



ILO EVALUATION

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- **ILO TC/SYMBOL:** **GLO/11/11/USA**
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Independent Final Evaluation Report

Evaluation title Independent Final Evaluation of
the Global Action Programme on
Child Labor Issues - GAP11

ILO TC/SYMBOL **GLO/11/11/USA**

Type of evaluation Final independent evaluation (*with ex-post elements and
an intended specific focus on sustainability*)

Country/Countries Global with 6 country case studies

Evaluation period May-July 2017

ILO administrative office ILO Geneva

Project start date September 2011

Date project ends November 2017

Donor country and budget USDOL (USD 15,900,000)

Table of Contents

LIST OF ABBREVIATIONS	iii
EXECUTIVE SUMMARY	v
1. INTRODUCTION.....	1
2. EVALUATION OBJECTIVES AND METHODOLOGY.....	4
3. PROJECT DESCRIPTION: GAP11	10
4. RELEVANCE TO CONTEXT AND TO PROJECT DESIGN	12
5. EFFICIENCY.....	17
6. EFFECTIVENESS AND SUSTAINABILITY.....	23
7. GOOD PRACTICES	36
8. LESSONS LEARNT	38
9. CONCLUSIONS	41
10. RECOMMENDATIONS.....	43
ANNEX 1: CASE STUDIES	1
1. PHILIPPINES.....	1
2. ECUADOR.....	7
3. INDONESIA.....	12
4. PARAGUAY	15
5. MONGOLIA	19
6. TOGO	25
ANNEX 2: GAP11 ACTIVITIES COMPLETED	30
PART A- GLOBAL AND REGIONAL OUTPUTS.....	30
PART B- COUNTRY OUTPUTS	34
ANNEX 3: LIST OF DOCUMENTS	84
ANNEX 4: TERMS OF REFERENCE.....	88
ANNEX 5: SCHEDULE OF EVALUATION	97
ANNEX 6: LIST OF PEOPLE INTERVIEWED.....	98
ANNEX 7: INCEPTION REPORT.....	101

Tables and Boxes

Table 1: Countries Selected for Case Studies and Implementation of Three Components	7
Table 2: Sample for Evaluation by Country and Stakeholder Type	8
Table 3: Project components and outcomes.....	11
Table 4: Components Implemented in Different Countries.....	18
Table 5: Subcomponents contributing to Outcome 1	24
Table 6: Subcomponents contributing to Outcome 2	27
Table 7: Subcomponents contributing to Outcome 3	28
Box 1: Impact of GAP11 on policy in Philippines	25
Box 2: Impact of GAP11 on enforcement mechanism in Ecuador	26
Box 3: Protective Policy Framework for CDW	26
Box 4: Mainstreaming of training inputs	34
Box 5: Philippines-Mainstreaming of NAP CL in the National Development Plan	35

LIST OF ABBREVIATIONS

AHIK	Azerbaijan Trade Union Confederation
ATRH	Association of Home Paid Workers
ASK	Azerbaijan Employers' Confederation
BWSC	Bureau of Workers with Special Concerns
CCT	Conditional Cash Transfer
CDW	Child in Domestic Work
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CL	Child Labour
CLEAR	Country Level Engagement and Assistance to Reduce Child Labour Project
CONATRAFOR	National Commission of Fundamental Principles and Rights at Work and Prevention of Forced labour, Paraguay
DAC	Development Assistance Committee
DOLE	Department of Labour and Employment, Philippines
DWCP	Decent Work Country Programme
FAO	Food and Agriculture Organization of the United Nations
FL	Forced Labour
FPRW	Fundamental Principles and Rights at Work
FUNDAMENTALS	Fundamental Principles and Rights at Work Branch of ILO
GE4DE	Promoting Gender Equality for Decent Employment, ILO project in Pakistan
GEM	Global Evaluation and Monitoring Project
GAP11	Global Action Program on Child Labour Issues
HQ	Headquarters
ILO	International Labour Organization
IOM	International Organization for Migration
IPEC	International Programme on the Elimination of Child Labour
ITCILO	International Training Centre of the ILO
JALA-PRT	National Network of the Protection of Domestic Workers, Indonesia
JARAK	Network of Non-Governmental Organizations for Elimination of Child Labour, Indonesia
L'ENA	L'Ecole National D'Administration, Togo
MoL	Ministry of Labour
MoLE	Ministry of Labour and Employment
MoLSW	Ministry of Labour and Social Welfare
NAP	National Action Plan
NCLC	National Child Labour Committee
NGO	Non-Governmental Organisations
NPC	National Project Coordinator

OECD	Organization for Economic Co-operation and Development
OSH	Occupational Safety and Health
OSHC	Occupational Safety and Health Centre
PANADOR	Building Effective Policies Against Child Labour in Ecuador and Panamá
PANATEC	National Action Plan against the Worst Forms of Child Labour, Cameroon
PPACL	Philippines Program against Child Labour (PPACL)
PROMOTE	Decent Work for Domestic Workers to End Child Domestic Work
PSHK	Indonesian Centre For Law and Policy Studies
SAP-FL	Special Action Program on Forced Labour
SBM-QAT	Sagip Batang Manggagawa Quick Action Team, Philippines
SDGs	Sustainable Development Goals
SENPLADES	Secretaria Nacional de Planificación y Desarrollo
SIMPOC	Statistical Information and Monitoring Programme on Child Labour
SYNATRAD	National Domestic Workers' Trade Union
TACKLE	Tackling Child Labour through Education, IPEC project in Sierra Leone
TBP	Time Bound Programmes
TOC	Theory of Change
TOR	Terms of Reference
TOTs	Training of Trainers
TPR	Technical Progress Report
TWG	Technical Working Group
UCCT	Unconditional Cash Transfers
UCW	Understanding Children's Work
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNFPA	United Nations Population Fund.
UNICEF	The United Nations Children's Fund
USD	United States Dollar
USDOL	United States Department of Labour
WAO	Afrique World Association for Orphans – Africa
WDACL	World Day Against Child Labour
WFCL	Worst Forms of Child Labour

EXECUTIVE SUMMARY

BACKGROUND AND CONTEXT

Summary of the Project Purpose, Logic and Structure

Through a competitive bidding process, The International Labour Organization (ILO) secured a 3-year grant to execute the Global Action Plan on Child Labor Issues (GAP11) project of the United States Department of Labor (USDOL).

Project interventions were organised around three expected outcomes:

Outcome 1: Improved legislation, enforcement and policy coordination on child labour and forced labour as well as national capacity to implement policy initiatives to increase access to quality education and sustainable livelihoods for vulnerable populations.

Outcome 2: Innovative research and monitoring systems to guide policy development and program design.

Outcome 3: Strengthened protections to children in domestic work.

The first component involved assistance to identifying and addressing legal and regulatory gaps in the areas of child labour and forced labour, and strengthening accompanying monitoring and enforcement mechanisms. It also supported national action plans on the two issues, and promoted mainstreaming of child and forced labour concerns into broader sectoral policies. The activities integrated within Component 1 were implemented in 22 countries.

Component 2 involved the management of data related to regional and/or country specific statistics on child labour and forced labour, in 23 countries.

Component 3, implemented in 12 countries, sought to strengthen the protection of child domestic workers through a series of awareness raising and advocacy activities in line with the relevant international legal instruments, especially Convention 189 on Decent Work for Domestic Workers.¹ It also supports the formulation of enabling regulatory and policy frameworks and the development of pilot intervention models for protecting child domestic workers.

The three components together consist of 12 subcomponents, which are expected to contribute towards the three expected outcomes. The activities under the components were conducted primarily by: The International Programme on the Elimination of Child Labour (IPEC), including IPEC- Statistical Information and Monitoring Programme on Child Labour (SIMPOC); the Special Action Program on Forced Labour (SAP-FL) and the Understanding Children's Work Programme (UCW). These later merged into the Fundamental Principles and Rights at Work Branch within the Governance and Tripartism Department of ILO.

¹ Hereafter referred to as Convention 189

Present Situation of the Project

Purpose, Scope and Clients of the Evaluation

This evaluation has been commissioned by EVAL-ILO and carried out in accordance with Organization for Economic Co-operation and Development (OECD)/Development Assistance Committee (DAC) evaluation criteria and addresses the relevance, efficiency, effectiveness and sustainability of GAP11. The evaluation covers the completion of activities during the period from November 2015 to March 2017, and focusses on examining sustainability. The strategic focus of this evaluation is on organisational learning regarding the implementation modality of the programme and the contribution to sustainable action in the targeted countries for ILO constituents.

