis was hitting CAMFEBA membership hard and their attention was on managing the crisis fallout. This may have contributed to the relative lack of enthusiasm expressed by the Vice President for the continued involvement of CAMFEBA in a campaign against child labour in the absence of ILO/IPEC funding. The President of CAMFEBA was not available for an interview but according to project management, he has been an influential champion of the anti child labour cause.

The Civil Society Network Against Child Labour (CSNACL) is an initiative of the PoS NPA to mobilize civil society in all its facets, including NGOs, the private sector and faith based groups, to engage in actions to end child labour. It was designed to address the absence of a civil society network dedicated to child labour concerns in Cambodia. A group of six organizations (five NGOs and the ILO) formed a Support Group in October 2005 to steer the development and launching of the Network. The Support Group prepared a framework document outlining the vision, mission and structure of in 2005 and the CSNACL was officially launched in June 2006.

The key results of the project initiative to date include government recognition of the Network and the establishment of provincial chapters in three provinces and two municipalities, the engagement of religious leaders who are important opinion leaders in Cambodia in the Network, and the participation of the Network in World Day Against Child Labour activities since 2006. The project funded an operational structure for the Network for several months. The CSNACL sustainability strategy is to mobilize funds from other sources, which include in Siem Reap, donations from tourists via collection boxes placed in member hotel lobbies.

In meetings with CSNACL members in Phnom Penh and Siem Reap, the commitment of members to do "something" as a network (versus as individual organizations) was evident but the "what" and "how" was missing. It was not clear what, if any, services the Network provides to its members or what was expected from members. With the available funding, services that may be provided by the CSNACL to members could include the development of

---

<sup>11</sup> While the project did not directly build the capacity of unions for advocacy and collective action, other ILO projects in the country are supporting trade unions in this manner.



high quality awareness raising materials appropriate for members to use in their regular activities and the provision of training to members on child labour, advocacy and social mobilization strategies. Members could reasonably be expected to commit to organizing awareness raising campaigns within their organization membership and constituency and to contribute to the organization of a limited number of joint initiatives to be determined by the membership. The potential of Internet based networking and advocacy should be explored as part of the CSNACL to add online visibility to members' actions and help with fund raising. Resources about online networking and advocacy can be found at the following address: <http://www.tacticaltech.org/>.

### ***Finding on project social mobilization interventions***

**Finding 6:** The mobilization of trade unions, employers' associations, and a civil society network in combating child labour was a strategically important action taken by the project. It has born some fruits to date and has the potential to bear more significant fruit in the future.

**Recommendation:** Because the main mission of workers' and employers' organization is to serve and defend the economic interests of their constituency, the project should build action programme interventions more directly around the economic interests of employers and workers to eliminate child labour rather than focusing primarily on social responsibility programmes. Similarly, to increase CSNACL success in phase II, ILO/IPEC should support members to refine their strategy by applying some good practices used by civil society networks in Cambodia and elsewhere in the world including having more clearly defined services for and expectations from its membership.

## **3.4 Project Achievements and Impact on piloting model intervention strategies to prevent, withdraw and rehabilitate children from the WFCL**

Immediate Objective 3 of the NPA WFCL sets out to identify model intervention strategies for direct action to prevent and withdraw children from the WFCL in the targeted sectors through pilot activities in project targeted regions.

According to project documents, 18,280 children were either withdrawn from work, rehabilitated or prevented from joining the hazardous work force and put into formal or non formal schools. The project identified and targeted children in six of the 16 WFCL listed in the NPA WFCL, in 670 villages, covering 91 Communes, in 43 Districts, in seven Provinces and Municipalities of the country. The project direct action interventions were designed and planned during the first year and a half of project implementation in collaboration with potential partners and stakeholders. The project subcontracted implementation of the sectoral AP to implementing and executing agencies (IA and EA). The implementing agency (IA) played a role of overall coordination while executing agencies were delegated specific tasks in the plans. The IA and EA were trained by the project team on how to coordinate, implement and execute different parts/outputs of the AP and on preparing the technical and financial progress reports of the AP.

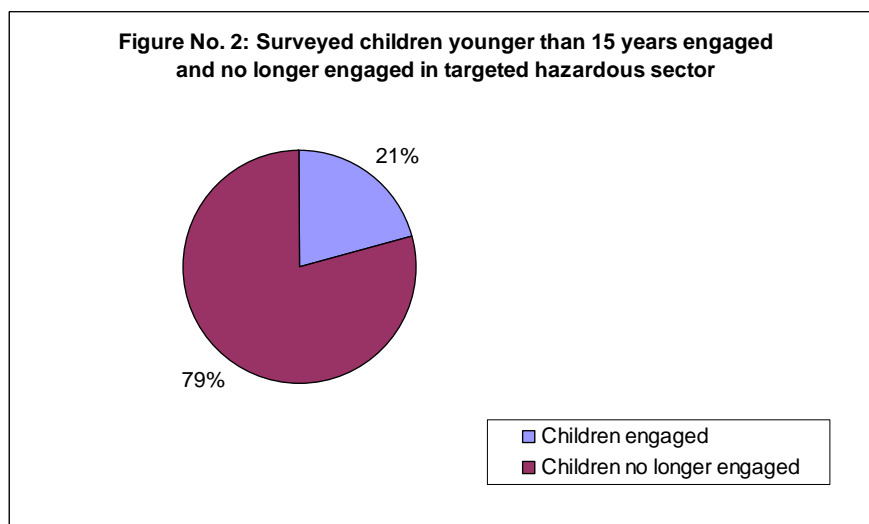
All sectoral AP contained a mixed set of interventions that included awareness raising, the provision of education services including transitional education, formal education and skills training, support for income generation activities (IGA) for families, and child labour monitoring.

The sectors targeted by the project were a mix of rural and urban occupations: brick-making (rural), fishing (rural), rubber (rural), salt (rural) and portering (urban), and child domestic labour (CDL) (urban). Beneficiary children were identified via rapid assessments in 2005.

The APs were designed to produce models for withdrawing and rehabilitating and preventing children from the targeted WFCL in support of the implementation of NPA WFCL. These models were meant to identify strategies that are appropriate for replication and scaling up by the RGC and its provincial and local representatives, workers' and employers' organizations, NGOs and community based organizations.

*Impact of AP on child beneficiary work status*

The most important indicator of success of the APs were their impact on the work status of the targeted children. As illustrated in figure 2, according to the direct beneficiary impact survey, 79% of beneficiary children younger than 15 years<sup>12</sup> were no longer engaged in targeted hazardous sector in March 2009.



The degree of success of project interventions in terms of sustained withdrawal or prevention varied according to the targeted WFCL sector. Interventions in the brick sector were the least successful with only 33% of children under the age of 15 at the time of the survey no longer engaged in the targeted hazardous sector compared to 95.5% of children in the same category who had been targeted for interventions in the Child Domestic Labour sector programme. Table 3 below summarized the results of the survey for all sectors.

**Table No. 3 Surveyed children younger than 15 years engaged and no longer engaged in targeted hazardous sector**

Study Area	Sector	Children engaged	Children no longer engaged	Total surveyed children
Kampot	Fishing	6 (10.2)	53 (89.8)	59 (100.0)
	Salt	5 (35.7)	9 (64.3)	14 (100.0)
Kampong Cham	Brick	18 (66.7)	9 (33.3)	27 (100.0)
	Rubber	13 (26.5)	36 (73.5)	49 (100.0)
Phnom Penh	Domestic Labour	3 (4.5)	64 (95.5)	67 (100.0)
<b>Total</b>		<b>45 (20.8)</b>	<b>171 (79.2)</b>	<b>216 (100.0)</b>

<sup>12</sup> According to the labour code in Cambodia, children are forbidden to engage in anything but light work before the age of 15. Children aged 15 to 17 may work but should not be engaged in hazardous work.

There are likewise differences in the outcomes for children of varying ages. The total number of surveyed children younger than 12 years was 132. Among them, only 8 per cent were engaged in the targeted hazardous sector; all of these children were found to be in brick and rubber sectors in the Kampong Cham study area.

According to the survey, among 171 surveyed children younger than 15 years no longer engaged in targeted hazardous sector, only one beneficiary child (0.6 per cent) was engaged in non-targeted hazardous sector. The number of children younger than 18 years no longer engaged in targeted hazardous sector was 204 and among them only two beneficiary children, i.e., one per cent were engaged in non-targeted hazardous sector. This data indicates that there was very little movement from one hazardous sector to another.

Project interventions included actions to improve the occupational health and safety of working children in the targeted sectors. Child labour inspectors and PACT members raised employers' awareness about specific tasks within a targeted sector that are acceptable and those that are unacceptable for children. For example, a brick factory owner in Siem Reap said during the evaluation team field visit that children were no longer allowed to work in the kilns or with the machinery that moulds clay into brick. Children and employers were also sensitized about the importance of protective equipment for some occupations and tasks. The impact survey collected information about changes in the percentage of children wearing protective equipment while working. Among surveyed children, 11% more children were wearing protective equipment in March 2009 than when the project began.

In the baseline data, 146 out 300 surveyed children between the ages of 5 and 17 reported that they were engaged in some form of work compared to 85 out 300 children who reported the same in the impact survey for a reduction of 41.8% overall. In absolute terms, the distribution of the number of children working 1 to more than 12 hours is as follows:

#### **Surveyed children 5-17 years reported working fewer hours than before the programme**

Working hours per day	No. of children		Percentage Change
	Baseline	End-line	
< 1 hour	16 (11.0)	12 (14.1)	- 25.0
1 - 4 hours	78 (53.4)	36 (42.4)	- 53.8
5 - 8 hours	42 (28.8)	29 (34.1)	- 31.0
9 - 12 hours	10 (6.8)	8 (9.4)	- 20.0
> 12 hours	-	-	-
<b>Total working children 5 - 17 years</b>	<b>146 (100.0)</b>	<b>85 (100.0)</b>	<b>- 41.8</b>

While the sampling is probably too small to draw any conclusions, the survey also queried former beneficiaries who were 18 years or older at the time of the survey to see if they were currently working in the hazardous sector or if they were working in another sector. This was to provide an indication of whether or not they had been able to move to higher skilled occupations as a result of project interventions. Among the 18 surveyed children aged 18 years and above, 61 per cent, i.e., 11 were no longer engaged in targeted hazardous sector. The seven former beneficiaries who were still working in the targeted hazardous sector were all working in the brick sector.

### *Finding on impact of project interventions on direct beneficiaries work status*

**Finding 7:** Overall, the impact of the project on the work status of targeted children is good. Given the poverty and vulnerability of its target population, it is a very good result that nearly 80% of children under the age of 15 are not working in the targeted hazardous sectors about one year after the close of project programmes.

**Recommendation:** Project interventions' success varied from sector; project interventions in the brick sector were by far the least successful in withdrawing and preventing children from engaging in brick making in a sustained manner and the reasons for this should be investigated. Evidence gathered during field investigations indicated that family indebtedness to employers may be a factor in this sector. Conversely, AP outcomes in the child domestic labour sector were surprisingly good given the challenges of withdrawing children from domestic work. The reasons for this success likewise merit further investigation.

### *Education Interventions (Output 3.2 - Targeted children provided with appropriate educational services, including non-formal education and referral to the school system)*

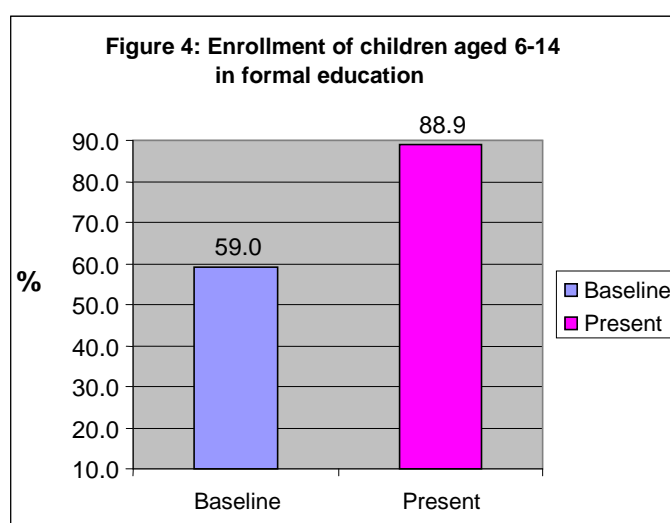
Project documents report that 13,673 children (5884 withdrawn, 7789 prevented) were either prevented or withdrawn from the targeted WFCL through the provision of education services. The core education intervention model of the project was the establishment or strengthening of community learning centers and transitional education centers. According to project documents, more than 95 community learning centers (CLCs) and transitional education centers (TECs) were established in project targeted villages. The CLC model was not created by the project. The Ministry of Education was building CLCs before the project began. The project innovation was to use the CLC as a means to transition children from work to school through an integrated program of child labour monitoring, awareness raising and support for income generation activities for child labourers' families. It is the understanding of the evaluators that in many instances, the project worked with existing CLCs rather than building new ones.

Out of school children engaged in or at risk of engaging in the WFCL were referred to CLCs or TECs for a period of 6 months to a year for support getting caught up to an appropriate grade level and then were referred to the formal education system. Families were given incentives to enrol their children in school which varied according to the AP but included school uniforms, books and school supplies. Positive aspects of the model intervention include:

- The project was able to leverage resources from the private (rubber plantation owners, brick factories) and public sector (the commune, the Ministry of Education) to establish CLCs. Project beneficiary families (understood as adult parents) also contributed their labour for building the classrooms;
- The centres enabled a second chance at education to children who left school early for a variety of reasons;
- Centres were reported to provide after school tutoring to beneficiary children even after their reintegration into formal schooling ;
- In Poipet, the centres were able to provide meals with support from an NGO;
- In some schools, peer networks of children for awareness raising on the importance of education and the negative consequences of child labour were created;
- In some areas, the Ministry of Education committed to take over paying the salaries of centre teachers.

Based on information collected by the direct beneficiary impact survey, project interventions to enrol and sustain children in school have been effective. At the time of the survey, among

216 surveyed children aged 6-14 years, 89% were enrolled in formal education as against 59% among 271 children at the baseline.



School attendance also improved, although somewhat modestly. In the baseline survey 19% of children enrolled in formal education reported being frequently absent from school, which had decreased to 15% at the time of the survey. Only a small percentage of children enrolled in formal education at the time of the survey reported missing school due to work. Among 241 surveyed children only around 3% said they missed school because of work at home and only 1% due to work outside the home.

Anecdotal reports from project stakeholders indicated that some of the children who benefited from project interventions have gone on to perform very well in school. However, according to teachers interviewed during the field visits, the children targeted by the project face special challenges in school. A short interview was made with 3 teachers at a school in Poipet on March 23, 2009 during the class break. They said that about 50% of their students were child labourers. During class hours, child labour students attended class with the same regularity as others. However, according to their teachers, their memory to absorb lessons was weaker than students who were not involved with child labour presumably because they had no time to learn lessons at home during the half day break from school.

Among the 241 surveyed school going children, 44 children, i.e., 18.3 per cent reported going to community learning centre for after school activities including tutoring, which indicates that numerous CLCs are offering this service. After school tutoring is a tested strategy for reducing the number of hours children are engaged in work after school while improving the academic performance and reducing the targeted child's risk of dropping out of school. The provision of after school tutoring should be strengthened within the CLC model.

Because of the project collaboration with provincial education authorities, the continuity of CLC services is promising. However, some CLC teachers interviewed during field visits reported that they were not receiving a salary from the Ministry of Education and were acting on a voluntary basis. Education authorities said CLC teacher salaries would be forthcoming and in the national workshop, the representative from the Department of Non Formal Education said that the Ministry had set targets to establish at least one CLC per commune across the country.

The impact survey revealed that the perceived value of education is high among those children currently enrolled in formal education. 99% of surveyed school going children in all age categories reported that they wished to continue their education.

***Finding on project interventions to develop models for delivering education services to direct beneficiaries***

**Finding 8:** The project supported CLC model is a replicable and scalable strategy for offering children who are currently out of school an opportunity to get back into the formal education system. Once a CLC is established in a community, it is possible for other actors in the community, including labour inspectors and community child labour monitors to refer children to the centres.

**Recommendations:** The project should advocate to the Ministry of Education to budget for the extension of the CLC model broadly as an important means to achieve its goal of Education for All by 2015. The project should also consider testing other models in phase II including, for example, the establishment of community preschools, which have been shown to be effective instruments for preventing children from entering the workforce at an early age and improving their performance in the formal schooling and after school tutoring programs for children at risk of dropping out of school.<sup>13</sup>

***Vocational Training (Output 3.3 - Targeted children provided with appropriate vocational training and other services.)***

According to project records, 845 children were withdrawn from the targeted WFCL through the provision of skills training. Skills training is an alternative to the WFCL for children too old to reintegrate back into the formal education system. Enrolment in training is meant to immediately deliver the targeted child from the WFCL and to build their capacity to engage in more promising (better paying, higher skilled) and less hazardous employment. Based on the beneficiary impact survey, the intervention was relatively effective in removing children from the targeted

hazardous sector even after they attained the age of 18 when restrictions on their engagement in hazardous labour no longer apply. This is important as obtaining higher skilled work as an adult has the

**Box 2 Beneficiary of Skills Training**

A girl, 17, is living with her family of 8 in Thmey village, Kean Sangke commune, Sonikom district, Siem Reap province. From age 13 until she enrolled in training, she was a brick factory worker. She reported having been involved in some form of child labour since she was 4. In an interview with a member of the evaluation team, she explains how skills training changed her life.