Methodology of Evaluation

The findings of this evaluation are based on a review of documents, initial briefings and consultations with ILO Geneva, field visits and Skype interviews. Six countries were selected for case studies; two were visited by the evaluators, while detailed evidence from the others was gathered over Skype. Ecuador and Philippines were selected for visits, while Indonesia, Mongolia, Paraguay and Togo, were selected for Skype calls. A sample of 53 individuals was drawn. Interviews were conducted with ILO staff (23), ILO constituents and other stakeholders (30). The evaluation was completed between April 1st and July 18th, 2017.

MAIN FINDINGS AND CONCLUSIONS

Relevance to Context and Project Design

The evaluation team found that GAP11 activities for addressing issues of child labour, forced labour and children in domestic work (CDW) are relevant and well aligned with the United Nations Development Assistance Framework (UNDAF) and Decent Work Country Programme (DWCPs, broader framework of ILO strategic goals) in the case study countries.

Efficiency

The efficiency of the project has been assessed on the dimension of implementing of one or more components in a country. It was found that the presence of all three components increases efficiency, in terms of staff usage, and combining of activities across components.

Another dimension of efficiency was the adaptation to the changes in the context and priorities in the countries where the project was implemented, on which the project was found context sensitive, responsive and flexible.

A third efficiency factor was the integration of GAP11 within the ILO structure at the headquarters (HQ) and in countries.

The project team collaborated well with the ILOs country offices, leveraged funds from other ILO projects, and could cover 46 countries instead of the 42 indicated in the initial project document.

Effectiveness and Sustainability

GAP11 has had several positive outcomes. It has conducted research, reviews of laws on child labour and/or forced labour, dissemination and bringing stakeholders together to develop road maps or NAPs for CL, CDW, and Forced Labour (FL). In over 15 countries, GAP11 has contributed to the mainstreaming of NAPs in national development plans, mainstreaming of CDW in NAP-CL and subsequently in the national development plans, as well as mainstreaming of forced labour into national protective policy frameworks. It has been possible to strengthen research and monitoring mechanisms at the national level, strengthen the implementation, monitoring, vigilance and support systems at the local levels.

Towards achieving expected Outcome 2, GAP11 contributed to strengthened research capacities in government and research institutions.

Towards achieving expected Outcome 3, GAP11's activities comprised of multiple modalities for protection of child domestic workers, namely through the creation of a protective policy framework for CDW, through the creation of a stand-alone NAP on CDW, and through integrating a CDW component into the existing NAP-Child Labour (CL) of the country. Focus on CDW has resulted in improved protection for child domestic workers. Also of importance is the practical guide and toolkit, which is a resource created for global use. The work on CDW was very well coordinated with Component 1, with the legal reviews and policy changes being done together in countries where both components existed.

Forced Labour

GAP11 addressed the issue of forced labour in all 22 countries covered for Component 1, by ensuring that the legal reviews covered both child labour and forced labour. GAP11's work on forced labour contributed to knowledge development on laws and enforcement mechanisms, i.e. to expected Outcome 1. Further work was taken up in eight countries: Paraguay, Cameroon, Ecuador, Mongolia, Namibia, Timor-Leste and Indonesia. Significant outcomes were achieved, at the policy level in Paraguay, and at policy and enforcement mechanisms in Ecuador. In other countries, work on forced labour needs more follow-up with the national governments to have significant impact on policy or implementing mechanisms.

Alliance 8.7

With knowledge creation, data collection, improvement of data collection systems, capacity building of a wide range of national stakeholders, and efforts towards ratifications of Convention 189 and the Forced Labour protocol, GAP11 has laid good ground work towards Alliance 8.7, contributing to the achievement of the Sustainable Development Goals (SDGs) target 8.7.

Among the case study countries, Philippines has made a commitment to remove 1 million children from labour by 2025 under the SDG goals. Ecuador has been collaborating regionally to join the Alliance 8.7 and make firm commitments by end of 2017. Countries such as Ecuador and Philippines have also been able to allocate budgets for elimination of child labour and

forced labour, showing that ownership and commitment of local stakeholders enhances sustainability of the outcomes.

Good Practices

The good practices which emerged from the activities under GAP11, especially from the case studies covered in this evaluation are as follows:

- Common members across National Child Labour Committees (NCLCs) and the National Development Plan Committees, and appointment of focal points helped to mainstream the child labour agenda into wider national policy
- Focusing on specific sectors helped to improve policy outcomes
- Flexibility to tailor activities to a country makes interventions more efficient, relevant and the effectiveness of the project
- Capitalising on ongoing research for social protection and education, e.g. conditional cash transfers impacted child labour

Lessons Learnt

The lessons learnt from GAP11 experience are as follows:

- Projects are more effective when project activities are aligned to a strategic framework on child labour and forced labour
- Project interventions need to be customised to country needs
- A critical minimum level of intervention per country is needed
- Migrants need to be a focus due to their vulnerability to bondage and forced labour
- Adequate provisions need to be made for monitoring and evaluation systems and staff

RECOMMENDATIONS

The key recommendations include:

1. **Need for country-focused design and intervention:** Country selection should be based on: a) identified needs, b) an enabling environment and c) longer-term engagement of ILO or other institutions in projects on the specific thematic area. In case of countries where previous ILO projects have been done, inputs should be taken from the same.
2. **Conduct consultations prior to project design:** Projects must be designed after a consultation process, within regions and countries, and involving key stakeholders. This helps in ownership and consensus building among the stakeholders.
3. **Link projects with interventions in education, social protection and livelihoods:** Interventions in areas related to child labour and forced labour, such as education, social protection and livelihoods, should be undertaken to increase the overall effectiveness of efforts to promote decent work.

4. **Ensure country-wise critical minimum number of activities:** Effective and efficient country projects require a critical minimum number of activities, sufficient resources, and a long-term staff in the country who would maintain the relations with key stakeholders.
5. **Address issues on migration:** Migration increases vulnerability to forced labour and trafficking and thus needs to be addressed with equal importance.
6. **Articulate mini theories of change within an overarching strategic framework:** Project activities need to be aligned to an overarching strategic framework that include mini theories of change for the elimination of child labour and forced labour.
7. **Country consultations before implementation:** Country consultations before implementation enable stakeholder collaboration and design changes if needed.
8. **Flexibility in change of activities or countries:** There should be ample scope for change in both the country selection, as well as activities, within the country to best suit the effective implementation of the project.
9. **Establish partnerships:** The ILO needs to establish partnerships with a wide range of stakeholders such as government departments, police and judiciary, border control and other enforcement agents, Nongovernmental Organizations (NGOs) and academic institutions for effective implementation of the projects to eliminate child labour and forced labour.
10. **Raise funds proactively and restrain from responding to bids:** Fund raising should be done proactively according to a clearly outlined strategic framework. It needs to be country specific. Proposals for activities should be based on research indicating need, and technical support should be budgeted for.

Independent Final Evaluation

Global Action Programme on Child Labor Issues - GAP11

1. INTRODUCTION

Globally, 168 million children (100 million boys and 68 million girls) are victims of child labour, and about 50% of these children are engaged in predominantly hazardous work.² According to estimates by the International Labour Organization (ILO), about 21 million people worldwide (comprising of 11.5 million women, 9.5 million men and 5.5 million children) are pushed into forced labour – about 10% state-imposed (including the deployment of children as child soldiers) and 90% privately imposed.³ Of this 90%, economic exploitation accounts for 76% while 24% is subjected to sexual exploitation.⁴ Illegal profits amounting to USD 150 billion per annum is generated from forced labour, resulting in the creation of an array of challenges to curb the unfounded practice and ensure the safeguarding of dignity, and protection of basic human rights of millions of men, women and children.⁵

The international community convened in 1926 for the first time to acknowledge the consequences of slavery or forced labour.⁶ Several Conventions have been instituted since then to formulate ground breaking policies, devise radical strategies and ratify milestone agreements to eradicate all forms of forced labour including, modern slavery, human trafficking and child labour. Recent ILO estimates indicate a 30% decline in child labour since the year 2000, an improvement in numbers, though far from the desired goal of complete eradication of the illicit practice.⁷ Statistics on forced labour, modern slavery and human trafficking do not, however, reflect a similar downward trajectory. Sustainable Development Goal (SDG) 8.7 calls for *‘immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour including recruitment and use of child soldiers, and by 2025 end child labour in all its forms’*.

Global Action Plan on Child Labour Issues

Established in 1919, the ILO is a tripartite United Nations (UN) agency working with governments, employers and workers’ representatives from 187-member countries. The mission of the ILO is to set labour standards, devise policies and implement programmes to safeguard the dignity and rights of all men and women at work. Towards this mission, the ILO has steered implementation of various programmes across diverse geographic regions, cultures and populations groups. A key initiative undertaken by the ILO was the Global Action Plan on

² [2017. ILO. Alliance 8.7](#)

³ [2017. ILO. Alliance 8.7](#)

⁴ [2017. ILO. Alliance 8.7](#)

⁵ [2017. ILO. Alliance 8.7](#)

⁶ [2017. ILO. Alliance 8.7](#)

⁷ [2017. ILO. Alliance 8.7](#)

Child Labour Issues (hereafter referred to as GAP11) implemented in 46 countries. The ILO secured a three-year grant from the United States Department of Labor (USDOL) to execute GAP11. ILO was awarded a sum of USD 15,000,000 in September 2011 to accelerate progress towards elimination of child labour and forced labour by way of GAP11, which was later increased to USD 15,900,000.

GAP11 has three components:

Component 1: Improvements in legislation, enforcement, and policy coordination, by building national capacity for implementation of policy initiatives to increase access to quality education and sustainable livelihoods for vulnerable populations;

Component 2: Promotion of innovative research and monitoring systems, to aid policy development and program design; and

Component 3: Supporting new initiatives to protect children from being exploited in domestic work.

GAP11 was initiated in September 2011 for a period of three years. In 2012, GAP11 was extended until the 30th of September 2015, with a concurrent cost extension of USD 900,000. In early 2015, a no-cost extension was received, altering the end date to March 31, 2016. Further, in October 2015, yet another no-cost extension was approved by USDOL extending the project to March 2017. The project has since been extended to November 2017, with a third no-cost extension. A comprehensive final evaluation of GAP11 was conducted in November 2016. Thereafter, as the project activities were extended, this particular external, independent final evaluation was commissioned and managed by the ILO, to update activities initiated in countries after the prior evaluation period. The main focus is on organizational learning regarding the implementation modality of the programme, and the contribution to sustainable action in the targeted countries for ILO, especially six in-depth case studies. The evaluation was conducted in accordance with Organization for Economic Co-operation and Development (OECD)/ Development Assistance Committee (DAC) evaluation criteria and approaches.

The report is organised in ten sections.

Section one provides background and context to the problem, with global estimates of men, women and children engaged in forced labour including, trafficking, modern slavery and child labour. It further details how GAP11 was funded by USDOL and commissioned to the ILO, and the several cost extensions and no-cost extensions received by the project since its inception in 2011. This section also entails a brief description of each of the subsequent sections in this report.

Section two introduces the objectives of this independent final evaluation of GAP11. It also describes the evaluation methodology including the approach of this evaluation, criteria for selection of countries for collecting case studies, an overview of the study sample, as well as the study design detailing five phases of this evaluation from planning to execution. Further, section three provides a description of GAP11 related components, and how they contribute to the expected outcomes. Sections four, five, and six detail findings of the evaluation study, in

line with the evaluation objectives to discern relevance, efficiency, and effectiveness and sustainability aspects of the project. Good practices and lessons learnt constitute sections seven and eight. Section 9 provides the brief conclusions of the evaluation and section 10 contains the recommendations for future project design, implementation and fundraising.

Methodological Limitations

This evaluation has a selection bias towards positive results, as countries were selected based on ongoing work, with a focus on positive case studies. This was because the evaluators were looking for examples of successful interventions, to glean lessons on how to improve on the planning for such work in the future. Additionally, the mandate to focus on sustainability meant that countries with programmes that could sustain momentum, or activities, were given priority.

The time given to conduct the evaluation allowed for a limited number of interviews, leading to only a few select individuals being contacted for telephone or Skype interviews. This direct contact was established with the ILO staff, and with key project implementation stakeholders, in the six countries selected for case study. Contact could not be established during the period of evaluation with some key stakeholders. The lack of time was an important factor in limiting the number and type of consultations, and given more time, perhaps, more in-depth interviews could have been conducted.

The evaluation team met the members principally on an individual basis. These individual interviews helped deepen the understanding of some issues, but did not allow the team to benefit from contradictions, disagreements, debates or discussions among members that a stakeholder workshop would have enabled. The team tried to account for a diversity of opinions by checking the divergences and points of disagreements in the individual interviews.

After considering all these limitations, a lot of evidence has been gathered from the country visits, and direct contacts through interviews, emails, and extensive study of documents. These are reflected in the report.

2. EVALUATION OBJECTIVES AND METHODOLOGY

This independent final evaluation was mandated and managed by the ILO, and follows an external independent evaluation which was commissioned by the donor and completed in November 2016. This evaluation seeks to supplement the perspectives provided by the earlier evaluation. The specific objectives of this study are to cover the period between the last evaluation report and March 2017 comprehensively, with respect to achievement of project objectives. The evaluation will prioritise attention to sustainability, as suggested by the external final evaluation, by looking at success in terms of collaboration with and ownership by the government and in terms of policy changes, as well as by looking more broadly at whether the environment for interventions on child and forced labour has improved through appropriation by key stakeholders.

Gathering learning based on the experience of the project is another important objective of the evaluation, with a view to see how future projects can be improved in design and implementation. Given that the project had three components, and included several countries' internal governance issues, the project design with a view to promoting sustainability will also be addressed.

The project's implementation model and its relevance within the broader framework of strategic ILO goals, has been examined with a focus on identifying the complementarities and linkages between the project and broader work within the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS).

The evaluation involved a stakeholder consultation process with the senior managers at ILO headquarters and respective country offices, representatives of the donor agency, and other in-country stakeholders including representatives from the national governments where the evaluation was conducted. A review of project documentation was followed by on-site country visits, and further supplemented by remote interviews (Skype). This evaluation also uses six country case studies to facilitate a more in-depth analysis and discussion of the findings.

2.1 Evaluation Approach

The evaluation followed the OECD/DAC approach, and addressed the following themes:

Relevance: To assess the implementation model and its relevance within the broader framework of strategic ILO goals, with particular focus on identifying the complementarities and linkages between the project and broader work within the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) and whether GAP11 was able to leverage other ILO interventions towards strategic long-term objectives. The questions associated with relevance also assess the integration of project activities within the national strategic frameworks of respective countries.

Efficiency: To study key study outcomes in terms of collaboration and ownership by the country governments, and related policy changes that have been made.

Effectiveness: To examine more broadly whether the environment for interventions on child and forced labour have improved within countries through appropriation by key stakeholders.

Documenting Good Practices: To collect lessons learnt based on the experience of the project to understand how future projects can be improved in design and implementation.

Sustainability: The evaluation prioritised assessing the sustainability of the project outcomes and impact as suggested by the final evaluation. The Terms of Reference (TOR) are detailed in Annex 4.

The questions designed to assess sustainability were generated to gauge evidence of national ownership of project objectives, and identify intervention aspects promoting sustainability of outcomes. As this independent final evaluation follows a final project evaluation managed by the donor that was conducted towards the end of 2015, it goes beyond the evaluation themes into an in-depth examination of sustainability of project outcomes across countries evaluated. Sustainability was assessed in terms of continuation of initiated project activities, and the use of outputs created by the project. Sustainability was also examined at the policy level, in terms of use of research outputs, and actions taken by stakeholders at the country level.

2.2 Selection of Case Studies

Several criteria informed the decision on selection of countries for onsite and remote data collection with key stakeholders. A total of six countries, Ecuador, Philippines, Indonesia, Mongolia, Paraguay and Togo were identified to form the sampling frame from where the study sample was drawn. Two of those countries, Ecuador and Philippines, were selected for onsite data collection, and the remaining four for remote data collection in the form of Skype interviews. The elaboration of case studies also allowed the evaluators to analyse the added value of GAP11's combined child and forced labour approach – to identify factors that contributed to the long-term sustainability of the project results, and to draw lessons and recommendations for improving the design and programmatic aspects of future projects. Information extracted from the case studies is used throughout the sections of this report, mainly as arguments and examples of efficiency, effectiveness and sustainability. The complete case studies are presented in Annex 1.

2.2.1 Criteria for Selection of Countries for Case Studies

The country case studies were carefully selected, applying the following criteria:

- (i) Countries where project activities were completed at least 6-months prior to the current evaluation, i.e., by October 2016, allowing a 6-month period or more since program activities ended.

- (ii) Countries where project activities were continued after the previous evaluation e.g. Philippines.
- (iii) Countries where two or more project components were being implemented i.e., 5 of 6 countries namely Ecuador, Philippines, Togo, Indonesia, Mongolia and Paraguay.
- (iv) The previous final evaluation suggested the following countries for follow-up evaluation (the current study): Philippines, Comoros, Ethiopia and Haiti. Of these, the Philippines was selected.
- (v) Countries not visited previously were prioritised and selected for onsite evaluation, e.g. Ecuador.
- (vi) At least one country was to be included in the sampling frame where both child and forced labour interventions had been implemented: Paraguay was selected for remote data collection.
- (vii) Geographical representation was a criterion, and it was ensured that countries were selected across the three continents in which project activities were being implemented.
- (viii) Countries that offered lessons and good practices, e.g. on South-South cooperation, and good collaboration with governments.