“As I recall, an official from the Department of Labor and Vocational Skills Training, a Commune Council member, and the Village Chief visited my parents and talked to them about sending me to the Sewing Skill Training Center run by AFESIP, an NGO based in Siem Reap. They accepted and I was trained there for 2 years. During my stay at AFESIP, I was allowed to visit home every six months. AFESIP paid for everything - accommodation, food, home visits - during my stay there. After I graduated, AFESIP bought me a sewing machine and supplied some start-up capital to kick off my business when I returned home. I gained enough confidence to sell my services to customers and believe that my business will be worthwhile.”

potential to interrupt the generational cycle of poverty and lessen the chance that beneficiary children’s children engage in the WFCL. 61% of the 18 former project beneficiaries aged 18 or older at the time of the survey no longer worked in the targeted hazardous sector and only one youth had shifted to another hazardous sector.

<sup>13</sup> According to the 2009 EFE monitoring report, a household survey in Cambodia showed that the availability of pre-school facilities increased the probability of successful school completion from 43% to 54% and the impact was strongest for children from remote rural areas and among the poorest 40%.

The evaluation team interviewed targeted youth and their trainers in Kampot, Poipet and Siem Reap. In Kampot, some beneficiaries received training through apprenticeship programmes with small businesses while others were placed in MLVT training centres. In Siem Reap and Poipet, vocational training was administered by partner NGOs. The duration of the training varied from 6 months to 2 years. Some beneficiaries' economic integration was supported post training with either loans or donations to acquire tools and start up materials for self-employment.

The absence of access to loans or capital equipment was cited by some implementers as a gap in the intervention in some places during regional stakeholders' workshops. Also implementers complained that the sum allocated per beneficiary for skills training was insufficient but that they were able to overcome this limitation by leveraging contributions from other sources. Another challenge cited by stakeholders was the absence of vocational training institutions outside the provincial capital which required youth to leave their homes while receiving training. Most of the youth interviewed by the evaluation team said they were able to earn a small income with their new skill and/or felt they would be able to once their training was completed. In several cases, trainers employed their trainees (auto mechanics, seamstresses) when they had sufficient work and needed extra hands.

Positive aspects of the project intervention model include the following:

- training was of sufficient duration to contribute meaningfully to the beneficiaries skill set;
- attempts were made to link training with market opportunities as well as trainee preferences;
- in some cases, beneficiaries were offered access to loans or charitable donations for business start-up;
- the training institutions accepted the children even though they had low educational attainment which is not traditionally the case, especially in state run vocational training institutions;
- the PDLVT representative played a critical role in identifying and referring the children and based on our sampling used appropriate criteria in the selection of beneficiary children.

ILO/IPEC implementing partners referred targeted youth to existing vocational training centres in the targeted communities. However, in contrast to the "WEDGE" intervention (to be described below), the project did not improve training institutions' methods with training or materials. The potential exists to improve EA programs by adapting ILO methodologies and resources developed for addressing youth employability elsewhere including life skills and entrepreneurship training materials.

Current MLVT vocational training targets youth aged 18 and older who meet educational prerequisites, effectively eliminating the category of youth typically engaged in the WFCL. Therefore, child labour is not yet mainstreamed into RGC vocational training policy and action plans even though the same Ministry holds both mandates. The Child Labour Department of the MLVT is aware of the issue and raised it as an area for improved interdepartmental cooperation.

The charitable approach of some project partners (supplying sewing machines free of charge) benefits the targeted youth but cannot be offered to large numbers of beneficiaries because of the high cost of the intervention and so is not easily replicable and is definitely not scalable. The practice of some partners (for example the EA in Poipet) of linking beneficiaries to MFI is a more replicable and scalable means of supporting youth post training (assuming training is market oriented and will enable beneficiaries to generate income to repay loans).

***Finding on project interventions to develop models for delivering skills training to direct beneficiaries***

**Finding 9:** The provision of skills training by the project as a means to withdraw older children from the WFCL was largely effective. There is room for refining the intervention in phase II, especially by improving linkages with youth employment initiatives and accessing existing materials and expertise within the ILO.

**Recommendations:** Either within the phase II project or as a separate ILO programme, ILO should provide technical assistance to the MLVT to develop its capacity to assure that out-of-school youth may access skills training. The practice of the PDLVT in Kampot of apprenticing target youth to existing small businesses may be a model for low cost vocational training for out-of-school youth since it does not require large infrastructure investments. To address the need for skills training in rural and semi rural communities, the ILO and the MLVT possibly in collaboration with the Ministry of Agriculture and/or civil society organizations may consider supporting training models such as “4H” clubs that aim to build youth skills for increased agricultural productivity.

***Support to Raise Families’ Incomes through Income Generating Activities (Output 3.5 – Community support networks and livelihood opportunities facilitated)***

To encourage households to sustain their children’s schooling by increasing their income-earning capacity, the project linked up with the Women's Entrepreneurship Development and Gender Equality (WEDGE) of the ILO. According to project documents, 4,795 families received training based on the “Get Ahead for Women in Enterprise” methodology and were assisted to form Self Help Groups (SHG) via the collaboration with WEDGE.

Positive aspects of the project intervention model include the following:

- Beneficiary families were sensitized about issues of gender equality and women’s empowerment;
- Beneficiaries were educated about means to improve their businesses;
- ILO/IPEC linked some of the beneficiary families to micro finance institutions (MFI) by contacting and negotiating with MFI already active in the targeted region to extend their coverage to project targeted villages. The pre-existence of SHG was an incentive to MFI to comply with the ILO/IPEC request;
- Some interviewed beneficiaries reported that they had never saved money before and with their new savings, they felt a greater sense of financial security and more confidence that they could afford to send their children to school.
- The solidarity within the SHG was also an important benefit to members because they believed that if they were to face an unexpected crisis, they would be able to get a loan from the group.
- The training of trainers methodology enriched the methodologies used by local NGOs and by going through existing organizations, an exit strategy was built into the intervention for assuring continuity of support for SHG.
- Because of resource constraints, the project targeted the most vulnerable families for IGA support.
- According to the project management, very few of the SHGs have disbanded even after the close of the project. Also, according to executing agencies, once they are created, the SHG require minimal support making them a very sustainable intervention.

Based on the direct beneficiary impact survey, the impact of the intervention on beneficiaries’ income was not significant. The comparison of the outcomes of families that received IGA support and those that did not revealed only a relatively small difference in those reporting an



increase in income. Among the 121 surveyed families that reported having received support for IGA, 55% report an increase in their income over the project period. On the other hand, 47% of surveyed families who did not receive support for IGA also reported an increase in their income. However, since the families targeted for IGA were, according to the project management, the “poorest of the poor,” [thanks to project interventions] they may have fared better than they would have otherwise, especially given the large rise in fuel and food prices over the latter part of the project period.

The intervention could be strengthened by providing additional support for the identification and implementation of income generation strategies in the targeted communities but this would have added to the intervention’s cost and complexity. That a relatively simple intervention was valued by the targeted families and enabled some extremely poor families to send their children to school is positive because the intervention model is both replicable and scalable without a large investment.

Project supported SHG were not universally successful. The SHG in a brick factory village, whose residents were landless and whose income generation opportunities were limited, reported having benefited much less than the women in a fishing village visited by the evaluation team, where opportunities were seemingly greater.

***Finding on project interventions to develop models for supporting income generation activities for direct beneficiary families***

**Finding 10:** The project’s collaboration with WEDGE and the use of SHG to encourage savings and raise incomes as a means to support poor families to send their children to school was very effective. Collaboration with WEDGE added significant value to the project. It is an example of effective collaboration with another ILO programme and the benefits of creating stronger linkages between ILO programmes within a country.

**Recommendation:** The recently developed “Decent Work Country Strategy” provides an excellent framework for addressing ILO core areas that contribute directly and indirectly to combating child labour. With phase I collaboration with the ILO/WEDGE, Better Factories Project and Workers’ Education Programme as models, phase II should seek strong synergies with other ILO programmes including those to strengthen trade unions, reinforce youth employment policy and implementation, and strengthening employers’ associations.

***Community Child Labour Monitoring (Output 3.4 – Community based child labour monitoring systems established and local awareness raising conducted)***

Community child labour monitors were engaged by the project IA and EA to conduct regular monitoring visits to the target schools, the CLC and families in all target villages. The project directed IA and EA to take the following actions when their monitoring showed the child was no longer in school or training:

- The community child labour monitors were required to find out the reasons from the school administrators, teachers, the children’s parents and/or from the local authorities and identify what could be done to get the child back to school or training.
- The community child labour monitor was required to immediately report to the IA and EA in charge of child labour monitoring, informing them of the situation of that particular child and to get their assistance so that the dropped out child could get back to school or training.
- The community monitors and labour inspectors of the PDLVT were advised to regularly update the Direct Beneficiary Monitoring and Reporting System (DBMR) forms of each target beneficiary.

- The community child labour monitors together with IA and EA in charge of child labour monitoring were encouraged to mobilize resources and support from other sources to complement project resources and increase the incentives for target children to stay in school or in training. An example of successful mobilization of additional resources by the IA in Poipet, Banteay Meanchey is the provision of a school/CLC meal and access to credit for skills training beneficiaries provided by NGOs.

Community child labour monitors received a stipend from the project. While the amount was relatively small, it is not likely that the PDLVT or project EA have been able to sustain payment post project closure. Because the monitoring work is compatible with their existing mission, trade union members, SHG members, teachers, and local authorities may be sustainable choices for a voluntary community child labour monitoring system. In particular, the positive involvement of village chiefs in community level monitoring was highlighted in the evaluation field visits. This appeared to be a good practice because village chiefs are respected individuals and are well informed of the circumstances of families and their children in their villages and are already paid by the State. They are well positioned to know which children in their jurisdiction are engaged in child labour and what community services may be available to help the children and their families. They report to the commune president who represents the government at the local level; therefore the commune president may also play a pivotal role in implementing the government's commitment to eliminate child labour at the local level through the village chiefs.

#### ***Finding on Community child labour monitoring***

**Finding 11:** Community child labour monitors assured community level follow-up with project direct beneficiaries and collected data for the direct beneficiary monitoring and reporting system required by the donor. The same individuals displayed potential to play an important role in detecting children engaged in the WFCL in their communities and facilitating their access to appropriate education and social services.

**Recommendation:** The good practice of engaging union leaders, teachers, SHG members and local authorities, including village chiefs, in community child labour monitoring activities should be continued in phase II. Project management should reconsider paying community child labour monitors using project funds since this practice is unlikely to be sustainable post project.

## 4. PROJECT IMPLEMENTATION

### 4.1 Project Management

The project implementation team experienced very little turn-over during the life of the project; only one field coordinator (Siem Reap) was changed (twice) and all team members are to remain for phase II of the programme. Evaluator impressions of the team are that they are dedicated, hard working and have complementary skills. As noted in the mid term evaluation, they are predominately male and if additional hiring is planned in phase II, affirmative action in favor of women should be considered. The lead evaluator observed that the woman-led WEDGE program addressed gender concerns more explicitly than did other project components and this may be attributable both to the gender of the project manager and the focus of the activity.

While Cambodian management culture can be quite hierarchical and accords great authority to the “leader,” the lead evaluator observed an inclusive and relatively participative approach to personnel management; for example, all staff were invited to participate in the initial briefing on the final evaluation, their opinion and feedback was requested during meetings and all staff participated in one way or another in final evaluation activities, especially the stakeholder workshops. Whether for this reason, or others, staff members displayed high degrees of motivation for their work.

#### *Finding on Project Management*

**Finding 12:** Low turn-over and apparent high levels of motivation and cohesiveness among the project management team members should contribute positively to phase II of the current project since most of the current team will continue on. The current project team only features one woman in an administrative position and in the absence of the contribution by WEDGE, the presence of female project staff in field activities would be weak.

**Recommendation:** Increasing the number of women in project management should be an important consideration when hiring new staff in phase II.

### 4.2 Project Effectiveness

#### *Project Delivery*

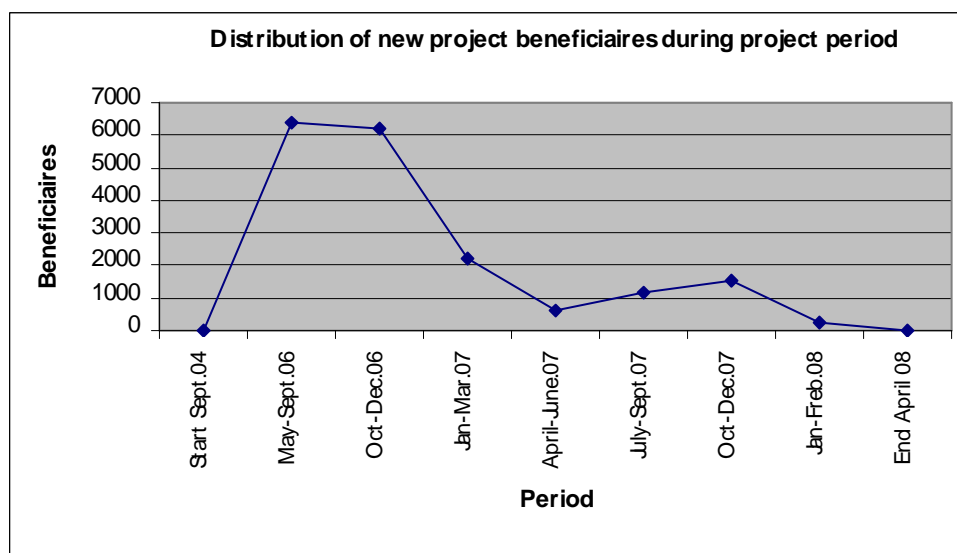
The project delivered substantive results in close adherence to the project document. In some cases, the project surpassed targets. For example, the project served 15% more children and 53% more families than originally planned.

#### *Duration of APs and project services to children prevented and withdrawn*

During stakeholder workshops, some participants indicated that they thought that the duration of APs were too short and hindered programme effectiveness. The average duration of project funded APs was 23 months. The shortest AP was contracted to the Ministry of Information for media activities on child labour awareness raising and advocacy and lasted 14 months. The longest AP was contracted to the MLVT for capacity building of the MLVT at both the national and provincial levels, and lasted 32 months. The average duration of the sectoral AP was 22 months.

The duration of AP that withdraw and prevent children from the WFCL is an important factor in the sustainability of project actions – generally speaking, the longer a child is monitored under the supervision of the project, the better his/her chances of completing school and/or

training. According to data supplied by the project, no direct beneficiaries were withdrawn or prevented by the project until about 20 months after the project’s official start during which time, sector APs were designed and initiated (including the collection of baseline data). As is seen in the graph below, the number of beneficiaries jumped rapidly during the period May – September 2006 when 6,362 children were reported to have been withdrawn or prevented from the WFCL and another larger group of children were added in the following quarter (6,179 children). Based on this information, 69% of project direct beneficiary children were monitored by the project for about two years while 19% were monitored one year or less.



#### *Direct Beneficiary Monitoring and Reporting System (DBMR)*

According to ILO/IPEC project staff, regular meetings between key staff members from the implementing and executing agencies, labour inspectors and community child labour monitors were conducted to review the status and keep track of direct child beneficiaries. Information from monitoring visit were recorded in the project direct beneficiary monitoring and reporting system (DBMR).

The survey team reviewed the project’s DBMR during the data collection phase of the direct beneficiary impact survey. The random sampling of project beneficiaries was taken by accessing DBMR files which are kept at the PDLVT office in project targeted provinces. According to the survey team leaders, there were individual files on each project direct beneficiary with their baseline information and notes from monitoring visits. During field visits, the evaluation team questioned teachers in schools where direct beneficiaries had been referred about whether or not monitoring visits were conducted to assure that beneficiary children remained in school. The teachers indicated that they had been visited and had shared information about the beneficiaries’ status in school. It was reported by IA and EA that in some cases, beneficiary children and their families migrated to new locations outside the project targeted areas and that the monitors were not able to continue monitoring their education and work status.

### **4.3 Project Efficiency**

#### *AP Development and Approval Process:*

The AP documents were well designed and provided a detailed plan for implementing agencies and executing agencies to follow. According to the project Chief Technical Advisor,

the relatively long period before APs started (18 months on average) was due to the care put into the design of the programmes. Indeed, the high quality documents include background information, justification for the programme relative to the specific sector and area or national institution, the proposed strategy, an analysis of the programme sustainability, proposed development and immediate objectives, expected outputs, activities, budget, proposed implementing and executing agencies, information about the IA and EAs, collaborating agencies, and indicators, means of verification, and risks. According to project management, the process for developing the documents was participative and engaged stakeholders in the process via initial meetings with key partners and later regional and national stakeholder workshops. This assertion was consistent with the openness and active participation displayed by stakeholders during evaluation events. All AP were submitted to the National Sub-Committee on Child Labour for review, comment and final endorsement. The draft AP was also shared with the ILO IPEC technical resource persons in Geneva and the Child Labour Specialist at the Sub Regional Office (SRO) for their comments and feedback before the AP could be approved and cleared for implementation.