Table 1: Countries Selected for Case Studies and Implementation of Three Components

Countries Selected for Visits and Skype Interviews	Component 1 (C1)	Component 2 (C2)	Component 3 (C3)	Ownership and Commitment at Country Level	Potential for Lessons and Good Practices (e.g. South-South cooperation, Cooperation with Government, FL +CL)
1. Ecuador	X		X	X	X
2. Philippines	X	X	X	X	X
3. Paraguay	X			X	Work on CL and FL
4. Indonesia	X	X	X	X	Child labour NAPs and district level NAPs
5. Togo	X	X	X	X	National level trade union established for domestic workers.
6. Mongolia	X			x	Lessons on NAP mainstreaming, capacity building, advocacy, preparing lists for children in hazardous work in the artisanal sector

3.2.3 Study Sample

A sample constituting of (n=53) individuals was drawn. Interviews were conducted with ILO staff (23), ILO constituents, and other stakeholders (30).

Table 2: Sample for Evaluation by Country and Stakeholder Type

Countries	Number of Interviews	ILO Staff	ILO Constituents, Social Partners and Other Stakeholders	Total Number of Individuals
Philippines	6	2	17	19
Ecuador	7	2	8	10
Mongolia	2	1	2	3
Paraguay	1	1	0	1
Togo	1	1	0	1
Indonesia	1	1	0	1
ILO, Geneva HQ	16	15	0	15
USDOL	1		3	3
Total	35	23	30	53

This sample consisted of representatives of employers’ associations, NGOs, representatives of national governments and academic institutions. The evaluation needed to find a balance between countries fulfilling the criteria of work accomplished six months ago to assess sustainability, and countries where some project activity had been implemented after the last evaluation. To this end, two countries were selected where activities were ongoing (Philippines and Ecuador), while other ongoing work was studied through documentation review and detailed discussions with the project team.

2.3 Study Design

The evaluation study was designed across five implementation phases:

Phase I: Preliminary Visit and Evaluation Design

A preliminary visit to the ILO HQ in Geneva was made to understand the project design, stakeholders, and implementation arrangements and processes, and assess the experiences and perspectives of different stakeholders within the ILO. Based on a review of project documentation and information gathered during the preliminary visit to ILO Geneva, the evaluation design, data collection tools, and detailed implementation plans for evaluation were prepared.

Phase II: Preparation of Data Collection Instruments

Onsite and remote interviews were conducted with a range of stakeholders across six countries. Phone and Skype interviews were held with stakeholders, based on the questionnaires prepared.

Phase III: Stakeholder Interviews

Data was collected in person (one country visited per consultant) in Ecuador and Philippines. Discussions and interviews with stakeholders, including ILO constituents, were conducted to collect primary data in each of the countries over a period of 3-4 days. The evaluators held debriefing sessions in the countries visited. Remote data collection via Skype interviews was organised with key constituents in the remaining four countries, including the ILO consultants

that had lead GAP11 in those countries. Even though 2 of 4 consultants had relocated to other countries/projects, they could be included in the sample. Translators were organised for Togo, while for Ecuador and Mongolia the ILO organised the translators.

Phase IV: Sharing and Validation of Findings

The information was analysed and presented to the ILO representatives and other stakeholders in Geneva for validation of findings on June 23, 2017.

Phase V: Final Report Preparation

The steps for the final report included preparation of:

1. Country profiles (46 countries): All activities from the date of project launch to April 2017, which was the date of the current evaluation, were compiled according to the components
2. Case studies (6 countries)
3. Global outputs were compiled for the last 18 months
4. Thematic content analysis following themes from GAP11

The final report was prepared and submitted to the evaluation manager at ILO in July 2017.

2.4 Evaluation Timeline

The evaluation was completed between April 1-July 18, 2017.

3. PROJECT DESCRIPTION: GAP11

GAP11 was initiated in September 2011 and executed by ILO across 46 countries across geographical regions, cultures and population groups. Funded by USDOL, the project has been extended until November 2017.

The activities conducted under the three components are expected to contribute to three key outcomes:

- **Outcome 1:** Improved legislation, enforcement and policy coordination on child labour and forced labour, as well as national capacity to implement policy initiatives to increase access to quality education and sustainable livelihoods for vulnerable populations
- **Outcome 2:** Innovative research and monitoring systems to guide policy development and program design
- **Outcome 3:** Strengthened protection of children in domestic work

The project constitutes an array of interventions across three inter-related components. These components are:

1. Capacity building and strategic policy development
2. Research and statistics
3. Protection of child domestic workers

Component 1: Capacity Building and Strategic Policy Development

The first component assists national organisations with identifying and addressing legal and regulatory gaps associated with child labour and forced labour. The component supports the development and implementation of NAPs for eradicating child and forced labour, by capacity building of national teams, and strengthening the associated monitoring and enforcement mechanisms within countries. It aims to promote and mainstream concerns related to child and forced labour to generate broader sectoral policies. Activities integrated within Component 1 were implemented in a total of 22 countries.

Component 2: Research and Statistics

Component 2 involved the management of data related to regional and/or country specific statistics on child labour and forced labour. The collected information formed a rich knowledge base that was applied to policy design. This component supplemented wider ILO strategy: encouraging the use of data and policy analysis to guide scaled-up and accelerated action against child and forced labour. Understanding Child Work (UCW), IPEC-SIMPOC (International Programme on the Elimination of Child Labour-Statistical Information and Monitoring Programme on Child Labour), and SAP-FL (Special Action Programme on Forced Labour) conducted the activities, which are all now merged into the FUNDAMENTALS branch within the Governance and Tripartism Department of ILO.

Component 3: Protection of Child Domestic Workers

The third component implemented by GAP worked to strengthen protection for child domestic workers, and support a variety of awareness raising and advocacy activities in line with the relevant international legal instruments – especially Convention 189. It also supported the formulation of enabling regulatory and policy frameworks and the development of pilot intervention models for protecting child domestic workers.

The inter-relationship between the project components and expected outcomes is shown in Table 3.⁸

Table 3: Project components and outcomes

Project Goal		To increase the capacity of target countries to address child and forced labour issues		
Components	Expected Outcomes (EO)	EO 1	EO 2	EO 3
	Sub-components	Improved laws, enforcement and policies as a foundation for action	Innovative research and monitoring systems to inform action	Strengthen protections to children in domestic work
Targets		22 countries have more effective legal, regulatory and policy frameworks in place	In 19 countries, policies and programs are based on better information	10 countries have systems in place to better protect child domestic workers
1. Capacity building and strategic policy development	1.1 Legal and regulatory framework			
	1.2 Monitoring and enforcement			
	1.3 National Action Plans or other policies			
	1.4 Developing policies to reduce vulnerability			
2. Research	2.1 National or sector-specific child labour surveys			
	2.2 Child labour modules to existing impact evaluations			

⁸ ILO, 2011. Global Action Program on Child Labor Issues

Project Goal		To increase the capacity of target countries to address child and forced labour issues		
Components	Expected Outcomes (EO)	EO 1	EO 2	EO 3
	Sub-components	Improved laws, enforcement and policies as a foundation for action	Innovative research and monitoring systems to inform action	Strengthen protections to children in domestic work
	2.3 Country level-situational analysis & policy appraisal reports			
	2.4 Thematic reports / multi-country studies.			
	2.5 Building capacity of local universities & non-profit research organizations			
3. Protection of child domestic workers	3.1 Awareness-raising and advocacy on issue of child domestic work			
	3.2 Enabling regulatory and policy frameworks for child domestic workers			
	3.3 Pilot programs and good practices relating to child domestic work			

The table depicts the contribution of each sub-component to the three outcomes. Many sub-components of Component 1 and 3 contribute to Outcomes 1 and 3. The first two subcomponents of Component 2 on research and monitoring systems contribute to all three outcomes, which subcomponents 2.3 and 2.4 contribute to Outcomes 2 and 3. This project description serves as a reference

4. RELEVANCE TO CONTEXT AND TO PROJECT DESIGN

The two aspects considered here are about i) the relevance of GAP11 activities to the countries where they were implemented, as judged from the links to the United Nations Development Assistance Framework (UNDAF) and the Decent Work Country Programme (DWCP) of that country, i.e. the broader framework of ILO strategic goals; and ii) the relevance of the design of the project.

4.1 Links to UNDAF and DWCP

The GAP11 project intended that the NAPs designed would, where appropriate, be based on existing and planned interventions across relevant social and economic sectors, and would be linked to UNDAF and other UN programs, DWCPs and broader national development programs⁹. This is discussed below for each of the case study countries.

In accordance with the UNDAF's recognition of child labour as a point of consideration, Mongolia has proposed a new child protection law which is currently under review by Parliament and recognises that while Mongolia has "ratified a number of international treaties and adopted of a number of related sectoral policies, including in the field of health and child labour progress is accompanied by a gap in implementation capacities at the national level. Implementation capacity gaps identified include incoherence between different sectoral policies, as well as a lack of clear division of powers, transparency and accountability challenges."¹⁰

The DWCP Mongolia records that 65,800 children, which is 10.1% of the total child population, were engaged in work. Mongolia has not only ratified all of ILO's Core Conventions, including Convention 138 on Minimum Age, and Convention 182 on the Worst Forms of Child Labour¹¹, but has also set the statutory minimum age for work at 16. Since 2000, ILO's IPEC programme has been supporting constituents and partners to address child labour issues.

The Indonesian UNDAF (2011-15) recognises the need for capacity building of government institutions, to effectively implement the National Plan of Action for the elimination of the worst forms of child labour and ILO Conventions 138 and 182. It also includes an indicator to implement and monitor, through district action committees in all the districts and municipalities of its 33 provinces, action plans on the elimination of worst forms of child labour, containing gender-specific measures. The DWCP Indonesia (2011-13), concomitant with GAP11, clearly included as a priority the "effective implementation of the National Action Plan for the Elimination of the Worst Forms of Child Labour", to support vulnerable children to stay in school, and committed to providing ILO's support to the government for making appropriate regulations, NAP formulation and implementation.

In Togo, ILO and GAP11 contributed to UNDAF through the development of surveys on child labour, and the integration of indicators on the incidence of child labour in collaboration with UNICEF. GAP11 was also well aligned with the DWCP in Togo, which prioritises the formation of NAP- CL, reduction of children affected by the worst forms of work, creation of

⁹ ILO, 2011. Technical Proposal: Global Action Program on Child Labor Issues

¹⁰ 2017-21. [UNDAF, Mongolia](#)

¹¹ Hereafter referred to as Convention 138 and Convention 189s

a statistical database on child labour, and research on gender issues, child labour and the worst forms of child labour.

In Philippines, the ILO contributed to UNDAF's outcome on decent and productive employment for sustained, greener growth and other outcomes to support inclusive, sustainable and resilient development in the country. ILO and GAP11 also supported the Philippines' DWCP, which focused on the implementation of the Labour and Employment Plan 2011-2016. The LEP mentions forced labour and its legislation, has a chapter on the protection from forced labour of Philippine workers abroad, and lists elimination of the worst forms of child labour as an objective.

Paraguay's UNDAF 2015-2019 included poverty reduction, decent work, guaranteed income for the working population and groups in situation of exclusion and discrimination, to be among its expected results by 2019. There is no explicit reference in the UNDAF to child labour or forced labour. However, the project was aligned with the DWCP 2009-2011, which had among its priorities "The improvement in the enforcement of work regulations through programs for the eradication of forced labour and child labour, particularly in its worst forms", as well as "Strengthening labour inspection and the adaptation of Paraguayan laws to the ILO Conventions ratified by the country."

In Ecuador, the UNDAF refers to the promotion of dignified work and the generation of sustainable livelihoods. It however does not specifically refer to child labour, forced labour or child domestic work. In August 2017, the Ministry of Labour publicly announced its commitment to develop with ILO a DWCP.

In summary, it may be said that GAP11 overall was aligned with the ILO's current programmes. GAP11 explicitly aimed to link the NAPs to UNDAF and DWCPs wherever possible, and this has been achieved.

4.2 Design of interventions

The project was a response to a call for proposals by USDOL. Although a bidding process provides limited flexibility for the respondent in a bidding process, the call for proposals did offer scope for strategic and programmatic readjustment of the project, allowing it some flexibility in planning.

Accordingly, within the framework provided by the call for proposals, ILO's bid document exhibits some strategic linkages between the different activities. For instance, the bid document recognises the need for participation of national counterparts, and ensuring participation of national stakeholders, a feature that enhances sustainability and ownership. The activities are sometimes based on the logical chain of activities needed to achieve an outcome, for instance conducting a situation analysis, complementing it with a review of current policies

and programmes, to “offer a solid base for ... developing a detailed intervention strategy”.¹² These do not, however, emerge later as country level strategies, as discussed later in the document.

Further flexibility was provided in the bid; e.g. the call for proposals required for Component 1.1 to be implemented in at least 10 countries, only 4 of these were listed, and others could be added by the bidding organisation. Across the components and sub-components, it was noted that the original bid specified some minimum countries where the project would have to be implemented, as also certain specific countries where each of the subcomponents would have to be implemented. However, flexibility in the design was observed during implementation of the project wherein changes to the original plan were observed in components 1.2, 1.3, 2.1, 2.3, 2.5 and 3 with respect to the countries chosen for activities. Similar flexibility was built into the call for proposals at many places.

The design did pose some implementation challenges, such as:

- The project comprised of many activities spread across 46 countries
- Lack of national staff appointed on the project in the countries of implementation¹³
- Limited budget per country

The design of the project made it difficult to have coherent interventions in each country, with the project offering only a few activities per country. However, USDOL remained flexible within the limits of what was permitted under its rules, and this flexibility was made use of.¹⁴

GAP11 was also the first initiative where ILO addressed child labour (CL) and forced labour (FL) issues together through one project. GAP11 preceded the merger of IPEC and DECLARATION, and when the merger took place, was already aligned with the new approach of Fundamentals. In implementation, however, integrating work on FL and CL was not easy. A different approach was evident in Philippines where the worst forms of child labour were made punishable under the trafficking law. This invites punitive action, which might have a preventive impact when children are in hazardous occupations. For child labour in other occupations, there was recognition that child labour is socially embedded, and demands social protective policy and livelihoods solutions alongside legal action. Forced labour more often invites criminal and punitive action, while child labour could be approached differently. This is an area, however, where more work is needed to identify the best incentives for desirable outcomes. The ILO must first elaborate on the integrated approach to elimination of child labour and forced labour, before it is shared and discussed at the country level.

¹² ILO, 2011. Technical Proposal: Global Action Program on Child Labor Issues

¹³ This issue was sorted out later when ILO requested and USDOL agreed to provide short time national staff to complete the project activities in many countries

¹⁴ For instance, the planned work on Children in Domestic Work in Papua New Guinea was cancelled, and transferred to Pakistan, and a child labour survey in the palm oil sector which was planned to be conducted in Malaysia, was cancelled and funds were utilised instead for a national child labour and forced labour survey in Timor-Leste

GAP11 comprised of three components, with the intended linkages between different components remaining unspecified in the project design. Some synergies were obtained between Components 1 and 3 during the project implementation, however such linkages cannot be assumed.¹⁵ They need to be clearly built into project design, and clearly understood by staff at the ILO HQ, country offices, donors and other stakeholders.

As the project comprised of small activities scattered over 46 countries¹⁶, the project team concentrated on implementation with the expectations of long-term impact being relatively low. Further, the activities of GAP11 were not embedded into a process whereby the country's history of work on issues of child labour or forced labour, or the presence of ILO offices and staff were considered for project design. While GAP11 relied heavily on ILO colleagues being able to assist the project implementation in the region, not all country offices had the staff and resources to collaborate with GAP11. Activities such as workshops for awareness, consensus building, etc. are vital for policy and capacity building projects. A key lesson from the project, therefore, is that the stable presence of national staff, covering the full period of activities in a country including a follow up period, is critical for policy impact.

In some countries, there were only one or two activities. These became difficult to implement in the absence of an ILO office or consultant in the country. In some countries, e.g. Azerbaijan, there were no ILO projects in either Azerbaijan or any other neighbouring country making it difficult to derive synergies for GAP11. Similarly, while Comoros was covered by an IPEC project before GAP11, it did not have any activities related to child labour. This affected the effectiveness and sustainability of the project outputs and outcomes.

The exercise of putting all activities in an overarching strategic framework - a chain of activities that reflect a clear Theory of Change (TOC) - was not done, either before submission of the bid, or after winning it. The alignment of the activities with the previous work of ILO in the country or with the staff position in that country, was also not done during the bidding phase, resulting in the need to ask for more funds for national staff later.