#### *Cost per Child Prevented and Withdrawn*

By taking the budget of the eight Sector APs and dividing them by the total number of beneficiaries<sup>14</sup>, the average cost of interventions per beneficiary is calculated at \$69 per child. On the whole, the cost per beneficiary across the eight sector APs was relatively consistent – the lowest being \$50 per child engaged in Salt or Fishing in Kampot and the highest being \$104 per child engaged in rubber in Kampong Cham. The reason for the higher costs in the rubber sector may be related to the large distance between rubber plantations. The next highest was \$79 per child for preventing or withdrawing a child from the brick sector in Siem Reap.

During stakeholder workshops, representatives of IA and EA complained that the budget allocated per child was insufficient and that additional resources had to be leveraged from other sources for planned interventions. Indeed, in some cases, a much larger sum was contributed by NGO or government partners, especially to cover the cost of skills training for older beneficiaries. The relatively small investment per child and the ability of project counterparts to leverage additional funds is a positive outcome of the project under review. It indicates that the strategies employed by the project did not rely on large outlays of project funds to be effective and are therefore more within the capacity of the RGC to replicate and scale up using its own resources or with other donor resources.

#### *Finding on cost per child prevented or withdrawn*

**Finding 13:** The cost of project interventions per child was comparatively low by ILO/IPEC standards. According to project partners, the actual cost was in some case higher when leveraged resources are taken into consideration. This was especially true in regards to the cost of project interventions related to skills training.

**Recommendation:** There is a trade off between minimizing project investments in direct services to targeted children and families and maximizing the benefits to the latter. However, since the number of child labourers is large in Cambodia and national resources for combating child labour limited, it is necessary to identify interventions with the greatest impact in terms of withdrawal and prevention at the lowest cost. The evaluator is not suggesting that the project “found” this magic number, but by limiting project contributions per child, the models that were tested had, on the whole, the virtue of matching more closely what would be possible for partners to replicate without project resources. Therefore, although stakeholders

---

<sup>14</sup> The AP with PACT was excluded from calculations in though 627 were withdrawn or prevented because the budget covered national level initiatives as well as sector based direct action activities.

expressed their wish for an increase in the phase II budget, this should be resisted by project management.

#### *Funds Disbursements*

During stakeholder workshops, project IA and EA complained that project disbursements were not made in a timely manner which made their efforts less efficient. The lead evaluator reviewed project supplied documents and found that the first disbursement to project IA following project approval was very rapid for almost all APs. According to quarterly progress reports and comments from stakeholder workshop participants, the IA and EA were also late turning in their quarterly reports which would have slowed later project disbursements. One of the reasons for late reports cited by many participants was the need to submit reports in English.

#### **Finding on funds disbursements**

**Finding 14:** Because slow disbursements can be very detrimental to the quality and timeliness of direct action programmes, it is important to find ways to overcome partners' difficulties in assuring proper reporting.

**Recommendation:** Project management should reconsider the requirement that progress reports be submitted in English and evaluate if this is sufficient to improve the efficiency of progress reporting and associated funds disbursements.

#### *Cooperation with other actors engaged in combating child labour*

USDOL has other grantees engaged in anti-child labour activities in Cambodia with whom ILO/IPEC has cooperated to some extent in the past. Cooperation between Winrock International, which began implementation of a child labour and education project in September 2008, and ILO/IPEC stands to be strong in the second phase of the project. During an interview with the Winrock Chief of Party, he said that the following areas for collaboration have been identified between his project and the ILO/IPEC phase II project:

- Information sharing via quarterly coordination meetings
- Joint activities on awareness raising, advocacy, and research
- Joint support for the Civil Society Network Against Child Labour

Winrock is capitalizing on the ILO/IPEC phase 1 project by building the capacity of its staff through their participation in ILO/IPEC activities including during the evaluation period, the National Stakeholder Workshop, by adopting the model of the Provincial Committee on Child Labour and working with the existing structure formed by ILO/IPEC in Kampong Cham. In addition, it is coordinating its activities with the DoCL and attending meetings of the NSC.

ILO/IPEC has collaborated with UNICEF and the World Bank within the UCW Interagency Research Project and also worked with UNICEF on the report on the impact of the rise in food prices on child labour and education. UNICEF has supported government efforts to combat trafficking of children, a theme that is being integrated into the ILO/IPEC phase II project as a means to continue past efforts by UNICEF and others. As already noted, there are opportunities to strengthen cooperation with UNICEF and other UN agencies including the World Food Program working on the issue of social safety nets and strengthening commune council capacity to coordinate programs for OVC.

## **Finding on cooperation with other actors engaged in combating child labour**

**Finding 15;** Although there are good examples of ILO/IPEC collaboration with other actors engaged in combating child labour in Cambodia, project management seemed conservative about seeking collaboration with other actors outside the parameters established in the project action plan. Staying focused on delivering the results promised in the project document is a good thing and bore consistent fruits. However, because of its position as an international programme playing a leadership role in setting standards and establishing models of intervention for the elimination of child labour, ILO/IPEC is mandated to engage with other actors working on the same question to the extent that its resources allow.

**Recommendation:** In phase II, the project should have an intentional strategy for seeking collaborations with other actors working on similar issues. In particular, both Winrock and ILO/IPEC stand to profit from each others' experiences and should follow through on their commitment to collaborate on joint initiatives.

### **4.4 Project Relevance**

#### *Targeting- IA*

In nearly all the project APs<sup>15</sup>, the implementing agency (IA) was a government institution. For seven out of eight sectoral Action Programmes, the implementing agency was the Provincial Department of Labour and Vocational Training (PDLVT); the remaining IA was the Provincial Department of Education, Youth and Sports. At the National level, there were five APs; two were implemented by Ministries (MLVT and Ministry of Information), one by a Trade Union Federation (PACT), one by an employers' federation (CAMFEBA) and another by a NGO (CSNACL).

Using government institutions to implement programmes was a strategic choice made by the project in order to contribute to institutionalization of national policy on child labour in Ministry line offices programmes and action plans, especially at the provincial level. The AP came on the heels of the separation of the Ministry of Labour from the Ministry of Social Affairs and contributed importantly to establishing the provincial labour offices and building in child labour concerns from the ground level. Had the project done other than focus considerable efforts on capacity building of the provincial departments, there would likely have been a void at the level of provincial government where child labour issues are concerned and the impact of project interventions would have been less sustainable.

In Cambodia, the evaluation team heard that a common practice of organisations is to pay salary supplements to government officials<sup>16</sup>. How to motivate low paid government officials to perform at the same level as they or their counterparts who do receive salary supplements is a challenge for phase II of this project. The project is exploring strategies in line with regulations which include the possibility of relying on an ILO/IPEC staff member, possibly a MLVT official on temporary assignment to ILO, to support the PDLVT to coordinate provincial action plans.

#### *Targeting-EA*

The EA were identified at the stakeholder workshops organized as part of the AP development process. Their selection was made after further internal discussions within the project team and consultations with key selected partners and stakeholders and finally approved by the NSC.

---

<sup>15</sup> Within ILO/IPEC, action programs refer to subcontracts or grants given to partner organizations to contribute to specific project outputs.

<sup>16</sup> The evaluation team is aware of concerns raised regarding subsidizing government officials to perform core functions.

Many but not all of the executing agencies were also government institutions and included the Provincial Department of Education and the Department of Women's Affairs. Most of the APs also included at least one NGO as an EA. Again, based on interviews during field visits, the choice of EA was good and in only one case did a (NGO) executing agency fail to meet its obligations (Siem Reap). The strong collaboration between provincial departments with the participation of the NGO executing agencies and the trade union and employers' federation focal point reflected an appropriate sharing out of responsibilities and modelled good collaboration between civil society and public institutions.

The value of involving governmental institutions in, for example, setting up community learning centres rather than commissioning an NGO to establish the same and then hand it over the Department of Education later is that it created a sense of ownership early in the process by the competent authority and increased the chances of sustainability.

### *Targeting-Children*

The evaluation team interviewed children beneficiaries in all the direct APs visited. Based on the sampling, the children that were targeted to be withdrawn from child labor reported that before the programme, they were working and not attending school. Their occupations varied according to the targeted sector. Similarly, children that were introduced as having been prevented indicated that one or more of their siblings had been or were currently engaged in the targeted sector. The field interviews do not constitute a comprehensive audit of project targeting practices; based on the limited evidence collected and in the opinion of the evaluation team, the project served children who had been engaged in the WFCL in the targeted sectors or who were at risk of engaging in the WFCL using appropriate criteria.

### *Gender*

Gender equity is highlighted as a cross cutting issue in project documents. In Cambodia, boys' education is still valued more highly than for girls. There is also an inverse relationship between the mothers' education and the likelihood that her child will engage in child labour. The project addressed gender in the following ways:

- Gender was considered in the selection of targeted sectors;
- Boys and girls were targeted in roughly equal numbers for project interventions within direct action APs;
- Awareness raising on gender equity was delivered within project interventions aimed at raising the incomes of direct beneficiary families. The self help groups were mixed but featured a higher percentage of women. Women's empowerment, financial and business management were linked to the importance of school attendance of both girls and boys;

The project, the Office for Promotion of Gender Equity in Action against Child Labour and Trafficking and WEDGE co-financed a kit on integrating Gender concerns into Child Labour and trained Project partners and staff on its use in November 2007.

### *Child Participation and Children's Rights*

ILO/IPEC project activities have integrated approaches designed to empower children to participate in awareness raising and promoting their rights to education and protection. In some schools, including one visited by the project evaluation team, ILO/IPEC supported the creation of peer networks of children and involved them in theatre and other activities designed to raise the awareness of their peers and peers families on the importance of education and the negative consequences of child labour. In this context, with funds from



Japanese donors, the project was able to translate and localize SCREAM manuals<sup>17</sup> and implement a training program through which 55 SCREAM trainers were trained and 500 sets of SCREAM modules were distributed to teachers and community educators, school libraries and CLC in seven provinces.

According to some participants in stakeholder workshops, the use of child participation approaches for awareness raising and child empowerment should be strengthened in phase II.

***Finding on child participation and children's rights***

**Finding 16:** The translation and localization of SCREAM manuals and their introduction to ILO/IPEC partners through training of trainers is an excellent foundation for using the methodology more directly in phase II activities to reinforce child participation approaches.

**Recommendation:** To expand the use of the SCREAM methodology, interested members of the CSNACL, many of which have youth focused activities, should be trained to use SCREAM materials in their activities with youth.

---

<sup>17</sup> SCREAM stands for Supporting Children's Rights through Education, the Arts, and the Media. The SCREAM manuals guide teachers and youth leaders to use low cost and simple approaches to engage children in reflection about and action against child labour.

## 5. GOOD PRACTICES AND LESSONS LEARNED

It is not possible to document all the good practices and lessons learnt in the PoS NPA given the scope of this evaluation and multiple good practices of the project. A project-produced publication on the good practices and lessons learned of the ILO/IPEC PoS NPA documents in detail many of the successful approaches and interventions implemented during the life of the project. It is a well written report and potentially very useful to managers and implementers of similar projects; for example, Winrock has requested and received several copies.

In this section, the evaluation team will highlight three of the most striking good practices and lessons learned based on their analysis of project interventions. These good practices merit replication in other similar project and in the phase II project of the current PoS NPA.

### 5.1. Mobilizing Members of Parliament (MP) to support national policies to combat child labour

In any poor and developing country and in particular in Cambodia, a country that is attempting to catch up for time lost during the Khmer Rouge regime and civil war, there are countless issues for policy makers to tackle. Because of this, initiatives like the development of the NPA WFCL can take a long time to work their way through the system. Indeed, although a draft version of the NPA was on the table when the project started in late 2004, it was not officially validated by the Council of Ministers and signed off by the Prime Minister until July 2008. A seminar organized by ILO/IPEC in September 2007 may be partially credited for the eventual validation of the NPA. The purpose of the seminar was clear in its title, “Seminar on Sensitizing Members of Parliament on Child Labour and Stimulating their Participation in Combating Child Labour in Cambodia.” When the President of the National Assembly accepted ILO/IPEC’s invitation to the seminar, the event was transformed into a very high level event, attracting the Minister of Labour and Vocational Training, various Secretaries of State, and 35 MPs.

According to the project workshop report, following the customary opening speeches by Cambodian and ILO officials, there were six modules in the technical part of workshop that covered different issues relating to child labour. These included a module on understanding basic concepts on Child Labour, another on understanding the Child Labour situation in Cambodia, a third on understanding Government's Response to Child Labour, a fourth on understanding ILO IPEC's Response to Child Labour in Cambodia, and another specifically on ILO C. 138, C. 182 and C. 29, etc. and implications for countries upon their ratification, and a final module on understanding the possible role that MPs as legislators and as people's representatives can play in eliminating child labour.

What makes the Seminar and follow up visits to project sites by MPs a good practice is the recognition of the importance of engaging lawmakers in national efforts to combat child labour.

**Lesson learned:** Parliamentary structures are sometimes overlooked in the child labour social mobilization strategies. The lesson learned in Cambodia is that Parliamentarians can be powerful allies for the passage of child labour specific initiatives and mainstreaming child labour concerns into broader agendas. In the months following the seminar, six Ministerial decrees on hazardous work were validated (by the Ministry of Labour) and the NPA WFCL was finally approved.

## 5. 2. Participation of PDLVT in Action Programme coordination and implementation

The way the project engaged the PDLVT in AP coordination and implementation is a good practice. The role played by the PDLVT within the project created a sustainable model for how the provincial department should function with or without donor funding. The key functions modelled by PDLVT representatives within the AP were: (1) coordination with and awareness raising of other departments of line Ministries, social partners and relevant civil society organizations at the provincial level for the purposes of implementing national policy on child labour; (2) identifying children engaged in the WFCL through labour inspection and/or training and consulting with community level child labour monitors; and (3) referring identified children to existing appropriate social services including education services. Within the project, PDLVT coordination with other provincial offices of line Ministries, social partners and relevant civil society groups was executed via the creation of a special Provincial Child Labour Committee; where other committees exist that focus on children's issues, it may not be necessary to create a dedicated committee but it is undoubtedly necessary to have a coordination mechanism focused on implementing national policy related to the related issues of child labour, trafficking and meeting the special needs of vulnerable children.

**Lesson Learned:** At both the national and provincial levels, the MLVT has a special mandate to champion child labour issues; however, to implement policy, clearly many other public and non civil society actors must be mobilized and enlisted to provide services to children engaged in or at risk of engaging in the WFCL. At the provincial level, through the provincial child labour committee, the PDLVT was able to leverage resources from other institutions and develop referral mechanisms to connect these children to services already existing in their community.

## 5.3. The formation of child beneficiary family savings and self help groups in collaboration with WEDGE

Support for the creation of IGA for the family of children withdrawn from the WFCL is a common strategy used in direct action programmes to compensate families for the loss of income when their children cease to work and earn income for the family. Linking families of children to MFI institutions to access credit and expand their businesses is another common strategy. Both of these are important and have delivered results in other programs based on the evaluation team's experience. The promotion of savings and solidarity groups within these models adds significant value to the intervention and constitutes a good practice. As already noted in section 4, within the WEDGE supported ILO/IPEC intervention, participating SHG members expressed an increased sense of both financial and "social" security because of their savings account and due to the solidarity pact of the SHG.

**Lesson learned:** Recent analysis of micro-credit programs world wide have led some experts to conclude that in the absence of savings mobilization in conjunction with credit, the long term impact on the poor is mitigated or even negative. Similarly, for the "poorest of the poor" who were targeted by the SHG intervention, providing incentives to save is important for their long term well being. In addition, in the context of Cambodia, where trust within communities was broken down during the Khmer Rouge period, the recreation of social solidarity among villagers is likely also very important and in conjunction with awareness raising in favour of education and against child labour, may be a way of creating both better businesses and strengthening the value of education.

## 6. GENERAL CONCLUSIONS

The ILO/IPEC Project, “Support to the Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach” delivered both quantitatively and qualitatively to national efforts to achieve the elimination of WFCL as spelled out in its NPA WFCL. The project succeeded in developing models for action in numerous key areas identified in the NPA that are replicable and scalable by the RGC. Furthermore, the project contributed to building the necessary capacity among key actors at both the national, provincial and local level to make replication and scaling feasible. Additional efforts are needed to mobilize funds for this purpose.

Project contributions to the policy and legal framework to combat child labour were substantial and culminated in the validation of the NPA. Probably the most significant contribution in terms of the sustainability of project actions was creating a model for implementing national policies and laws at the provincial and community levels by investing the PDLVT in the targeted provinces in actions to combat child labour in ways which were compatible with their mandate and sustainable without large budgetary inputs: awareness raising, identification of children engaged in the WFCL and referral to competent social services. The project collaboration with the commune of Poipet also delivered interesting intervention models at the local level; in the context of decentralization in Cambodia and the related investments of numerous other development partners at the commune level, reinforcing ILO/IPEC work with communes is a compelling opportunity that should be explored in the phase II project.

The project contributed significantly to raising the profile of children engaged in the WFCL as a cause for concern and immediate action in Cambodia. The obvious value of making child labour a national cause should be balanced with the need for finding areas of common ground and working effectively with other national initiatives. Important economies of scale may be missed when child labour activists work within a narrow circle with other child labour activists versus seeking synergies and alliances with other relevant movements and initiatives. An education official from Kampong Cham said it well when he asserted, “Our work to get all children in school is not called a child labour initiative but in my mind, it is.”