Further lessons emerge related to regular follow-up. In DRC and Indonesia, the project team recommended follow-up and research, to serve as a base line for further efforts to improve policy and build the capacity of law enforcement bodies. In Ethiopia and Rwanda, follow-up was suggested to progress from awareness and workshop recommendations to policy change. In Mali, too, follow-up was needed for the implementation of the NAP. There was a need for follow-up support and a need for retaining staff beyond the project time frame, for enabling effectiveness and improved outcomes.

¹⁵ Some examples of this are the combining of reviews of legal frameworks and surveys on child domestic work in studies commissioned under Component 1. More examples are given in the efficiency section

¹⁶ The lesson about more concentrated work in fewer countries being more effective has already been taken on board, with the policy focussed CLEAR project (funded by USDOL and implemented by ILO) being spread over fewer countries

In conclusion, GAP11 did not have the foundation of a well-enunciated ‘Theory of Change,’ and this lacuna could not be addressed while the project was being implemented. At the beginning of the project, the project team could have come together to discuss, and strategically position all the activities in each country, based on the ILO’s understanding of the Time Bound Planning processes for elimination of child labour. Similarly, the strategy for addressing forced labour could follow the provisions outlined in the Protocol to the ILO Convention 29¹⁷ on Forced Labour,¹⁸ and was a missed opportunity. Later, this had an adverse effect on the establishment of the Monitoring and Evaluation (M&E) system, which needed underlying mini theories of change. As these had not been established from the beginning of the project, it proved too tedious to do so later.

The key recommendations for future project design relates to incorporating a TOC, and strategizing interventions. These are given in the Section 10 of the report.

5. EFFICIENCY

The efficiency of the project has been assessed on three key dimensions:

- Implementing of one or more components in a country
- Adaptation to the changes in the context and priorities in the countries where the project was implemented
- Integration of the Project with the ILO structure at the HQ and in countries

5.1 Combination of Components

The three components of the project have been implemented variously across the 46 countries in which the project was undertaken. In Ecuador, Indonesia and Philippines, all three components were carried out under GAP11. The components undertaken for the remaining countries are outlined in Table 4.

¹⁷ Hereafter referred to as Convention 29

¹⁸ This observation is relevant for components 1 and 2, for work relating to child and forced labour. With regard to component 3 on domestic work, the focus was on one hand on eliminating child labour in domestic work, but on the other, in protecting young domestic workers of legal working age

Table 4 Components Implemented in Different Countries

Countries where only 1 component was undertaken								
Component 1			Component 2			Component 3		
Country	Entity responsible		Country	Entity responsible			Country	Entity responsible
	IPEC	SAP-FL		IPEC-SIMPOC	SAP-FL	UCW	IPEC	
Laos			China				Pakistan	
Mongolia			India				Vietnam	
Burkina Faso			Jordan				Gabon	
Comoros			Malaysia				Panama	
DR Congo			Turkey					
Ethiopia			Lebanon					
Liberia			Ghana					
Rwanda			Malawi					
Sierra Leone			Morocco					
South Sudan			Mozambique					
Dominican Republic			South Africa					
Paraguay			Swaziland					
Azerbaijan			Uganda					
			Zambia					
			Belize					
			Brazil					
			Honduras					
			Mexico					
			Ukraine					

Countries where 2 components were undertaken								
Component 2 & 3 only			Component 1 & 2 only			Component 1& 3 only		
Country	Entity		Country	Entity			Country	Entity
	UCW	IPEC		SAP -FL	UCW	IPEC		IPEC
Kenya	C2	C3	Timor-Leste	C1 & C2			Cameroon	C1, C3
Togo	C2	C3	Mali		C2	C1	Namibia	C1, C3
							Haiti	C1, C3

This evaluation covered six countries in detail: three countries with all the three components (Philippines, Ecuador and Indonesia); Togo, which had two components, and Mongolia and Paraguay, which had only the first component. From the interviews in these countries, it can be said that the presence of all three components increases efficiency, in terms of staff usage, and combining of activities across components.

The implementation of two or more components implied a larger number of activities, more concerted action from stakeholders, and larger impetus for action in terms of utilisation of research results, policy change, and capacity building of the implementation structures. For instance, dissemination of research results created the awareness and motivation among stakeholders to draft NAPs, and further advocacy led to official approvals. Concomitant action was needed to strengthen enforcement structures. Sectoral work made it possible to draw attention to particularly vulnerable sections, for example girls in domestic work.

Other examples of efficiency are the inclusion of awareness about Child Domestic Work (CDW) in the World Day Against Child Labour (WDACL) activities in Gabon, Indonesia and Philippines, without using GAP11 funds. Similarly, in three countries (Namibia, Cameroon and Haiti), the inclusion of questions relating to CDW were included in the analysis of legal frameworks and situation analysis done under Component 1, resulting in efficiencies by combining activities under Components 1 and 3.

While the implementation of more than one component lent itself to greater efficiency, the converse was not necessarily true – that one component alone is inefficient. If the activities under the component followed a series of activities of previous projects of ILO, and capitalised on work done earlier, then efficiencies could be generated even if only a single component is implemented. For instance, in Mongolia, GAP11 followed one year after the IPEC project had stopped, and IPEC had brought together and strengthened a network of NGOs committed to the elimination of child labour. The project benefited from this earlier work, and could achieve greater efficiencies from GAP11 activities in Mongolia because of the prior work on IPEC project. This depended on the range of activities implemented under that component, since these were well designed attending to just one component could be impactful as well.

In the six countries closely examined for this evaluation, namely Philippines, Ecuador, Indonesia, Paraguay, Mongolia and Togo, GAP11 has been relatively successful. The interviews with stakeholders indicated that in some countries implementation of only one component and a limited number of activities under that component, had been inefficient because they were either difficult to launch, or the work could not be sustained after the project due to lack of staff and/or lack of existing relationships with key national stakeholders.

Stakeholders highlighted the fact that even in those countries where there were no long-term ILO staff (e.g. Belize, Gabon, Sierra Leone and Liberia) and only one component was implemented, a purpose was served, as activities for the elimination of child labour were initiated, and stakeholder awareness increased. So even with implementation of only one

activity related to child labour or forced labour, a foundation was created for further work relating to elimination of child labour and forced labour.

We learnt that while a larger number of activities concentrated in a country created the critical impulse for concerted action (higher efficiency), even stand-alone activities in countries with no prior work in the field of child labour might lay a foundation to be built upon later. What was important was to ensure that the activities, however few, were part of a chain of activities envisaged in a country. The evaluators were informed that the component leaders were given the freedom to coordinate among themselves and to operate flexibly. In addition, if the team had sat down together, reviewed the project, discussed with country teams at the beginning of the project, and suggested all changes together to the donor, they would have saved a lot of time asking for the many changes that they did. The delays would have been fewer too. Without such strategic thinking inefficiencies are likely to be high, even if multiple components and activities are implemented.

5.2 Adaptation and Flexibility of Country Needs

The project was sensitive to the needs of the country, always checking with the country or regional offices of the ILO about the possibilities of implementation of the planned activities. Several changes were made in the activities and the countries based on the feasibility of conducting planned activities, and in response to the demand from ILO constituents in the country, especially the government. The donor accommodated many of the requests for movement of activities across countries, changing the activities based on national needs.

GAP11 was different from an in-depth country programme; it offered a few activities and limited funds per country. Knowing this, the project team leveraged other funds, collaborating with other ILO colleagues and projects, some of which were funded by USDOL, e.g. Philippines, Ecuador and Indonesia. This was not possible in some countries where there were no projects to leverage, e.g. in the African region, and where all earlier child labour projects had stopped. In countries such as South Sudan and DRC, statistics on child labour or forced labour are scarce, and in South Sudan, an NAP was already produced under an EU funded project, but the project had ended by the time GAP11 started, so no collaboration was possible.

There were some examples of staff or information sharing across projects, or of re-hiring the staff of an earlier project, which proved to be efficient. For instance, in Mali the work of GAP11 was focused on agriculture, and though Mali has a high incidence of child labour, the ILO office had another project that was focused on education. GAP11 shared information, and the NPC of the project also worked on GAP11, allowing the contacts made by the NPC for the education project to be useful for the capacity building activities of GAP11.

An analysis of the start and completion times of the activities shows that many activities had delayed starts due to various factors including getting agreements from relevant stakeholders at the country level, finding the technical experts, and other implementation issues. The completion was accordingly delayed in a considerable number of cases, but in many cases,

activities were completed ahead of time. The donor was accommodating of these delays, and allowed two no-cost extensions to the project to enable completion of activities. GAP11 could cover 46 countries instead of the 42 indicated in the initial project document.