The direct action programmes developed through the project were on the whole relevant and cost effective and succeeded to engage a variety of actors and institutions which are present in most communities in Cambodia to contribute to the elimination of the WFCL. Project models and their impact could be strengthened by expanding linkages between child labour programmes-i.e. programmes which explicitly target child labourers and their families-and broader initiatives that target the same children and families under the umbrella of another equally compelling causes such as education, human rights and poverty reduction.

# ANNEXES

## ANNEX A TERMS OF REFERENCE, EXPANDED FINAL EVALUATION



### International Labour Organisation- International Programme on the Elimination of Child Labour ILO/IPEC

Final TOR  
March 2009

#### **TERMS OF REFERENCE** Independent Expanded Final Evaluation (use of target group impact assessment studies)

#### **For ILO/IPEC Project:**

**“Support to the Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach”**

ILO Project Code	CMB/04/51/USA
ILO Project Number	P.270.16.316.050
ILO Iris Code	
Country	Cambodia – National level and selected regions
Duration	57 months
Starting Date	30 September 2004
Ending Date	30 April 2009
Project Duration	55 months
Type of Evaluation	Independent Expanded Final Evaluation
Date of Evaluation	January – April 2009
Project Language	English
Executing Agency	ILO-IPEC
Financing Agency	United States Department of Labor US DOL
Donor contribution	USDOL: US \$ 4,750,000

## *I. Background and Justification*

### **Background**

1. The aim of IPEC is the progressive elimination of child labour, especially its worst forms. The political will and commitment of individual governments to address child labour - in cooperation with employers' and workers' organizations, non-governmental organizations and other relevant parties in society- is the basis for IPEC action. IPEC support at the country level is based on a phased, multi-sector strategy. This strategy includes strengthening national capacities to deal with this issue, legislation harmonization, improvement of the knowledge base, raising awareness on the negative consequences of child labour, promoting social mobilization against it, and implementing demonstrative direct action programmes (AP) to prevent children from child labour and remove child workers from hazardous work and provide them and their families with appropriate alternatives.
2. A **TBP** is essentially a national strategic programme framework of tightly integrated and coordinated policies and initiatives at different levels to eliminate specified WFCL in a given country within a defined period of time. It is a nationally owned initiative that emphasizes the need to address the root causes of child labour, linking action against child labour to the national development effort, with particular emphasis on the economic and social policies to combat poverty and to promote universal basic education. ILO, with the support of many development organizations and the financial and technical contribution of the United States' Department of Labor (USDOL) has elaborated this concept based on previous national and international experience. It has also established innovative technical cooperation modalities to support countries that have ratified C. 182 to implement comprehensive measures against WFCL.<sup>18</sup>
3. The most critical element of a TBP is that it is implemented and led by the country itself. The countries commit to the development of a plan to eradicate or significantly diminish the worst forms of child labour in a defined period. This implies a commitment to mobilize and allocate national human and financial resources to combat the problem. The TBP process in Cambodia is one of approximately 20 programme frameworks of such nature that are being supported by IPEC at the global level.<sup>19</sup>
4. Since 2000, ILO has implemented a number of IPEC projects in Cambodia, such as regional projects on child trafficking and a project on "Combating Child Labour in Hazardous Work in Salt Production (Kampot), Fish/Shrimp Processing (Sihanoukville) and Rubber Plantations (Kampong Cham) Sectors". This has led to substantially increased awareness on child labour, improved capacity among partners to deal with the issue and increased political commitment to tackle child labour,

<sup>18</sup> More information on the TBP concept can be found in the Time Bound Program Manual for Action Planning (MAP), at <http://www.ilo.org/childlabour>.

<sup>19</sup> The term "national TBP" normally refers to any national programme or plan of action that provides a strategic framework for or plan for the implementation of Convention 182 on the worst forms of child labour. TBP is a generic term for such frameworks and for a concept or proposed general approach which will be used in different ways in different national contexts. In many cases the terminology TBP is not used even though the process and the framework will have many of general characteristics of the approach. ILO/IPEC has formulated the TBP concept and approach based on the work of ILO and partners. ILO/IPEC is providing support to the TBP process as in the different countries through "projects of support", which is seen as one of the many component projects, interventions and development partner support to the TBP process.

especially its worst forms in Cambodia. ILO/IPEC has also implemented a project on domestic child labour under the TC RAM mechanism.

5. From the perspective of the ILO, the elimination of child labour is part of its work on standards and fundamental principles and rights at work. The fulfilment of these standards should guarantee **decent work** for all adults. In this sense the ILO provides technical assistance to its three constituents: government, workers and employers. This tripartite structure is the key characteristic of ILO cooperation and it is within this framework that the activities developed by the Time-Bound Programme should be analyzed.
6. ILO Decent Work Country Programmes (DWCPs) are being introduced in ILO to provide a mechanism through which to outline agreed upon priorities between the ILO and the national constituents partners within a broader UN and International development context. For further information please see <http://www.ilo.org/public/english/decent.htm>
7. The DWCP defines a corporate focus on priorities, operational strategies as well as a resource and implementation plan that complement and supports partner plans for national decent work priorities. As such DWCP are broader frameworks to which the individual ILO project is linked and contributes to. DWCP are beginning gradually introduced in various countries planning and implementing frameworks and For Cambodia, a DWCP is currently being drafted in consultation with constituents.

### **Background to the Project of Support to the TBP in Cambodia**

8. In Cambodia, extensive rural poverty, a growing population, weak education systems and social support, a large informal labour market, and trafficking have ensured a constant supply of child labourers. Demand is maintained by lack of law enforcement, growing industrial and commercial sectors, and longstanding cultural acceptance of child labour. When the Project of Support to the TBP in Cambodia was designed, the country had the largest proportion of economically active 10-14 year olds in the East and Southeast Asia region. An estimated 44.8 percent of Cambodian children in the 5–14 age group (i.e. 1.5 million children) were working.<sup>20</sup> Among all working children, 67 percent work between 15-34 hours per week. The agricultural sector (agriculture, forestry, hunting, fishing) account for seven out of every ten of all child workers age 5-17 years. School enrolments are rising, but almost 70 percent of 15-year old Cambodians have not progressed beyond primary education.
9. Some of the known worst forms of child labour in Cambodia include:
  - Activities against the fundamental human rights (prostitution, trafficking, children used in drug trafficking)
  - Service sector (portering, domestic work, dump site scavenging)
  - Agriculture (work in rubber plantations/tobacco plantations, fishing and deep water fishing, work in semi industrial plantation production )
  - Handicrafts and industry (brick making, salt production, handicrafts including marine products such as crab and shrimp peeling,)
  - Mining and quarrying (stone or granite breaking, rock and sand quarrying, gem and coal mining).
10. The recognition of the problem and challenges of child labour by the Royal Government of Cambodia is demonstrated through its Constitution, and various Acts and Regulations. It has ratified ILO Convention 138 on Minimum Age for

---

<sup>20</sup> Figures from Cambodia's Child Labour Survey of 2001. According to the international resolution adopted by the 13<sup>th</sup> International Conference of Labour Statisticians (1982) and the System of National Accounts (1993) in defining work in terms of actual activity against reference period; or as activity carried out for pay or unpaid work for family gain.

Employment, Convention 182 on the WFCL in 2005, and signed the UN Convention on the Rights of the Child. Through its Millennium Development Goals and National Poverty Reduction Strategy, Cambodia has committed itself to reducing child labour. The implementation of the National Plan of Action on Trafficking and Sexual Exploitation of Children (200-2004) is under review. A draft National Plan of Action on Worst Forms of Child Labour (NPA WFCL) was developed in 2004 and was endorsed and adopted by the Royal Government on 16 June 2008. The NPA WFCL is a road map for all stakeholders so that action is coordinated and leads to measurable results. Additionally, through its Education for All policy, the Government intends to provide access to quality education to all children by 2015.

11. In 2004, ILO/IPEC, with financial support from the United States Department of Labor (USDOL) started a Project of Support consisting of a set of time-bound responses to the commitments made by Government of Cambodia in its National Plan of Action on the Worst Forms of Child labour (NPA-WFCL), and in the National Plan of Action on Trafficking and Sexual Exploitation of Children through its TICW project. The project intended to: a) tackle identified WFCL and b) construct an enabling environment so that other actors can engage successfully, through capacity building, forming common positions, etc., as this document explains.
12. The ILO/IPEC Project of Support to the National Plans of Action has the following three immediate objectives:
  - IO.1:** By the end of the project, national and provincial policy frameworks and implementation capacity to combat the WFCL will have been strengthened.
  - IO.2:** By the end of the project, key stakeholders and networks at all levels will have been mobilized effectively to combat WFCL.
  - IO.3:** By the end of the project, integrated, effective and sustainable responses to fight against WFCL are in place in selected provinces and to serve as pilot models for Cambodia.

### Mid-Term Evaluation

13. In line with ILO/IPEC policies and procedures and as outlined in the project document, a mid-term evaluation was undertaken in May 2007. The mid-term evaluation reviewed what had been done for mobilizing national action on child labour, assessed action programmes and the way in which they fit into the overall strategy, and analyzed the projects' plans for sustainability and exit strategies.
14. The mid-term evaluation found that the project had effectively helped the Government of Cambodia to ratify the international conventions concerning child labour and to translate these commitments into practice through the development and application of Ministerial Orders on hazardous child labour and on light work permitted for children below the legal minimum age. It moreover found that the project had succeeded in the mobilization of line Ministries, workers' and employers' organizations and civil society to support the implementation of national child labour policies. In terms of direct services to beneficiaries, in the period May 2006 to February 2007, a total of 24,531 direct services had been provided to children. These included:
  - Books and School Supplies (8,609)
  - Counseling Services (6,556)
  - Formal Education (4,088)
  - Non-Formal Education (NFE) (3,203)
  - Uniforms (1,537)
  - Vocational and Skills Training (517)
  - Nutrition (94)



## Other Incentives (30)

15. The mid-term evaluation recommended to:

- Continue to provide support to the Royal Government of Cambodia (RGC)
- Translate legislation into law (Prakas)
- Focus the TBP approach to sectors and provinces where child labour is endemic
- Better coordinate stakeholders and develop donor mapping
- Improve educational provisions
- Include health and nutrition service provisions
- Expand project with additional capacity building
- Improve income generation strategies
- Promote gender mainstreaming in hiring within ILO-IPEC, Implementing Agencies (IAs), Executive Agencies (EAs)
- Encourage the greater involvement of religious organizations

### **Second phase:**

16. A second phase of the current project was designed in coordination and upon consultation of key national stakeholders and the donor. The project commenced in September 2008. The project is to consolidate and build on the gains made under the current phase of the project of support to the TBP Cambodia. Notably the project will implement model interventions such as a child labor-free zone, two child labour free sectors, reduced incidence of urban child labor, the targeting of WFCL in new areas, and the prevention of trafficking in children and promotion of safe migration for decent work for youth and will build on the lessons and good practices from the first phase. The second phase aims to pilot test new approaches such as youth employment, resource mobilization at local levels and child safe tourism practices, among others.

### **Recent Activities and Outcomes**

17. Recently, the Prime Minister and the Council of Ministers have given the official approval of the Royal Government of Cambodia (RGC) to the National Plan of Action on the Elimination of the Worst Forms of Child Labour (NPA-WFCL), 2008 – 2012. The NPA-WFCL was signed by the Prime Minister of the RGC on 16 June 2008. Moreover, the country officially accepted the ILO's global goal of ending the WFCL by 2016.

18. A number of awareness raising and mobilization activities have been carried out at various levels and the report “Children's work in Cambodia: A challenge for growth and poverty reduction, June 2006” which was jointly produced by the ILO, the World Bank and UNICEF has been published and translated.

### **Background to the Expanded Final Evaluation**

19. ILO/IPEC projects are subject to end of project evaluations as per ILO TC policies and procedures and in agreement with the donor. As a project of support to the TBP approach that has been formulated as a comprehensive framework for the implementation of the provisions of C. 182, the final evaluation of this and other similar projects of support to the TBP processes in other countries is done as an Expanded Final Evaluation. An Expanded Final Evaluation (EFE) combines a target group impact assessment study and final evaluation and is based around a set of core areas of achievement or suggested aspects to be used across all final evaluations for TBP projects of support. Expanded Final Evaluations are essentially evaluations with

a number of complementary target group impact assessment studies that allow for more in-depth quantitative and quality assessments of impact of the project in identified areas and in the context of broader and longer-term impact.

### **Standard Framework for final evaluations of TBP projects of support**

20. The design of the EFE was influenced by the initial work on the development of a standard framework for the evaluation of TBP projects of support. While a number of core questions have been identified and elements of the proposed standard evaluation framework have been used here, it is expected that further EFEs will allow for the full development of such an evaluation framework to be used for subsequent TBP projects of support.
21. In addition to serving as a project evaluation, using such a standard framework will allow for a broader, more comprehensive approach that will lead to further development of the national TBP framework, including identifying future action. Using a consistent approach across the ILO/IPEC projects of support will ensure that a number of core questions and aspects will be addressed. It will also provide for a comparative perspective when drawing out lessons learned. As such, it is part of the ongoing review process of the TBP concept in ILO/IPEC and could potentially provide an opportunity for involving other stakeholders and development partners in the evaluation process. It is also possible that the proposed approach could be done as a joint evaluation of either the whole national TBP framework, including the different component projects of support, or for clusters of ILO/IPEC projects of support.
22. Ideally, such a standard evaluation framework would become the basis for broader joint evaluations of several projects of support or components within the national TBP process as implemented by a number of development partners.

### **Impact Assessment in IPEC**

23. Impact assessment is a fundamental pillar in IPEC's evaluation system. Impact assessment methodologies looking at broader and longer term changes are being developed as part of the development of the Time Bound Programme methodology, where the first considerations and discussions on impact assessment have taken place.
24. Work has been done on an Impact Assessment Framework as a source book to guide the work on impact assessment of child labour programmes, both ILO/IPEC and non-ILO/IPEC. An initial focus has been on measuring the direct impact on children and families directly benefiting from ILO/IPEC interventions through developing methodologies for tracer studies<sup>21</sup> and tracking<sup>22</sup> systems.
25. In the context of larger programmes such as time bound programmes, it is proposed to include target group impact assessment studies as a way to follow-up on baseline studies. This is in order to obtain an initial assessment of the changes or impact in the target areas as a result of project activities, in particular, those directly targeting children and families. The intention is for the results of such "repeat baseline" or follow-up studies to provide valuable input to the assessment of the possible broader and medium-to-longer term changes as part of a final evaluation.

### **Combined Impact Assessment and Final Evaluation (Expanded Final Evaluation)**

26. A combined impact assessment/final study will therefore combine impact assessment attempts to assess short-term project impact by repeating selected parts of

---

<sup>21</sup> **Tracer studies** in IPEC are a one-off study, looking back at the evolution of the situation of a sample of children, giving us a 'before and after' picture.

<sup>22</sup> **Tracking studies** in IPEC are a continuous following of a sample of children targeted in a series of interventions. This is a forward-looking inquiry approach that will assess impacts as they occur in the future.

the baseline study that was carried out at the start of the project with a final evaluation. The findings from this impact assessment will feed into the final evaluation of the project. Existing tracer methodologies will be used as appropriate. Data pertaining to issues not covered in the baselines studies or seen as useful for the final evaluation, could, as identified by stakeholders, be gathered using supplementary impact assessment tools such as ex-post capacity assessment, focus group discussion and detailed field observation.

27. In ILO/IPEC evaluations of its projects are carried out to enhance organisational learning. As per IPEC procedures, a participatory consultation process on the nature and specific purposes of this evaluation was carried out three months prior to the scheduled date of the evaluation. Inputs were received from key stakeholders: Project management, IPEC HQ, National level stakeholders including implementing agencies and the donor. The present Terms of Reference is based on the outcome of this process and inputs received in the course of the consultative process.

## *II. Scope and Purpose*

### **Scope**

28. The expanded final evaluation will cover the IPEC project of support project in Cambodia. It will focus on the ILO-IPEC programme mentioned above, its achievements and its contribution to the overall national efforts to achieve the elimination of WFCL. The evaluation should focus on all the activities that have been implemented since the start of the projects to the moment of the field visits.
29. The scope of the present IPEC evaluation includes all project activities to date including Action Programmes. If relevant for the assessment of the project, any preparatory work for the Project of Support will also be considered. The evaluation should look at the project as a whole, including issues of initial project design, implementation, lessons learnt, replicability and recommendations for future projects and any specific recommendations for use in the project of support to the Cambodia NPA/ TBP.
30. The contribution of IPEC to the national TBP process normally covers the promotion of an enabling environment, and the role of technical advisor or facilitator of the process of developing and implementing the national TBP strategic programme framework. In order to assess the degree to which this contribution has been made, the evaluation will have to take into account relevant factors and developments in the national process. The focus of the evaluation however will be on the IPEC project in support of the Cambodia NPA/Time-Bound Programme.
31. The evaluation is expected to emphasize the assessment of key aspects of the programme, such as strategy, implementation, and achievement of objectives. It will assess the effect and impact of the work carried out during the implementation phase, using data collected on the indicators of achievement and the associated impact assessment studies to provide detailed assessment of achieved and potential impact at the upstream, middle and down stream levels of the Project's interventions. It will also evaluate the effectiveness, relevance, and elements of sustainability of the programme activities carried out.

## **Purpose**

32. The evaluation is to be conducted with the purpose of drawing lessons from the experiences gained during the period of implementation. It will show how these lessons can be applied in Phase II of the current project as well as for other planned ILO/IPEC interventions in the broader terms of action against child labour in the context of the Time Bound Programme process.
33. In addition, the evaluation will serve to document potential good practices, lessons learned, models of interventions and life histories of the beneficiary children in this cycle of the project. It will serve as an important information base for key stakeholders and decision makers regarding any policy decisions for future subsequent activities in the country.
34. The evaluation will also involve a review of the role of the IPEC project in promoting the development of a NPA as an overall TBP framework in Cambodia to identify any needed changes in its strategy, structure and mechanisms. The analysis should focus on how the TBP concept and approach is being promoted, its relevance, how it has contributed to mobilizing action on child labour, what is involved in the process of designing a TBP process type of approach and what the IPEC project has done for the process. The focus however will be on the IPEC project's role within the development of a NPA as a national TBP framework.
35. Given that the broader TBP approach is relatively young (since 2001), the innovative nature and the element of "learning by doing" of the approach should be taken into account. The TBP concept is intended to evolve as lessons are learned and to adapt to changing circumstances. The identification of specific issues and lessons learned for broader application for the TBP concept, as a whole, would be a particular supplementary feature of this evaluation.
36. The results of the evaluation will be used as part of strategic planning and possible orientation for further phases of the various projects, including models of interventions. The results should also be used by IPEC to design future programmes and allocate resources.
37. The evaluation will provide recommendations to the Government on taking forward and developing/finalizing the National TBP (contents of NPA, possible modus operandi etc) and it will make recommendations to the project as to how its proposed exit strategy supports the longer term consolidation of the National TBP.

### ***III. Suggested Aspects to Address***

38. The evaluation should address the overall ILO evaluation concerns such as relevance, effectiveness, efficiency and sustainability as defined in the ILO Guidelines on "Planning and Managing Project Evaluations," 2006. These concerns are further elaborated the "Preparation of Independent Evaluations of Projects," 1997. For gender concerns see: ILO Guidelines on "Considering Gender in Monitoring and Evaluation of ILO Programmes and Projects," 2007.
39. The evaluation should be carried out in adherence with the ILO Evaluation Framework and Strategy, ILO Guidelines, specific ILO-IPEC Guidelines and Notes, the UN System Evaluation Standards and Norms, and OECD/DAC Evaluation Quality Standards.

40. In line with the 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. This should be done by addressing key questions related to the evaluation concerns as well as the achievement of the programme's immediate objectives using data from the logical framework indicators.
41. The following suggested aspects to address were identified during the process of formulating the current terms of reference. 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. It is not expected that the evaluation address all of the questions detailed below; however the evaluation must address the general areas of focus. The evaluation instruments, which are to be prepared by the evaluation team, and these will be shared with and reviewed by DED before field work begins, should indicate if there are other specific aspects to be addressed. Below are the main categories that need to be addressed:
- a. Design and planning
  - b. Achievements (Implementation and Effectiveness)
  - c. Relevance of the project
  - d. Sustainability
42. The suggested aspects to be addressed within these categories are in ANNEX I.
43. The current list of core aspects and questions to be addressed as part of the Standard Framework for evaluation of TBP Projects of Support provides key suggested questions/aspects to be examined by the evaluation. The focus will be on the contribution of the ILO/IPEC Project of Support to the national TBP framework.
44. Particularly in TBP evaluations, questions of levels of analysis in IPEC evaluations, namely at the project and country levels, should be specifically addressed by evaluations. In the localities in which IPEC projects operate, policy changes can be analyzed by understanding the nature of local political support for projects or programmes, and the specific actions taken by mayors or other community leaders to support, integrate, or replicate activities advocated by the project or programme. In the case of sectoral studies, the evaluator should explicitly document changes in policy or practice that occurred within targeted sectors.
45. These results are also intended to contribute to the understanding of ILO/IPEC contributions at the global level. In projects of support for time bound programmes or other broad-based national projects, effects can include institutional strengthening, the development of sustainable organizations, and partnering networks.

#### **Aspects for Impact Assessment Study (Target group study)**

46. The purpose of the target group impact assessment study is to obtain more detailed information on the direct beneficiary target groups and to give a before-and-after snapshot of the target population at the end of the ILO/IPEC Project of Support. While the results of the target group impact assessment study will be used as data for the final evaluation, the approach will also feed into the larger Impact Assessment Framework of ILO/IPEC since it will test the possibility of conducting repeat baseline studies at the end of the project for the purpose of providing data for an evaluation.
47. For the target group impact assessments, specific aspects should be based on the impact areas that were covered under the baseline studies in the selected sectors. In addition, aspects identified during the consultation process of these TORs and general considerations of the issues and areas of impact identified as part of the ILO/IPEC Impact Assessment Framework should be included. Particular emphasis should be

paid to the tracer and tracking methodologies.

48. In addition, the impact studies will also look at and analyse the achievements/results made by the Project at the upstream level / the enabling environment that the Project has been able to put in place. The impact from the development and implementation of the policy, legislative and enforcement frameworks on child labour, the ratification process of the ILO C. 182, the development and adoption process of the NPA-WFCL and of the Prakas on CL, etc, the impact of the Project's work with legislative bodies (National Assembly and Senate), with UN agencies such as UNICEF, World Bank, WFP, UNESCO, UCW, ILO WEDGE, ILO WEP, etc, the impact of the coordination mechanisms that were developed and put in place by the Project from the national down to the grass root level, the impact of the Project's work on advocacy and awareness raising through a full and active involvement of the Ministry of Information, the observance of the WDACL in June every year, and the impact on the mobilization of the Employers, Workers and their Organizations and of civil society groups through the establishment and strengthening of its national and provincial networks against child labour in the country.

#### *IV. Expected Outputs of the Evaluation*

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

##### By International Team Leader

- Desk review
- Briefing meeting with local partner for target group impact assessment
- Review of target group impact assessment study design and ongoing support to the study
- Evaluation instrument
- Evaluation field visits including interviews and consultations with key stakeholders in Cambodia
- Preparation and facilitation of national stakeholder evaluation workshops, including workshop programmes and background note
- Debriefing with project staff and key national partners
- Draft report
- Second and final version of report, including any response to consolidated comments
- Notes on the experience of the evaluation and suggestions for the further development of the standard evaluation framework

##### By Evaluation Member

- Desk review
- Background report of relevant information after discussion with evaluation team leader
- Support to international team leader during evaluation phase
- Co-facilitation of national stakeholder evaluation workshops
- Input and support to the preparation of the final evaluation report

50. The final evaluation report should include:

- Executive Summary with key findings, conclusions and recommendations
- Clearly identified findings focussing on impact, including findings from target group study and policy and legislative frameworks impact study, enabling environment and knowledge base mobilization of employers, workers and their organizations and of civil society groups against child labour, and coordination mechanisms
- Clearly identified conclusions and recommendations
- Findings from the target group impact assessment
- Lessons learned
- Potential good practices and effective models of intervention.
- Appropriate Annexes including present TORs
- Standard evaluation instrument matrix

51. It is recommended to structure the final reports along the lines of the elements in the core questions that will be provided and at minimum with the following headings:

- TBP and Project of Support preparatory process
- Process of development and design of
  - National TBP
  - Project of Support
  - Action Programmes
- Implementation Process
- Performance and Achievement
  - Support to National TBP process
  - Enabling environment
  - Targeted Interventions
  - Networking and Linkage
  - Evidence of sustainability and mobilisation of resources

52. The total length of the report should be a maximum of 40 pages for the 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.

53. 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.

54. The final report will be circulated to key stakeholders (project management, ILO/IPEC, ILO Regional, all participants present at the stakeholder evaluation workshop, donor and others as identified by DED) 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.

55. The expected outputs to be delivered by local partner agency for target group impact assessment
- Data collection plan and methodology, including questionnaires and Focus Group Discussion Guidelines
  - Analytical report presenting the data and key analysis
  - Electronic version of the raw data for further analysis
  - Meetings as necessary with team leader and evaluation consultant
  - Presentation of findings of target group impact assessment at Stakeholder Workshop
56. The evaluation team leader will carry out a policy impact assessment.

## ***V. Evaluation Methodology***

57. The following is the proposed methodology for the expanded final evaluation. 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.

### **1.1. Expanded Final Evaluation:**

#### **1.1.1. Desk Review**

58. The evaluation will be carried out using a desk review of appropriate materials, including the project documents, progress reports, outputs of the programme and the projects (action programmes), results of any internal planning process and relevant materials from secondary sources. At the end of the desk review period, it is expected that the evaluation consultant will prepare a document indicating the methodological approach to the evaluation in the form of the inception report and evaluation instrument, to be discussed and approved by DED.

#### **1.1.2. Field visits by evaluation team**

59. The evaluation team leader, assisted by the evaluation team member and a national consultant, will conduct evaluation missions in-country that will consist of the following:

- Working sessions with ILO/IPEC staff, local study partner
- Interviews with key national stakeholders and informants
- Field visit to selected project sites that include areas that will continue in Phase II and those that ended with Phase I
- Three stakeholder evaluation workshops (two at provincial and one at national level)

60. The team leader and the team members will work together as a team, particularly during the field mission, including a division of work when talking to key national stakeholders. The evaluation team will prepare the final report.

61. The evaluation team leader will interview the donor representatives, ILO/IPEC HQ, and ILO/IPEC regional staff either in person or by conference calls early in the evaluation process, preferably during the desk review phase.

62. The evaluation team will be asked to include as part of the specific evaluation instrument to be developed, the **standard evaluation instruments** that ILO/IPEC has



developed for documenting and analyzing achievements of the projects and contributions of the Action Programmes to the project.

63. The methodology for the evaluation should consider the multiple levels involved in this process: the framework and structure of the national efforts to eliminate the WFCL in Cambodia and IPEC's support to this process through this project. Data gathering and analysis tools should consider this methodological and practical distinction.
64. The evaluation methodology includes a one day stakeholder workshop at Phnom Penh at the national level to be attended by national level stakeholder participants. Two one-day stakeholder workshop will take place in Siem Reap and Sihanoukville attended by stakeholders and partners from the 7 target provinces of Siem Reap, Banteay Meanchay, Kampong Cham, Phnom Penh, Sihanouk Ville, Kampot and Kep.
65. The workshop will be attended by IPEC staff and key partners, including the donor as appropriate, in order to gather further data as appropriate, present the preliminary findings, conclusions and recommendations and obtain feedback. These meetings will take place towards the end of the fieldwork. The results of these meeting should be taken into consideration for the preparation of the draft report. The consultant will be responsible for organizing the methodology of the workshop. The identification of the number of participants of the workshop and logistics will be under the responsibility of the project team. Key project partners should be invited to the stakeholder workshop. The project will propose together with the evaluation team leader a list of participants.

#### **Composition of the evaluation team**

66. The evaluation will be carried out by the international evaluation team leader and an evaluation consultant that previously have not been involved in the project. The evaluation team leader is responsible for drafting and finalizing the evaluation report. The evaluation consultant will support the team leader in preparing the field visit, during the field visit and in drafting the report. The evaluation 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.
67. In addition to the evaluation team leader and the evaluation team member, a national consultant will be part of the evaluation team.
68. The background of the **evaluation team leader and the evaluation team member** should include:

<b>International Team Leader</b>	
Responsibility	Profile
<ul style="list-style-type: none"> <li>• In-country to brief local partner agency and policy impact study and support in the design of the impact assessment studies</li> <li>• Provide comments and feedback on the impact assessment studies (direct and policy) including feedback on the designed instrument and questionnaires for the direct target studies)</li> <li>• Briefing with IPEC DED</li> <li>• Telephone Interviews with donor and IPEC HQ</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant background in social and/or economic development.</li> <li>• Experience in the design, management and evaluation of development projects, in particular with policy level work, institution building and local development projects.</li> <li>• Experience in evaluations in the UN system or other international context as team leader</li> <li>• Relevant regional experience preferably prior working experience in Cambodia.</li> <li>• Experience in the area of children's and child labour issues and rights-based approaches in a normative</li> </ul>

<ul style="list-style-type: none"> <li>• Desk review</li> <li>• Prepare evaluation instrument</li> <li>• Conduct field visits in selected project sites in Cambodia</li> <li>• Facilitate three stakeholder workshops with the support of the evaluation consultant</li> <li>• Draft the evaluation report</li> <li>• Finalize the evaluation report taking into consideration comments from key stakeholders.</li> </ul>	<p>framework are highly appreciated.</p> <ul style="list-style-type: none"> <li>• Experience at policy level and in the area of education and legal issues would also be appreciated.</li> <li>• Experience in the UN system or similar international development experience including preferably international and national development frameworks in particular PRSP and UNDAF.</li> <li>• Familiarity with and knowledge of specific thematic areas.</li> <li>• Fluency in English.</li> <li>• Experience facilitating workshops for evaluation findings.</li> </ul>
<b>Evaluation Consultant: Evaluation team member</b>	
<b>Responsibility</b>	<b>Profile</b>
<ul style="list-style-type: none"> <li>• Prepare desk review in coordination with the team leader</li> <li>• Conduct site visits with the team leader</li> <li>• Support the team leader in facilitating the stakeholder workshops</li> <li>• Provide inputs to the team leader in drafting the evaluation report</li> <li>• Provide inputs and clarification for the team leader in finalizing the evaluation report.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Extensive knowledge of development in Cambodia, preferably on child labour issues</li> <li>▪ Experience in evaluations conducted at the multi-bilateral level in development</li> <li>▪ Experience in facilitating stakeholder workshops and preparation of background reports</li> </ul>

69. The evaluation team leader will be responsible for undertaking a field visit to Cambodia to discuss the impact assessment design with the local partner agency as well as the policy impact consultant. The team leader will provide support and feedback to the impact assessment studies design process (including the study designs and questionnaires).

70. The team leader will undertake a **desk review** of the project files and documents, undertake **field visits** to the project locations, **and facilitate the workshops**.

71. The evaluation team leader will be responsible for **drafting** the evaluation report with support from the national evaluation consultant. Upon feedback from stakeholders to the draft report, the team leader will further be responsible for **finalizing** the report **incorporating** any comments deemed appropriate.

72. The evaluation will be carried out with the technical support of the IPEC-DED section and with the logistical support of the project office in Phnom Penh with the administrative support of the ILO sub-regional office in East Asia in Bangkok. DED will be responsible for consolidating the comments of stakeholders and submitting it to the team leader.

73. It is expected that the evaluation team will work to the highest evaluation standards and codes of conduct and follow the UN evaluation standards and norms.

## 1.2. Target Group Impact Assessment Studies in selected targeted district

74. A Local Partner Agency (Research Institute) will design and implement a target

group impact assessment that will consist of a quantitative survey of a sample of beneficiaries. This will be complemented by limited focus group discussions and data collection on external and contextual factors. The initial baseline study should be considered as the starting point, and the target group study should be designed to follow up on it or (partly) repeat the baseline.

75. The purpose of the target group impact assessment is to obtain more detailed information on the beneficiaries and to give a before and after snapshot of the target population at the end of the IPEC project. The results of the impact assessment study will be used as data for the expanded final evaluation and the overall evaluation report.
76. The local partner agency will prepare a detailed study plan outlining the specific approach including sampling, questionnaires, methodology, agenda for focus group discussions and the proposed analytical structure for reporting the data for the overall evaluation.
77. The study will be designed using the manual and experience of ILO/IPEC on impact assessment in general and tracer studies in particular.
78. The local partner agency will present the findings of the study in an initial and a final report.
79. Separate detailed TOR will be available for the Target Group Impact Assessment Study, with reference to the study as part of the Expanded Final Evaluation.

### **1.3. Policy impact assessment study**

80. An independent consultant will design and implement an indirect impact assessment study through desk review, interviews with project staff and project partners and with oversight from the evaluation team leader. The policy impact study findings as similar to the target group impact assessment will feed into the final evaluation report.
81. The following is the suggested approach to the Policy Impact Study
  - a. Based on these TORs and initial desk review of relevant policy documents both from the ILO/IPEC project directly and other relevant policy documents, an initial annotated outline and analytical framework (study design) is prepared. This should indicate the policy areas of analysis as related to the work of the project and the identified policies to mainstream child labour into; the methodology to be used in the analysis and the relevant sources of information, including key informants to talk.
  - b. The study design will be discussed with the international evaluation team leader, ILO/IPEC Phnom Penh, IPEC HQ, project management and ILO/IPEC DED and revised based on received comments.
  - c. Further desk review and data collection will take place through study of policy documents, follow-up interviews etc as per agreed analytical framework.
  - d. Interviews will be conducted with a list of key informants to be agreed upon by the policy impact consultant, ILO/IPEC Cambodia and DED.
  - e. The policy impact consultant will participate in the national stakeholder evaluation workshop as an observer.
  - f. Consultations will be held with the overall evaluation team during the in-country work of that team. This will include adjustment in the analytical framework to provide key information and analysis for the evaluation on policy.
  - g. A revised annotated outline will be presented immediately before the first analysis for quick comments.