5.3 Project Implementation in the ILO Structure

The first level of coordination in GAP11 was between the Chief Technical Advisor (CTA) and the Component leaders. In the first phase, the head of Component 2 was also the CTA, and for the past 1.5 years, the head of Component 1 has been the CTA. Reportedly, while collaboration between Component 1 and 3 was excellent throughout the project, leadership in other areas did not consistently encourage high levels of collaboration. Component leaders were left in the main to work independently. Furthermore, when the SAP-FL manager left, the forced labour research products were delayed, and there was reduced coordination with child labour colleagues. Despite these shortcomings, there has been collaboration among the senior team, particularly between Component 1 and Component 3. Further, the extensive reporting is also testimony to the good communication among the team and good coordination by the CTAs.

The project has been excellent at coordination with the ILOs country offices. This was needed, as activities implemented without the involvement of the country office would have been less efficient and effective. The country offices were able to make use of the activities under GAP11, to advance the work on child labour and forced labour that they had done earlier, and fill in the gaps. For instance, GAP11 offered to do research studies that had not been built into other projects in Indonesia. The research and dissemination workshops at national and local levels, enabled the country offices to build the consensus needed for policy change. The processes that enabled the stakeholders to draft and adopt NAP-CL and NAP-FL added to the achievements of the country offices. The work under component 2, e.g. facilitating inclusion of child labour and forced labour modules in national statistical surveys, of studying impact of official schemes on child labour built research and statistical capacities of the country level government, and academic institutions. All these activities served to strengthen the relationships between the HQ, regional and country offices of the ILO.

The ILO structure changed significantly since GAP11 started; IPEC merged with DECLARATION (SAP-FL was part of DECLARATION) in the newly constituted Fundamental Principles and Rights at Work branch (FUNDAMENTALS). FUNDAMENTALS has articulated a clear strategy for IPEC+, a flagship programme prioritising ILO's role as the anchor of the initiative to lead the global work for achieving SDG goal 8.7, through the Alliance 8.7 platform. As GAP11 combined work on child labour and forced labour before the merger, it could be seen as a pilot for the new structure.

In conclusion, GAP11 conducted a wide range of activities, pooling resources, and making good alliances and partnerships to fulfil project objectives. However, there were delays, as there was a need to fit the planned activities of GAP11 to the needs and portfolio of the country offices. At other times priorities were compromised due to the very short period for which

national staff were appointed on this project, resulting in lack of continuity. It was also more difficult to implement activities in countries where there were no other existing projects, which helps with mobilisation of partners. However, this would have served the purpose of creating a foundation for further work to address child labour and forced labour.

GAP11 project had a wide range of activities completed in 46 countries, contributing to three outcomes, relating to influencing policies, strengthening enforcement mechanisms, building research capacities, and pilots for strengthening policy frameworks and mechanism particularly for children in domestic work. The combining of activities across the Components created efficiencies so did the collaboration of GAP11 with other ILO projects as well as those of other organisations such as the UNICEF and FAO. The merger of departments in ILO into FUNDAMENTALS created synergies as well. Given the entrepreneurship and zeal of the staff involved at the headquarters and in countries, including short-term staff, the project has been quite efficient in its operations.

6. EFFECTIVENESS AND SUSTAINABILITY

This section discusses the effectiveness of the interventions undertaken for the achievement of the three expected project outcomes, namely

1. Improved legislation, enforcement and policy coordination
2. Innovative research and monitoring systems to inform action
3. Strengthened protections to children in domestic work

This is followed by a discussion on the key achievements on forced labour, the gender aspects of the project, the project's contribution to the Global Action Plan on Child Labour, SDGs and Alliance 8.7 and the sustainability of the project's outputs and outcomes.

6.1 Expected Outcome 1: Improved legislation, enforcement and policy coordination

The subcomponents of GAP11 that contributed to improved legislation, enforcement and policy coordination are outlined in Table 5.

Table 5: Subcomponents contributing to Outcome 1

No.	Subcomponent
1.1	Legal and regulatory framework
1.2	Monitoring and enforcement
1.3	National Action Plans or other policies
1.4	Developing policies to reduce vulnerability
2.1	National or sector-specific child labour surveys
2.2	Child labour modules to existing impact evaluations
3.1	Awareness-raising and advocacy on issue of child domestic work
3.2	Enabling regulatory and policy frameworks for child domestic workers
3.3	Pilot programs and good practices relating to child domestic work

Under component 1, four subcomponents were expected to contribute to this outcome. These included: 1) identifying gaps in the legal and regulatory framework (conducted in 10 countries); 2) strengthening coordination across enforcement agencies and the policy coordination mechanism (10 countries); 3) support to the formulation of National Action Plans (NAPs) and other policies (10 countries); and 4) development of policies to reduce vulnerability (6 countries). All four activities were not necessarily conducted in the same countries, but these activities were conducted in different combinations in 22 countries.

The research, under component 2, involved adding questions on child labour to ongoing evaluations of social protection programmes. This was completed in the Philippines (for the government's Conditional Cash Transfer programme); Mali (on the impact of the Speed School Programme); Malawi (impact of public work on child labour, and study on pilot Unconditional Cash Transfers (UCCT) programme, Mchiniji Pilot); Zambia (impact of child grant programme, Unconditional cash transfers); and Kenya (UCCT, Cash Transfers for Orphans and Vulnerable Children). Additionally, situational analyses were completed in Ecuador, Honduras, Ghana, Togo, Uganda and Philippines and policy appraisals in Central America, Uganda, Togo, and Ghana. Multi country studies were conducted along two themes: Child labour and youth employment, and the impact of social protection programmes. While the reports may have been disseminated, and may be considered for policy change, the evidence of these changes is not yet available.

The major achievements were as follows:

1. Gap assessments were conducted regarding the legal and regulatory frameworks in Cameroon, Haiti, Indonesia, Liberia, Mongolia, Namibia, Paraguay, Philippines, South Sudan Timor-Leste and Togo, to safeguard children and adults from exploitative and forced labour.
2. Collaboration took place across enforcement agencies, and policy coordination mechanisms were strengthened in Azerbaijan, Burkina Faso, Dominican Republic, Ethiopia, Indonesia, Paraguay, Philippines, Sierra Leone, Timor-Leste and Togo.

3. Policies to reduce vulnerability of poor households were developed in DR Congo, Ecuador, Mali, Rwanda, South Sudan and Timor-Leste.
4. A NAP was developed and approved by stakeholders in Burkina Faso, Liberia, Timor-Leste, Paraguay, Indonesia and Ecuador. In Laos and Cameroon, the government approved the NAP. In Mongolia, the government adopted a National Action Plan for the Elimination of the Worst Forms of Child Labour (NAP-WFCL) in October 2011, which has been implemented through two phases during the period of 2012-2016, and evaluated. The final evaluation of the NAP-WFCL has been carried out upon request of the Ministry of Labour and Social Protection. In Comoros and Philippines, GAP11 provided support for better NAP implementation.
5. The formulation and mainstreaming of NAP on Child Domestic Work was achieved in Philippines, Cameroon, Ecuador, Gabon, Panama and Togo. The mainstreaming of CDW has been done in two main ways: 1) inclusion of CDW in NAP-CL in a country, and/or 2) adding domestic work to the Hazardous Child Labour list, i.e. list of occupations in which children should not be employed. In Cameroon, a policy framework on CDW was included in the NAP-CL, which also offers protection to adolescents.

Enforcement mechanisms

The case studies in Philippines and Ecuador found that enforcement mechanisms have been strengthened by GAP (see details in Boxes 1 and 2, respectively).

Box 1: Impact of GAP11 on policy in Philippines

In Philippines, research on Conditional Cash Transfers (CCTs) resulted in increasing the social support provided under the CCT programme, resulting in a significant outcome for protection of vulnerable families, and showing high sustainability of the outcome.

A review of the laws in Philippines relating to child labour and child domestic workers was carried out in 2013. The findings were presented at a workshop, and were used by the National Child Labour Committee to improve enforcement of child labour laws. These recommendations were also instrumental in designing the next USDOL- ILO project, Country Level Engagement and Assistance to Reduce Child Labour (the CLEAR Project).

Box 2: Impact of GAP11 on enforcement mechanism in Ecuador

In Ecuador, the system for rehabilitation of child labour is very well established. Once a child is found working, he/she has to be immediately taken into protection so the police are informed first, and there is an immediate reinstating of the child's rights. The education department is informed so that the child can be taken back to regular or bridge school, and the health department is informed, so they may visit the child's home for counselling and support. The social protection department visits the family to see if social support can be provided, and the first follow up is done 30 days after the child has been found. The next two follow ups are done at a gap of 90 days of this visit to assess if the child's rights have been restored, and to ascertain if any further support is needed.