- h. An initial presentation of key analysis and findings will be prepared in time for use by the overall evaluation team for the first draft of the report on the expanded final evaluation.
- i. A more comprehensive draft is presented for comments by the functions indicated in bullet point (b.).
- j. Final technical sign-off by DED and the evaluation team leader.

82. The background of the policy impact consultant should include:

<b>Responsibilities</b>	<b>Profile</b>
<ul style="list-style-type: none"> <li>• Desk review of project documents</li> <li>• Briefing with ILO/IPEC-DED</li> <li>• Telephone Interviews with IPEC HQ desk officer, donor</li> <li>• Undertake desk review of project related documents</li> <li>• Interview project management and project partners</li> <li>• Draft study and share with the team leader</li> <li>• Finalize the study with inputs from the team leader</li> </ul>	<ul style="list-style-type: none"> <li>• Experience with policy analysis, strategic planning and design of country programmes</li> <li>• Familiar with the development policy set-up in Cambodia; knowledge of the specific policies is desirable</li> <li>• Experience in policy level evaluation or assessment</li> <li>• Experience evaluating gender issues.</li> <li>• Knowledge and experience of child labour or at the very least children's issues.</li> <li>• Familiarity with impact assessment debates or experience in implementing impact assessment</li> <li>• Relevant background in social and/or economic development.</li> <li>• Experience in the design, management and evaluation of development projects, in particular with policy level work, institution building and local development projects.</li> <li>• Experience in the UN system or similar international development experience including preferably international and national development frameworks in particular PRSP and UNDAF.</li> <li>• Familiarity with and knowledge of specific thematic areas.</li> </ul>

83. The tentative timetable is as follows:

<b>Expanded Final Evaluation</b>		
<b>Responsible Person</b>	<b>Tasks</b>	<b>Duration and Dates</b>
Team leader	<ul style="list-style-type: none"> <li>○ In-country to Cambodia for impact assessment design with local partner agency and policy impact study</li> </ul>	February 9-13, 2009 5 days
Team leader & team member	<ul style="list-style-type: none"> <li>○ Telephone briefing with IPEC DED</li> <li>○ Desk Review of project related documents</li> <li>○ Evaluation instrument based on desk review</li> <li>○ Ongoing support to impact assessment studies</li> <li>○ Feedback on impact assessment study designs and reports</li> </ul>	Mid February till mid March
		T. leader 8 days
		T. member 5 days
Evaluation team with logistical support by project	<ul style="list-style-type: none"> <li>○ In-country to Cambodia for consultations with project staff</li> <li>○ Consultations with project staff /management</li> <li>○ Field visits</li> <li>○ Consultations with girls and boys, parents and other beneficiaries</li> <li>○ <b>Workshop with key stakeholders</b></li> </ul>	<b>March 16- April 1, 2009 for evaluation field visits</b>
		T. Leader: 20 days
		T. Member: 17 days
Evaluation team leader with team member	<ul style="list-style-type: none"> <li>○ Draft report based on consultations from field visits and desk review and workshop in Cambodia</li> </ul>	April 6-10, 2009
		T. Leader 5 days
		T. Member: 2 days
DED	<ul style="list-style-type: none"> <li>○ Circulate draft report to key stakeholders</li> <li>○ Consolidate comments of stakeholders and send to team leader</li> </ul>	Mid April
Evaluation team leader	<ul style="list-style-type: none"> <li>○ Finalize the report including explanations on why comments were not included</li> </ul>	By the end of April T. leader 5 days
		T. member 1 day
<b>TOTAL number of days</b>		<b>T. leader 43 days</b>
		<b>T. member 25 days</b>

<b>Target group impact study</b>		
<b>Responsible Person</b>	<b>Tasks</b>	<b>Duration and Dates</b>
Local partner agency (Research Institute)	○ Desk review of baseline, media reports, TPRs, project related documents	February 2-6, 2009 5 days
Local partner agency (Research Institute) and evaluation team leader	○ Preparatory meeting	February 9-13, 2009
	○ Design of study plan and instruments	5 days
Local partner agency (Research Institute)	○ Implementation of study in selected districts with a total sample and number of focus groups discussions as in detailed study plan	February 16- March 6 2009 3 work weeks
	○ Field work	
	○ Data processing and analysis	
Local partner agency (Research Institute) with input from evaluation team leader	○ Preparation of analytical brief report in bullet points	March 9-13, 2009 5 days
	○ Finalization of report based on comments of evaluation team leader	
Local partner agency (Research Institute)	○ Provide support to team leader in finalizing the report	2 days
<b>TOTAL number of days</b>		<b>32 days</b>

<b>Policy impact study</b>		
<b>Responsible Person</b>	<b>Tasks</b>	<b>Duration and Dates</b>
Policy impact study consultant	○ Desk review	February 2-6, 2009 3 days
Policy impact study consultant in consultation with ILO/IPEC	○ Development of study design in consultation with ILO/IPEC	February 9-13, 2009 2 days
Policy impact study consultant	○ Interviews	February 16- March 6, 2009
	○ Study & analysis of policy documents	3 work weeks
Policy impact study consultant with input from evaluation team leader	○ Drafting of study report and finalize with inputs from team leader	March 9-13, 2009 5 days
<b>TOTAL number of days</b>		<b>20 days</b>

## Sources of Information and Consultations/Meetings

Available at HQ and to be supplied by DED	<ul style="list-style-type: none"> <li>• Project document</li> <li>• DED Guidelines and ILO guidelines</li> </ul>
Available in project office and to be supplied by project management	<ul style="list-style-type: none"> <li>• Progress reports/Status reports</li> <li>• Technical and financial reports of partner agencies</li> <li>• Direct beneficiary record system</li> <li>• Good practices and Lessons learnt report (from TPR)</li> <li>• Other studies and research undertaken</li> <li>• Action Programme Summary Outlines Project files</li> <li>• National workshop proceedings or summaries</li> <li>• Any other documents</li> </ul>

### Consultations with:

- Project management and staff
- ILO/HQ and regional backstopping officials
- Partner agencies
- Social partners Employers' and Workers' groups
- Boys and Girls
- Community members
- Parents of boys and girls
- Teachers, government representatives, legal authorities etc as identified by evaluation team
- National Steering Committee
- Telephone discussion with USDOL
- USAID and US Embassy staff in Cambodia
- Interviews with national partners: Minister of Labour, President of employers' organization CAMFEBA, President of trade union/workers' organization, President of civil society network CSNACL,
- ILO WEDGE National Project Coordinator,
- Representatives from UCW, UNICEF, ILO WEP, and other relevant NGOs and International Organizations working to combat child labour

### 84. Final Report Submission Procedure

- For independent evaluations, the following procedure is used:
- The evaluator 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 **evaluator** by date agreed between DED and the evaluator 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***

85. The resources required for this evaluation are:

For the evaluation team leader:

- Fees for an international consultant for 40 work days
- Local DSA in project locations for maximum 25 nights in various locations in Cambodia.
- Travel from consultant's home residence to Cambodia in line with ILO regulations and rules
- Fees for local travel in-country

For the evaluation consultant (evaluation team member):

- Fees for an evaluation consultant for 25 days
- Local DSA in project locations for a maximum 17 nights in various location in Cambodia in line with ILO regulations and rules
- Fees for local travel in-country

For the consultant carrying out the policy impact study:

- Fees for a national evaluation consultant for 20 days
- Fees for local travel in-country

Other costs:

- Costs for the target group impact study
- Fees for local travel in-country
- Three stakeholder workshop expenditures in Cambodia
- Interpretation costs for field visits
- Translation costs for the workshop and field visits
- Translation of the expanded final evaluation report
- Any other miscellaneous costs.

A detailed budget is available separately.

### ***Management***

86. 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 in Phnom Penh and the ILO Office in Phnom Penh will provide administrative and logistical support during the evaluation mission.



## ANNEX I: Suggested Aspects to be Addressed

### Design and Planning (Validity of design)

- Assess whether the project design was logical and coherent and took into account the institutional arrangements, roles, capacity and commitment of stakeholders. Were lessons learned from past IPEC interventions such as the Cambodia, Salt, Rubber and Fishing project successfully incorporated into the project design?
- Assess the internal logic (link between objectives achieved through implementation of activities) of the project and the external logic of the project (degree to which the project fits into existing mainstreaming activities that would impact on child labour).
- Analyze whether available information on the socio-economic, cultural and political situation, (this includes local efforts already underway to address CL and promote education opportunities for targeted children and existing capacity) in Cambodia was taken into consideration at the time of the design and reflected in the design of the project. Did the project's original design fill an existing gap in services that other ongoing interventions were not addressing?
- To what extent were external factors identified and assumptions identified at the time of design? Have there been any changes to these external factors and the related assumptions and, if so, how did this impact project implementation and the achievement of objectives?
- Assess whether the problems and needs were adequately analyzed and determine whether the needs, constraints, resources and access to project services of the different beneficiaries were clearly identified taking gender issues into concern.
- Was the time frame for project implementation and the sequencing of project activities logical and realistic? If not, what changes were made to improve them?
- Was the strategy for sustainability of achievement defined clearly at the design stage of the project?
- What lessons were learned, if any, in the process of conducting baseline survey for the identification of target children?
- Were the objectives of the project clear, realistic and achieved within the established time schedule and with the allocated resources (including human resources)? Were the provisional targets realistic? Were the linkages between inputs, activities, outputs and objectives clear and logical? Did the action programmes designed under the project provide clear linkages and complement each other regarding the project strategies and project components of intervention? Specifically regarding:
  - Project strategies:
    - Policy, awareness raising, law enforcement,
    - Piloting model interventions on direct support to children and families
  - Programme Component of Intervention:
    - Legal framework for addressing child labour
    - Knowledge base on child labour
    - Strengthening institutional and technical capacity for addressing the child labour problem and coordination, M&E
    - Awareness raising, advocacy and social mobilization
    - Improvement of Education and skills training
    - Reducing vulnerability to labour exploitation

### **Achievements (Implementation and Effectiveness)**

- Has the project achieved its immediate objectives? Has the entire target population been reached? Please distinguish between beneficiaries as reported to receive educational services and beneficiaries that have received non-educational services.
- Assess the process of NPA formulation and the role of the project in supporting its formulation and eventual implementation including mobilizing resources, policies, programmes, partners and activities to be part of the NPA/TBP.
- How effective was the project in terms of leveraging resources? What process was undertaken by the project to identify and coordinate implementation with other child labor-focused initiatives and organizations including the USDOL-funded World Education's Options Project, the Winrock's CHES project, ILO-WEDGE project, the World Bank, WFP, UNESCO and UNICEF, ILO WEP, etc?
- Were the selected agencies the most relevant and appropriate for carrying out the activities?
- Was the project successful in terms of raising awareness on the child labor problem and on promoting social mobilization to address this issue?
- Was the expected number of beneficiaries reached?
- Assess the effectiveness of the education and non-education services being provided to beneficiaries.
- What was the quality and how effective were the APs, and how did they contribute to the project meeting its immediate objectives? Examine the capacity constraints of implementing agencies and the effect on the implementation of the designed APs. Consider the particular role of Government as Implementing Agency.
- How has the capacity of the implementing agencies and other relevant partners to develop effective action against child labor been enhanced as a result of project activities? Has the capacity of community level agencies and organizations in Cambodia been strengthened to plan, initiate, implement and evaluate actions to prevent and eliminate child labour?
- Were the expected outputs being delivered in a timely manner, with the appropriate quantity and quality?
- Assess the effectiveness of the project i.e. compare the allocated resources with results obtained. In general, did the results obtained justify the costs incurred?
- Assess the participation of different relevant actors in the National Steering Committee (e.g. How are these structures participating in project implementation? Examine the relationship between the NSC and the implementing agencies, what is their collaboration. How did this contribute to progress toward project's objectives? How did these bodies contribute to building local capacity and promoting local ownership of the national program?
- 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 project's partner linking and networking strategy.
- Assess the level of government involvement in the project and how their involvement with the project has built their capacity to continue further work on future programmes
- Which are the mechanisms in place for project monitoring? Please assess the use of work plans and project monitoring plans (PMPs), DBMR processes or systems.
- How were recommendations from the mid-term evaluation acted upon by the project and to what effect?

- 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.
- How were the strategies for monitoring of child beneficiaries implemented and coordinated? Assess how the project monitored both the work and education status of all direct beneficiaries, discussing whether or not the system was appropriate and efficient in monitoring each child to ensure that he/she was no longer working and/or that work conditions were no longer hazardous, and were attending education programs regularly. Assess how project staff and implementing partners understand and use the DBMR forms and database.
- To what extent do project staff, implementing organizations, and other stakeholders have a clear and common understanding of definitions used by IPEC for identifying a child as prevented or withdrawn from child labor?
- How effective was the project in raising awareness about child labor and in promoting social mobilization to address this issue?
- Identify unexpected and multiplier effects of the project.
- How successful was the project been in mainstreaming the issue of child labour into ongoing efforts in areas such as education, employment promotion, poverty reduction and data collection?
- Assess the process for documenting, disseminating and replicating/up-scaling pilot projects.
- Assess to what extent the planning, monitoring and evaluation tools have been promoted by the project for use at the level of NPA/TBP and by other partners.

### **Relevance of the Project**

- Assess the 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 based on the finding of baseline surveys.
- Were the Action Programs well-rooted within the communities in which they operated?
- How does the strategy used in this project fit in with the NPA under development and national education and anti-poverty efforts, and interventions carried out by other organizations?
- Did the strategy address the different needs and roles, constraints, access to resources of the target groups, with specific reference to the strategy of mainstreaming and thus the relevant partners, especially in government?
- Did the service package promoted by the project respond to the real needs of the beneficiaries? Do children/families/communities get the support they need to protect children from WFCL?

### **Sustainability**

- Assess to what extent a phase out strategy was defined and planned and what steps were taken to ensure sustainability. Assess whether these strategies had been articulated/explained to stakeholders as well as the actual efforts to phase out activities or to transfer responsibilities to local partners as a means of promoting sustainability, particularly in areas where Phase II will not continue operations.

- 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.
- Assess the long-term potential for sustained action and involvement by local/national institutions (including governments) and the target groups.
- Examine whether socio-cultural and gender aspects endanger the sustainability of the programme and assess whether actions have been taken to sensitize local institutions and target groups on these issues.
- Assess project success in leveraging resources for ongoing and continuing efforts to prevent and eliminate child labour in the context of the NAP. Based on the project's experience: which are some of the factors that might impact on the likelihood of the NAP being taken further?

## ANNEX B Evaluation Field Visit Schedule

### **INTERNATIONAL LABOUR ORGANIZATION**

**INTERNATIONAL PROGRAMME ON THE ELIMINATION OF CHILD LABOUR**  
**Support to the Cambodian National Plan of Action on the Elimination of the Worst**  
**Forms of Child Labour: A Time Bound Approach**

ILO Joint Office, Phnom Penh Center, Building B, 2nd Floor, Corner of Sihanouk and Sothearos Blvds, Tonle Bassac, Chamcar Mon, Phnom Penh. P.O. Box 2642, Tel: (855) 023 220-817 or 994-209, Fax: (855) 023 221-536

### **Detailed Schedule for the Expanded Final Evaluation of the TBP SP** **Phase I, Cambodia.**

#### **Draft Version No. 3**

**As on 19 February 2009**  
**08.00 hrs Cambodia Time**

NO	ACTIVITIES	DATE AND TIME	VENUE	CONTACT POINT
1.	Meeting/Briefing with TBP Support Project staff in Phnom Penh (PNP) reviewing relevant materials and documents produced under the Project	<b>Monday</b> <b>16 March 2009</b> <b>8:00 – 12:00 am</b>	ILO Joint Office, Phnom Penh Center, Building B, 2nd Floor, Corner of Sihanouk and Sothearos Blvds, Tonle Bassac, Chamcar Mon, Phnom Penh	Mr. MP Joseph, Chief Technical Advisor  Mr. Ouk Sisovann
2.	Meeting with ILO WEDGE	<b>Monday</b> <b>16 March 2009</b> <b>2:00-3:00 pm</b>	ILO Joint Office, Phnom Penh Center, Building B, 2nd Floor, Corner of Sihanouk and Sothearos Blvds, Tonle Bassac, Chamcar Mon, Phnom Penh	Ms. Heng Seltik
3.	Meeting with UNICEF	<b>Monday</b> <b>16 March 2009</b> <b>4:00 – 5:00 pm</b>	UNICEF No. 11, Street 75, P.O.Box 176, Phnom Penh, Cambodia	Lesley Miller Chief of Child Protection
4.	Meeting with senior officials from the Ministry of Labour of Vocational Training (MLVT), National Sub-Committee on Child Labour and Department of Child Labour.	<b>Tuesday</b> <b>17 March 2009</b> <b>8:00 - 10:00 am</b>	Ministry of Labour and Vocational Training (MLVT): #3, Russian Federation Blvd, Phnom Penh.	Her Excellency Prak Chantha Secretary of State MLVT Mr. Veng Heang, Director DoCL
5.	Meeting with PACT Against Child Labour (Trade Unions, APSO on mobilizing workers against child labour)	<b>Tuesday</b> <b>17 March 2009</b> <b>1:30 – 2:30 pm</b>	ILO Joint Office, Phnom Penh Center, Building B, 2nd Floor,	

			Corner of Sihanouk and Sothearos Blvds, Tonle Bassac, Chamcar Mon, Phnom Penh.	Mr. Chuon Mom Thol President, PACT
6.	Meetings with CAMFEBA (Employer's Association, APSO on mobilizing employers against child labour)	<b>Tuesday 17 March 2009 3:00 – 4:00 pm</b>	CAMFEBA House 44A, Street 320, Sangkat Boeung Keng Kang III, Phnom Penh, Cambodia	Mr. Teh Sing Vice President
7.	Meeting with Civil Society Network Against Child Labour (CSNACL).	<b>Tuesday 17 March 2009 4:30 – 5:30</b>	ILO Joint Office, Phnom Penh Center, Building B, 2nd Floor, Corner of Sihanouk and Sothearos Blvds, Tonle Bassac, Chamcar Mon, Phnom Penh.	Ms. Terri S. Ly, President and Members of the Executive Committee
<b><i>Travel from Phnom Penh to Kampot by road.</i></b>		<b><i>Wednesday 18 March 2009 7:30 - 11:30</i></b>		
8.	Field Visit to Sectoral Action Programmes on child labour in Kampot (Salt and Fishing Sectors):  <ul style="list-style-type: none"> <li>- Meeting with the Provincial Committee on Child Labour (PCCL)</li> <li>- Meetings with the Implementing and Executing Agencies of the above sectoral Action Programme</li> <li>- Visiting Child Labour Rehabilitation and Community Learning Center.</li> <li>- Conducting site visits to the Salt and Fishing Sectors in Kampot</li> <li>- Meeting/interviewing Community Monitors</li> <li>- Meeting/interviewing SHGs</li> <li>- Meeting with Micro Finance Institutions.</li> <li>- Meeting/interviewing AP beneficiaries in the Salt and Fishing Sectors in Kampot.</li> </ul> <p><i>Detailed Programme will be prepared separately.</i></p>	<b><i>Wednesday 18 March 2009 1:30 - 5:30 pm</i></b>  <b><i>Thursday 19 March 2009 7:30 – 12:00 am</i></b>	Kampot	Mr. Doung Sovann Deputy Director, PDLVT
<b><i>Travel from Kampot to Sihanoukville by road.</i></b>		<b><i>Thursday 19 March 2009 1:30 – 3:30 pm</i></b>		
9	<b>1st One and a Half Day Provincial Level</b>	Friday and		

	<p><b>Stakeholder Workshop.</b></p> <p><i>Detailed Workshop Programme to be prepared separately by EFE Team.</i></p> <p><i>List of Participants Attached.</i></p>	<p>Saturday 20 – 21 March 2009</p>	<p>Golden Sand Hotel, Sihanoukville</p>	
	<p><b>Travel from Sihanoukville to Phnom Penh by road.</b></p>	<p><b>Saturday 21 March 2009 2:00 – 6:00 pm</b></p>		
	<p><b>Travel from Phnom Penh to Siem Reap by air.</b></p>	<p><b>Sunday 22 March 2009 6:20 – 7:20 pm</b></p>		
	<p><b>Travel from Siem Reap to Poipet by road.</b></p>	<p><b>Monday 23 March 2009 7:30 – 10:30 am</b></p>		
11.	<p>Field Visit to Sectoral Action Programme on child labour in Poipet (Porter Sector):</p> <ul style="list-style-type: none"> <li>- Meeting with the Provincial Committee on Child Labour (PCCL)</li> <li>- Meetings with the Implementing and Executing Agencies of the above sectoral Action Programme.</li> <li>- Meeting with Poipet Commune Committee on Child Labour.</li> <li>- Visiting Child Labour Rehabilitation and Community Learning Center.</li> <li>- Meeting/interviewing Community Monitors</li> <li>- Meeting/interviewing SHGs</li> <li>- Meeting with Micro Finance Institutions.</li> <li>- Meeting/interviewing AP beneficiaries in the Porter Sector in Poipet.</li> </ul> <p><i>Detailed Programme will be prepared separately.</i></p>	<p><b>Monday 23 March 2009 10:30 am – 5:30 pm</b></p> <p><b>Tuesday 24 March 2009 7:30 – 12:00 am</b></p>	<p>Srey Sophorn and Poipet</p>	<p>Chairperson of Poipet Commune Committee on Child Labour</p>
	<p><b>Travel from Poipet to Siem Reap by road.</b></p>	<p><b>Tuesday 24 March 2009 1:30 – 4:30 pm</b></p>		

12.	<p>Field Visit to Sectoral Action Programme on child labour in Siem Reap (Brick Sector):</p> <ul style="list-style-type: none"> <li>- Meeting with the Provincial Committee on Child Labour (PCCL)</li> <li>- Meeting with the Implementing and Executing Agencies of the above sectoral Action Programme.</li> <li>- Visiting Child Labour Rehabilitation and Community Learning Center.</li> <li>- Meeting/interviewing Community Monitors.</li> <li>- Meeting with representatives from Employer Association on Child Labour in SR.</li> <li>- Meeting with representatives of Employers from Brick Sector.</li> <li>- Meeting with Provincial Chapter of CSNACL – SR.</li> <li>- Meeting/interviewing SHGs</li> <li>- Meeting with Micro Finance Institutions.</li> <li>- Meeting/interviewing AP beneficiaries in the Brick Sector in Siem Reap.</li> </ul> <p><i>Detailed Programme will be prepared separately.</i></p>	<p><b>Tuesday</b> <b>24 March 2009</b> <b>4:30 – 5:30 pm</b></p> <p><b>Wednesday</b> <b>25 March 2009</b> <b>07:30 am – 5:30 pm</b></p>	Siem Reap	
13.	<p><b>2nd One and a Half Day Provincial Level Stakeholder Workshop.</b></p> <p><i>Detailed Workshop Programme to be prepared separately by EFE Team.</i></p> <p><i>List of Participants Attached.</i></p>	<p><b>Thursday and Friday</b> <b>26 – 27 March 2009</b></p>	Apsara Angkor Hotel, Siem Reap	
<b>Travel from Siem Reap to Phnom Penh by air.</b>		<p><b>Saturday</b> <b>28 March 2009</b> <b>1100- 1200 hrs</b></p>		
14.	<p><b>One Day National Level Stakeholder Workshop.</b></p> <p><i>Detailed Workshop Programme will to be prepared separately by EFE Team.</i></p> <p><i>List of Participants Attached.</i></p>	<p><b>Monday</b> <b>30 March 2009</b></p>	Cambodiana Hotel, Phnom Penh	
15.	<p><b>Operational Planning for Phase II, One Day National Level Stakeholder Workshop.</b></p>	<p><b>Tuesday</b> <b>31 March 2009</b></p>		



	<p><i>Detailed Workshop Programme will be prepared separately.</i></p> <p><i>List of Participants Attached.</i></p>		Cambodiana Hotel, Phnom Penh	
16.	Wrap up meeting with TBP Support Project staff in Phnom Penh (PNP).	<p><b>Wednesday</b>  <b>01 April 2009</b>  <b>8:00 – 12:00 am</b></p>	ILO Joint Office, Phnom Penh Center, Building B, 2nd Floor, Corner of Sihanouk and Sothearos Blvds, Tonle Bassac, Chamcar Mon, Phnom Penh	<p>Mr. MP Joseph,  Chief Technical Advisor</p> <p>Mr. Ouk Sisovann</p>

## **ANNEX C List of key people interviewed**

Mr Bill Salter, Director, ILO Subregional Office for East Asia  
Ms. Simrin Singh, Child Labour Expert, ILO Subregional Office for East Asia  
Mr. MP Joseph, Chief Technical Advisor, IPEC Cambodia  
Mr. Ouk Sisovann, Senior Programme Officer, IPEC Cambodia  
Her Excellency Prak Chantha Secretary of State MLVT  
Mr. Veng Heang, Director DoCL  
Mr. Chuon Mom Thol, President, PACT  
Mr. Doung Sovann, Deputy Director, PDLVT Kampot  
Mr. Teh Sing, Vice President CAMFEBA  
Ms. Terri S. Ly, President and various members of the Executive Committee Civil Society Network Against Child Labour (CSNACL)  
Lesley Miller Chief of Child Protection, UNICEF  
Ms. Heng Seltik, ILO/WEDGE  
Mr. Kao Rith, Deputy Director of Department of Education, Youth, and Sport in Kompot  
Mr. Som Deu Ha, Community Leader, Steung Hao Fishing Community, Sihanouk Ville  
Mr. Hong Brokob, Deputy Director of the Department of Labor and Vocational Skills Training, Poi Pet, Banteay Meanchey Province.  
Miss Yoth Chheng Leang, Mr. Buth Eng, and Mr. Ith Bonthoeun, Community Learning Center (CLC) Teachers, Poi Pet, Banteay Meanchey Province.  
P. A., 14 year old boy, Motorbike Repair Skill Trainee, Samaki village, Poi Pet commune, Banteay Meanchey Province.  
Mrs. E. S., 28, mother of three children, Self-Help Group Member, Kbal Spean village, Poi Pet commune, Banteay Meanchey Province.  
Mrs. L.Y., Brick Worker, mother of 9 children, Thnol Dach village, Kean Sangke commune, Sonikom district, Siem Reap Province.  
16 year old boy, brick worker in Thnol Dach village, Kean Sangke commune, Sonikom district, Siem Reap Province.  
L.R, age 17, former brick worker, Thmey village, Kean Sangke commune, Sonikom district, Siem Reap province; currently trainee at AFESIP vocational training center (sewing), Siem Reap Province.

## **ANNEX D Target Group Impact Assessment Study of the ILO-IPEC TBP Project of Support in Cambodia**

(Supported by Design, Evaluation and Documentation Section, ILO-IPEC, Geneva)

### **BENEFICIARY QUESTIONNAIRE**

Dear Respondent,

We have chosen you randomly from the beneficiary list of children of ILO-IPEC TBP Support Project. We are asking some questions on your daily activities and changes that have taken place in your life. This is to get a better understanding of the effectiveness of ILO-IPEC TBP Support Project and how these can be improved in the future.

We would greatly appreciate if you could kindly provide your views through responding to the questions in the questionnaire. We would be keeping your views strictly confidential.

---

#### **Instructions to Enumerators**

**This questionnaire is meant for all the selected former beneficiaries.**

---

Name of the Enumerator: ..... Date of Interview:.....

### Section BA: Identification and Personal Details of Beneficiary Child

Q.No.	Questions	Answers	Coding	Skip to Question
BA.1	Name of the beneficiary child			
BA.2	Child ID			
BA.3	Sex	Male.....	1	
		Female.....	2	
BA.4	Age at the entry to the programme			
BA.5	Age at present			
BA.6	Date of birth			
BA.7	Current address: village, commune, district, province			
BA.8	Who do you live with?	Mother.....	1	
		Father.....	2	
		Both.....	3	
		Others (Specify)	4	
BA.9	Who is the head of your household?	Mother.....	1	
		Father.....	2	
		Others (Specify)...	3	

### Section BB: Category of Beneficiary Child at the Entry of the Programme

Q.No.	Question	Answer	Coding	Skip to Question
BB.1	Prevented: 6 – 9 years		1	
	Withdrawn: 10 – 13 years		2	
	Withdrawn: 14 – 17 years		3	

### Section BC: Exposure to ILO-IPEC Programme

Q.No.	Questions	Answers	Coding	Skip to Question
BC.1	Did you get any help or assistance from the programme?	Yes.....	1	
		No.....	2	
		Don't know /		
		Don't remember..	3	
BC.2	Did anybody else in your household/ family get any help or assistance from the programme?	Yes.....	1	
		No.....	2	
		Don't know/ Don't remember..	3	

### Section BD: Programme Services and Interventions

Q.No.	Questions	Answers	Coding	Skip to Question
BD.1	What services were provided to you by the ILO-IPEC programme?	Formal Education.....	1	
		Non-formal Education...	2	
		Vocational Training.....	3	
		Text books.....	4	
		Note books.....	5	
		Other education materials	6	
		Uniforms.....	7	
		Bicycle.....	8	
		School bags.....	9	
		Shoes.....	10	
		Nutrition.....	11	
		Health.....	12	
		Counseling.....	13	
		Others (Specify).....	14	
BD.2	How would you rate the service (or package of services) provided by ILO-IPEC Programme?	Bad.....	1	
		Good.....	2	
		Some services were good..	3	
		Some services were bad..	4	
		Don't know/Don't remember.....	5	
BD.3	Do you feel positive changes in your life due to the services you received from the programme?	Yes.....	1	
		No.....	2	BD.5
		Cannot say.....	3	BD.5
BD.4	Please explain how the services contributed to the positive changes in your life.			
BD.5	What (additional) services would you liked to have received from the ILO-IPEC programme?			
BD.6	Has the Programme referred you to any other organizations such as an NGO, Government Institutions, etc from which you have received support?	Yes	1	
		No	2	
BD.7	If yes, what were the services you	Formal Education.....	1	

received?	Non-formal Education...	2
	Vocational Training.....	3
	Text books.....	4
	Note books.....	5
	Other education materials	6
	Uniforms.....	7
	Bicycle.....	8
	School bags.....	9
	Shoes.....	10
	Nutrition.....	11
	Health.....	12
	Counseling.....	13
	Others (Specify).....	14

### Section BE: Employment Details

Q.No.	Questions	Answers	Coding	Skip to Question
BE.1	In which sector were you working before the start of the programme?	Fishing.....	1	
		Salt.....	2	
		Rubber.....	3	
		Brick.....	4	
		Domestic Labour.....	5	
BE.2	Are you currently working?	Yes.....	1	BE.4
		No.....	2	
BE.3	You are not currently working because .....	I am in school.....	1	
		I am too young.....	2	
		My family does not allow.	3	
		I can't find work.....	4	
		Others (Specify).....	5	
BE.4	If you are currently working in which sector do you work?	<b><u>Targeted hazardous sectors</u></b>		
		Fishing.....		
		Salt.....	1	
		Rubber.....	2	
		Brick.....	3	
		Domestic Labour.....	4	
		Portering.....	5	
<b>Other non-targeted hazardous sectors</b>	6			
	Waste scavenging / Rubbish			

		picking .....	
		Tobacco plantation .....	7
		Semi-industrial agriculture plantation .....	8
		Handicrafts .....	9
		Stone/granite breaking ...	10
		Rock/sand quarrying .....	11
		Gem and coal mining .....	12
		(Trafficking .....	13
		Prostitution/ Pornography .....	14
		Drug production/sale)...	15
		<b>Others (Specify) (i.e. Non- hazardous) .....</b>	16
			17
BE.5	If working in sectors (no. 1 to 16) above, are you now working in a better working conditions compared to before the programme or working in a less hazardous work in the same sector?	Yes	1
		No	2
		Don't know	3
BE.6	If yes, please give details.		
BE.7	Working hours per day	Less than 1 hour a day....	1
		1-3 hours a day.....	2
		4-6 hours a day.....	3
		7-8 hours a day.....	4
		More than 8 hours a day.	5
		It varies.....	6
BE.8	Working days per week	1 day.....	1
		2 days.....	2
		3 days.....	3
		4 days.....	4
		5 days.....	5
		6 days.....	6

		7 days.....	7	
		It varies.....	8	
BE.9	Time of work	After school hours.....	1	
		Weekend.....	2	
		Others (Specify).....	3	
BE.10	Do you wear any protective equipment while working?	Yes.....	1	
		No.....	2	BF.1
BE.11	Who provides the protective equipment?	Employer.....	1	
		Self.....	2	
		Parents.....	3	
		Others (Specify).....	4	

### Section BF: Education Details

Q.No.	Questions	Answers	Coding	Skip to Question
BF.1	Are you currently going to school / vocational training center?	Yes.....	1	
		No.....	2	BF.3
BF.2	If currently going to school / vocational training center, what type of education / training you are receiving?	Formal.....	1	
		Non-formal.....	2	BF.17
		Vocational training.....	3	BF.19
BF.3	If you are not currently going to school / training center, what are the main reasons of not going to school/training center?	I am too old.....	1	
		I am working.....	2	
		School is too far.....	3	
		Harsh forms of punishment.....	4	
		The teachers do not attend regularly.....	5	
		My parents cannot afford schooling.....	6	
		My family does not allow schooling.....	7	



		I am not interested in school.....	8	
		I am busy with household chores.....	9	
		I have finished my schooling.....	10	
		I am married.....	11	
		The school is closed down.....	12	
		I am a girl .....	13	
		Others (Specify).....	14	
<b>Formal Education</b>				
BF.4	If formal education, in which grade are you in?			
BF.5	Is your school far from house?	Yes.....	1	
		No.....	2	
BF.6	If yes, indicate the k.m.			
BF.7	Are you frequently absent from school?	Yes.....	1	
		No.....	2	
BF.8	Why are you frequently absent from school?	I was sick.....	1	
		I had work at home .....	2	
		I had work outside the home.....	3	
		I had to help out with cultivation.....	4	
		I had household chores....	5	
		Because of violence/ harassment in school.....	6	
		The teachers never attend..	7	
		The school is of bad quality.....	8	
		The school is far away ...	9	
		Others (Specify).....	10	
BF.9	Do you have to pay school fees to attend school?	Yes.....	1	
		No .....	2	BF.11
		Don't know .....	3	BF.11
BF.10	If Yes, who pays for these fees?	I pay.....	1	

		My family pays.....	2	
		Relatives.....	3	
		The Programme.....	4	
		Others (Specify).....	5	
BF.11	What do you do during school holidays/ breaks?	Work for others outside the house.....	1	
		Migrate looking for work..	2	
		Help out with household chores.....	3	
		Help out my mother/ father outside the house...	4	
		Take care of brothers/ sisters.....	5	
		Rest/Play with my friends.	6	
		Visit relatives.....	7	
		Others (Specify).....	8	
BF.12	Do you attend after school activities at the community learning center?	Yes.....	1	
		No .....	2	
BF.13	If yes, what kinds of activities do you engage in?	After school tutoring.....	1	
		Sports .....	2	
		Recreation activities.....	3	
		Others (Specify) .....	4	
BF.14	After finishing this grade level do you want to continue going to school?	Yes.....	1	
		No.....	2	
		Don't know.....	3	
BF.15	Will the education you are receiving now help you when you are older?	Yes.....	1	
		No.....	2	BG.1
		Don't Know.....	3	BG.1
BF.16	If Yes, how will the education help you when you are older?	Help me get a job.....	1	
		Help me to take better care of my family.....	2	
		Others (Specify).....	3	
		Don't know.....	4	
<b>Non-Formal Education</b>				
BF.17	What are the main reasons you are attending non-formal education?	To obtain more skills for future employment.....	1	
		To go back to regular school.....	2	

		It was offered by the	
		Programme.....	3
		My parents decided.....	4
		Others (Specify).....	5
BF.18	What do you plan on doing after the non-formal education finishes?	Join a formal school .....	1
		Find a job.....	2
		Start my own business .....	3
		Migrate to find work.....	4
		Others (Specify).....	5
		Don't know.....	6
		<b>Vocational Training</b>	
BF.19	What type of vocational training are you involved in?	Sewing .....	1
		Motor repairing .....	2
		Hair dressing / Make up ...	3
		AC repairing .....	4
		Radio / TV repairing .....	5
		Car repairing .....	6
		Gold smithy .....	7
		Others (Specify).....	8
BF.20	What are the main reasons you are attending vocational training?	To obtain more skills for future employment.....	1
		There is nothing else to do	2
		It was offered by the	
		Programme.....	3
		My parents decided.....	4
		Others (Specify).....	5
BF.21	Did you benefit from the vocational training?	Yes.....	1
		No.....	2
BF.22	If yes, how did it help you?	Helped me improve my skills or confidence .....	1
		Helped me to find work ...	2
		Helped me to find more skilled work .....	3
		Helped me to improve my family's well being.....	4
		Others (Specify) .....	5

### Section BG: Health Details

Q.No.	Questions	Answers	Coding	Skip to Question
BG.1	How often have you experienced health problems in the last one year?	1 – 3.....	1	
		4 – 6.....	2	
		7 – 9.....	3	
		> 9.....	4	
		No problem.....	5	
BG.2	Are you still sick?	Yes.....	1	
		No.....	2	

### Section BH: Attitudes and Opinions about Child Labour

Q.No.	Questions	Answers	Coding	Skip to Question
BH.1	Children gain more useful skills by working from a young age (12 years old or less) than from going to school.	Agree.....	1	
		Disagree.....	2	
		Don't know.....	3	
BH.2	Except for light household chores children under 12 should not work at all.	Agree.....	1	
		Disagree.....	2	
		Don't know.....	3	
BH.3	Children below the age of 18 should not be engaged in hazardous work.	Agree.....	1	
		Disagree.....	2	
		Don't know.....	3	
BH.4	Children below the age of 15 should not be engaged in hazardous work.	Agree.....	1	
		Disagree.....	2	
		Don't know.....	3	
BH.5	Children below the age of 15 should be in school.	Agree.....	1	
		Disagree.....	2	
		Don't know.....	3	

Thank you for your co-operation in providing the information!

# Target Group Impact Assessment Study of the ILO-IPEC TBP Project of Support in Cambodia

(Supported by Design, Evaluation and Documentation Section, ILO-IPEC, Geneva)

## QUESTIONNAIRE FOR FOCUS GROUP DISCUSSION ( ADULT MEN AND WOMEN )

Dear Members,

We have selected you in the present group to know your views about the changes that have taken place in your village during the last two years, and your attitudes on child labour issues.

We would greatly appreciate if you could kindly provide your group views through responding to the questions in the questionnaire. Yours views will be kept strictly confidential.

---

### Instructions to the Moderator

**This questionnaire is meant for four adult men and four adult women of a selected village.**

---

Name of the Moderator: ..... Date of Discussion:.....

Starting Time:.....

Closing Time:.....

### Section FA: Identification and Composition of FGD

Q.No.	Questions	Answers	Coding	Skip to Question
FA.1	What is the name of the village?			
FA.2	What are the names of men in the FGD?			
FA.3	What is the mean age of the men ?			
FA.4	What are the names of the women in the FGD?			
FA.5	What is the mean age of the women ?			

### Section FB: Socio-economic Changes taken Place in the Village during the Last Three Years

Q.No.	Questions	Answers	Coding	Skip to Question
FB.1	Is there any increase in the income of the families in the village?	Yes.....	1	
		No.....	2	FB.3
FB.2	If yes, what are the reasons?			
FB.3	Is there any increase in the availability of work / employment in the village or nearby areas?	Yes.....	1	
		No.....	2	FB.5
FB.4	If yes, what are the reasons?			
FB.5	Is there any improvement in the road/drinking water/ irrigation/electricity/other infrastructures in the village?	Yes.....	1	
		No.....	2	FB.7
FB.6	If yes, who has done the improvement?	Government.....	1	
		NGO.....	2	
		Others (Specify).....	3	
FB.7	Do you think that the families have become more conscious about the	Yes.....	1	
		No.....	2	FB.9

	importance of education for the children?			
FB.8	If yes, what are the reasons?			
FB.9	Is there any increase in the number of children enrolled into formal/non-formal education in the village?	Yes No	1 2	FB.11
FB.10	If yes, what are the reasons?			
FB.11	Is there any increase in the number of formal schools in the village or nearby areas?	Yes ..... No.....	1 2	
FB.12	Is there any increase in the number of NFE centres in the village or nearby areas?	Yes..... No.....	1 2	
FB.13	If yes to FB.12, who provides the facility?			
FB.14	Is there any improvement in the health situation of the families in the village?	Yes..... No.....	1 2	FB.16
FB.15	If yes, what are the reasons?			
FB.16	Is there any increase in the number of health facilities like health centres, health clinics, medicine shops, doctors, pharmacists, nurse, etc in the village or nearby areas?	Yes..... No.....	1 2	

**Section FC: Developmental Programmes Implemented in the Village during the Last Three Years**

<b>Q.No.</b>	<b>Questions</b>	<b>Answers</b>	<b>Coding</b>	<b>Skip to Question</b>
FC.1	Have any developmental programmes been implemented in the village?	Yes.....	1	FD.1
		No.....	2	
FC.2	If yes, what are the developmental programmes implemented in the village?			
FC.3	Who are the implementing agencies of the developmental programmes?			
FC.4	Are the families in the village getting benefits from the developmental programmes?	Yes.....	1	
		No.....	2	
FC.5	If no, why?			

**Section FD: Occurrence of Natural and other Calamities during the Last Three Years**

<b>Q.No.</b>	<b>Questions</b>	<b>Answers</b>	<b>Coding</b>	<b>Skip to Question</b>
FD.1	What are the natural and other calamities the families have faced in the village?	Drought.....	1	
		Flood.....	2	
		Storm .....	3	
		Fire .....	4	
		Food price rise.....	5	
		Fuel price rise.....	6	
		Others (Specify).....	7	
		Nil.....	8	
FD.2	Did the calamities affect the living conditions of the families?	Yes.....	1	
		No.....	2	
FD.3	Suggest remedies for the reduction of the impact of the calamities?			



### Section FE: Child Labour Issues

Q.No.	Questions	Answers	Coding	Skip to Question
FE.1	Do you think that there is reduction in the number of child labours in the village during the last three years?	Yes.....	1	
		No.....	2	
FE.2	If yes/no, give the reasons			
FE.3	Do you support child labour in your village?	Yes.....	1	
		No.....	2	FE.5
FE.4	If yes, why do you support child labour?			
FE.5	What types of child labour exist in your village?	<b><u>Targeted hazardous sectors</u></b> Fishing.....		
		Salt.....	1	
		Rubber.....	2	
		Brick.....	3	
		Domestic Labour.....	4	
		Portering.....	5	
		<b>Other non-targeted hazardous sectors</b>	6	
		Waste scavenging / Rubbish picking .....		
		Tobacco plantation .....	7	
		Semi-industrial agriculture plantation ...	8	
		Handicrafts .....	9	
		Stone/granite breaking	10	
		Rock/sand quarrying ...	11	
		Gem and coal mining ..	12	
		(Trafficking .....	13	
		Prostitution/Pornography .....	14	
Drug production/sale...	15			
<b>Others (Specify) (i.e.</b>	16			

		<b>Non-hazardous) .....</b>		
			17	
FE.7	Which activities are harmful for children?			
FE.8	Do you feel that there is overall improvement in the child labour situation in your village?	Yes.....	1	
		No.....	2	
		Do not know .....	3	FE.10
FE.9	If yes/no, give the reasons why?			
FE.10	Has there been a change in the attitude against child labour in your village?	Yes.....	1	
		No.....	2	FE.12
FE.11	If yes, what are the reasons for the change in attitude against child labour?			
FE.12	Give your suggestions for ending child labour in your village?			

Thank you for your co-operation in providing the information!

# Target Group Impact Assessment Study of the ILO-IPEC TBP Project of Support in Cambodia

(Supported by Design, Evaluation and Documentation Section, ILO-IPEC, Geneva)

## HOUSEHOLD QUESTIONNAIRE

Dear Respondent,

We have chosen .....(name of the beneficiary child) from the beneficiary list of children of ILO-IPEC TBP Support Project. Since, he/she is a part of your household, we want to interview you to know your views about the changes in the economic wellbeing and others due to the ILO-IPEC TBP Support Project. The purpose of the survey is to get a better understanding of the effectiveness of the ILO-IPEC TBP Support Project and how these can be improved in the future.

We would greatly appreciate if you could kindly provide your views through responding to the questions in the questionnaire. We would be keeping your views strictly confidential.

---

### Instructions to Enumerators

**This questionnaire is meant for the Head of the household of the selected beneficiary child.**

---

Name of the Enumerator: ..... Date of Interview:.....

### Section HA: Identification and Family Details of Beneficiary Child

Q.No.	Questions	Answers	Coding	Skip to Question
HA.1	Name of the beneficiary child			
HA.2	Name of the head of the household			
HA.3	Sex	Male.....	1	
		Female.....	2	
HA.4	Date of birth			
HA.5	Age			
HA.6	Current address: village, commune, district, province			
HA.7	Relationship of respondent with beneficiary child	Mother.....	1	
		Father.....	2	
		Other (Specify).....	3	
HA.8	Total family members in your family			
HA.9	Number of children under 18 years of age in your family			
HA.10	Number of children aged 6-18 years in your family			
HA.11	Are you currently working?	Yes.....	1	
		No.....	2	HB.1
HA.12	What are your current work activities?	Fishing.....	1	
		Salt.....	2	
		Rubber.....	3	
		Brick.....	4	
		Domestic labour .....	5	
		Small business.....	6	
		Agriculture.....	7	
		Other employment.....	8	
		Others (Specify).....	9	

### Section HB: Exposure to the Programme

Q.No.	Questions	Answers	Coding	Skip to Question
HB.1	Are you aware of the ILO IPEC Programme in your community?	Yes.....	1	
		No.....	2	
		Don't know/ Don't remember ...	3	
HB.2	Did your child get any help or assistance from the Programme?	Yes.....	1	
		No.....	2	
		Don't know/ Don't remember ...	3	
HB.3	Did any body else in your household / family get any help or assistance from the Programme?	Yes.....	1	
		No.....	2	
		Don't know/ Don't remember ...	3	

### Section HC: Programme Services and Interventions

Q.No.	Questions	Answers	Coding	Skip to Question
HC.1	What support / services did your household receive from the Programme?	Training on setting up small business .....	1	
		Training on setting up SHG.....	2	
		Training on financial education .....	3	
		Assistance in setting up small business .....	4	
		Assistance in setting up SHG.....	5	
		Assistance in obtaining credit from MFI .....	6	
		Counseling .....	7	
		Skills training .....	8	
		Others (Specify) .....	9	
HC.2	How would you rate the services	Very bad .....	1	

	provided by the Programme?	Bad .....	2
		Good .....	3
		Very good .....	4
		Excellent .....	5
		Some services were good .....	6
		Some services were bad	7
		Don't know / Don't remember .....	8
HC.3	Which of the services you received from the Programme contributed to positive changes for your household?	Training on setting up small business .....	1
		Training on setting up SHG.....	2
		Training on financial education .....	3
		Assistance in setting up small business .....	4
		Assistance in setting up SHG.....	5
		Assistance in obtaining credit from MFI .....	6
		Counseling .....	7
		Skills training .....	8
		Others (Specify) .....	9
HC.4	Which of the services you received from the Programme did not contribute to any positive changes for your household?	Training on setting up small business .....	1
		Training on setting up SHG.....	2
		Training on financial education .....	3
		Assistance in setting up small business .....	4
		Assistance in setting up SHG.....	5
		Assistance in obtaining credit from MFI .....	6
		Counseling .....	7

		Skills training .....	8
		Others (Specify) .....	9
HC.5	What other services would you like to have received from the Programme?		

### Section HD: Household Economic Well-being

Q.No.	Questions	Answers	Coding	Skip to Question
HD.1	What is your main source of income?			
HD.2	How much monthly income do you receive from the above source (in USD)?			
HD.3	Is there other income sources of the family?	Yes..... No.....	1 2	
HD.4	What is the total family income per month (in USD)?			
HD.5	Who earns the main source of income in your family?	Self..... Wife/Husband..... Son..... Daughter..... Others (Specify).....	1 2 3 4 5	
HD.6	Are any of your children aged under 18 are working?	Yes..... No.....	1 2	HD.9
HD.7	If yes, how many your children aged under 18 are currently working?			
HD.8	What type of work are your children engaged in?	<b><u>Targeted hazardous sectors</u></b> Fishing..... Salt..... Rubber..... Brick..... Domestic Labour..... Potering..... <b><u>Other non-targeted hazardous sectors</u></b> Waste scavenging /	1 2 3 4 5 6	

		Rubbish picking .....	7
		Tobacco plantation .....	8
		Semi-industrial agriculture plantation .....	9
		Handicrafts .....	10
		Stone/granite breaking ...	11
		Rock/sand quarrying .....	12
		Gem and coal mining .....	13
		(Trafficking .....	14
		Prostitution/Pornography	15
		Drug production/sale)...	16
		<b>Others (Specify) (i.e. Non-hazardous) .....</b>	17
HD.9	Have you acquired household assets (provide examples) since the ILO-IPEC Support Programme?	Yes.....	1
		No.....	2

### Section HE: Education and Skill of Household

Q.No.	Questions	Answers	Coding	Skip to Question
HE.1	Do you have any skill?	Yes.....	1	
		No.....	2	HE.3
HE.2	If yes, what kind of skill that you have?			
HE.3	Are all the children of 6-15 years age in your family at school?	Yes.....	1	HF.1
		No.....	2	
HE.4	If no, how many of your children aged above 6 years old are in school?			
HE.5	If any of your children from 6-15 years old are not going to school, what are the main reasons?	He/She is too old.....	1	
		He/She is working.....	2	
		School is too far.....	3	
		Harsh forms of punishment.....	4	
		The teachers do not attend regularly.....	5	



We cannot afford Schooling.....	6
We do not allow schooling.....	7
He/She is not interested in school.....	8
He/She is busy with household chores.....	9
He/She finished his / her schooling.....	10
He/She is married.....	11
The school is closed down.....	12
She is a girl .....	13
Others (Specify).....	14

### Section HF: Aspiration of the Household

Q.No.	Questions	Answers	Coding	Skip to Question
HF.1	If your children are working in hazardous work, what do you need in order to stop them?			
HF.2	Do you want your children to continue studying?	Yes..... No.....	1 2	
HF.3	Do you want your children to go for vocational training?	Yes..... No.....	1 2	
HF.4	What kinds of vocational training do you want your children to receive ?			

## Section HG: Attitudes and Opinions of the Household about Child Labour

Q.No.	Questions	Answers	Coding	Skip to Question
HG.1	Children gain more useful skills by working from a young age (12 years old or less) than from going to school.	Agree.....	1	
		Disagree.....	2	
		Don't know.....	3	
HG.2	Except for light household chores children under 12 should not work at all.	Agree.....	1	
		Disagree.....	2	
		Don't know.....	3	
HG.3	Children below the age of 18 should not be engaged in hazardous work.	Agree.....	1	
		Disagree.....	2	
		Don't know.....	3	
HG.4	Children below the age of 15 should not be engaged in hazardous work.	Agree.....	1	
		Disagree.....	2	
		Don't know.....	3	
HG.5	Children below the age of 15 should be in school.	Agree.....	1	
		Disagree.....	2	
		Don't know.....	3	

Thank you for your co-operation in providing the information!