The trainings of labour inspectors conducted in many countries, have also contributed to improving enforcement mechanisms. These trainings have introduced modules on child labour to the countries' training institutions, and created trainers through 'Training of Trainers (TOT) programmes, thus building in-country training expertise. Good examples of this come from Ecuador and Togo. In Ecuador, the national training institute has mainstreamed the child labour training module into its training programmes, and has also launched a short course through which labour officials and staff of other key stakeholder institutions are provided certified training on child labour. In Togo, the project also introduced a module on CL in the national training curriculum of labour inspectors of the l'Ecole National d'Administration (L'ENA) that continues to be delivered since 2013. The module has not only increased the capacity of Togolese inspectors to identify CL case, but has also reached inspectors from Chad, Gabon and Niger who attend the trainings in Togo.

Protective Policy Framework for CDW

A significant development in Togo, which makes for high sustainability is described in Box 3.

Box 3: Protective Policy Framework for CDW

In Togo, the child domestic workers protective policy framework was adopted during a workshop in 2014, and officially endorsed by the National Steering Committee in 2015. Another workshop targeted representatives of domestic workers' associations, and provided technical inputs and support towards the establishment of a National Domestic Workers Trade Union (SYNATRAD).

GAP11 has done significant work towards achieving Outcome 1; it widely disseminated knowledge on the gaps in existing legal and policy frameworks to relevant stakeholders and worked to mainstream effective enforcement mechanisms. While positive results have been found in some countries, in many others the mainstreaming was not possible due to lack of training infrastructure, human and financial resources. This evaluation cannot comment authoritatively on in-country impact. However, it sees that the global products such as e-

learning tools and the comprehensive training module prepared for CDW will certainly facilitate future learning in all countries beyond GAP11.

Overall, GAP11 has improved legislation, enforcement and policy coordination as evident from the examples of Ecuador and Philippines. However, these changes cannot be fully attributed to GAP11. The contributions of other stakeholders such as national governments, unions, international agencies such as FAO and UNICEF, and other ILO projects such as PANADOR (Ecuador) need to be acknowledged.

6.2 Expected Outcome 2: Innovative research and monitoring systems to inform action

The subcomponents of GAP11 which contributed to innovative research and monitoring systems to guide policy development and program design are outlined in Table 6.

Table 6: Subcomponents contributing to Outcome 2

No.	Subcomponent
2.1	National or sector-specific child labour surveys
2.2	Child labour modules to existing impact evaluations
2.3	Country level-situational analysis and policy appraisal reports
2.4	Thematic reports / multi-country studies.
2.5	Building capacity of local universities & non-profit research organizations

Under GAP11, National Child Labour Surveys were completed in Belize, Ukraine, Lebanon, and Mozambique and sector specific CL and FL surveys in Timor-Leste, Indonesia (informal tin mining), Morocco (agriculture), and Swaziland (herding).

The research conducted by UCW involved adding questions on child labour to ongoing evaluations of social protection programmes. This was completed in the Philippines (for the government's Conditional Cash Transfer programme); Mali (on the impact of the Speed School Programme); Malawi (impact of public work on child labour, and study on pilot Unconditional Cash Transfers (UCCT) programme, Mchiniji Pilot); Zambia (impact of child grant programme, Unconditional cash transfers); Kenya (UCCT, Cash Transfers for Orphans and Vulnerable Children).

Situational analyses were conducted in Ecuador, Honduras, Ghana, Togo, Uganda and Philippines. Policy appraisals were conducted in Central America, Ghana, Togo and Uganda.

In the Dominican Republic, a survey in the sugarcane sector was replaced with global estimates for children in armed conflict. In some countries, the surveys were printed, and reports were also disseminated, while in others, such as Mozambique and Swaziland, the national organisations could not complete the reports, indicating a need for continued technical support from the ILO.

The project also established collaboration with universities and research centres in Brazil, Mexico, Turkey, South Africa, China and India to develop studies such as ‘The child labour impact of the labour inspections enforcement’ in Brazil, ‘The child labour impact of the LEAP program’ in Ghana, and ‘The duality of the youth labour market’ in India.

GAP11 promoted national research on child labour in Brazil, China, Turkey, South Africa, India, Indonesia and Mexico, and the in-country and global research has contributed to ILO’s World Report on Child Labour 2015.¹⁹ In addition to disseminating the results of the research at the local government level, UCW has disseminated it through brown bag seminars to the World Bank, who have an interest in education and in youth employment, topics studied under GAP11. Research has also been disseminated to the World Bank senior staff who work on social protection, and deal with impact evaluations and impact assessment methodologies. An important research product of GAP11 will be a review paper on all impact studies on social protection, with a focus on child labour, which is reported to be currently underway and is expected to be completed during the currency of the project.

To guarantee that required data is collected more frequently and not only as one-off survey efforts, the project worked on introducing modules in surveys being conducted by national government departments/ statistical agencies, and to this extent they would have resulted in increased capacity for data collection on child labour and forced labour. GAP11 therefore contributed to strengthened research capacities in government and research institutions.

6.3 Expected Outcome 3: Strengthening protections to children in domestic work

The subcomponents of GAP11 that contributed to this outcome are outlined in Table 7.

Table 7: Subcomponents contributing to Outcome 3

No.	Subcomponent
1.1	Legal and regulatory framework
1.2	Monitoring and enforcement
1.3	National Action Plans or other policies
2.1	National or sector-specific child labour surveys
2.3	Country level-situational analysis & policy appraisal reports
2.4	Thematic reports / multi-country studies.
3.1	Awareness-raising and advocacy on issue of child domestic work
3.2	Enabling regulatory and policy frameworks for child domestic workers
3.3	Pilot programs and good practices relating to child domestic work

¹⁹ [World Report on Child Labour 2015: Paving the way to decent work for young people](#)

The work under GAP11 that focused on CDW had several successes in drawing attention to the specific issues of CDW, especially girls, and in mainstreaming issues of CDW in policies related to child labour.

Among the global activities completed under Component 1, the primary mode of awareness raising was the WDAFL celebration, which was taken up in all the countries where Component 3 was implemented, except Pakistan. These activities used GAP11 funds in Cameroon, Ecuador, Haiti, Kenya, Namibia, Panama, Togo and Vietnam, but not in Gabon, Indonesia and Philippines.

Other global activities conducted related to production of a leaflet on WDAFL, 2012, an 'Estimates on child domestic work' fact-sheet, and updating of these estimates in 2016, which was work in progress at the time of the evaluation. The Global March against Child Labour conducted advocacy campaigns in Indonesia, Pakistan, Panama and Togo. A document on the 'IPEC+ Strategy on Child Labour: Proposal for a Global Plan of Action 2016-2020' was prepared, along with a Practical Guide and Toolkit.

Rapid Situational Analyses frameworks to address social gaps were completed in all 12 countries and a National Legal Framework was completed in all countries except Kenya. Some of the achievements in the countries where interventions were undertaken are detailed below.

Ecuador, following the implementation of the awareness raising campaign on the WDAFL in June 2013, the project started supporting ATRH actions in favour of decent work for domestic workers and to mainstream child domestic worker protection concerns into its activities. Ecuador also ratified ILO Convention 189 in December 2013, and undertook a legal review of the domestic workers legislation. Assistance by ILO's GAP11 project, in addition to other inputs by ILO, resulted in this ratification. In addition to this, a Protective Policy Framework for Child Domestic Workers was completed in 2014 and validated within the framework of a Coordination Table on Domestic Work set up by the Ministry of Labour in July 2015. The Protective Policy Framework was endorsed by the Ministry of Labour (MoL) through an official communication to the ILO, informing on its official adoption and identifying the following main areas of action: awareness raising on domestic workers rights and obligations, acknowledgment of domestic workers labour rights through strengthening labour inspections, and promoting the effective application of ILO C.189. In 2015 and 2016, the project, in full coordination with the USDOL funded PANADOR project provided support to the Labour Directorate on Attention to Priority Groups in the development of information materials on domestic work as well as on the right of young domestic workers, and on the elimination of child labour in domestic work. These materials were pilot tested with an organisation of domestic workers.

In Gabon, the Plan of Action on Child Domestic Work was adopted as a result of GAP11 workshops, and was officially endorsed by the government in November 2015. The overall framework includes engaging with social partners and prioritizing education, legal awareness and support to the most vulnerable groups, including migrants and girls. In addition, the Sectorial Plan

of Action identified that promoting the ratification and implementation of ILO Convention 189 is a key action item, but it has not been ratified yet.

In Panama, a Protective Policy Framework document was validated and officially endorsed by the National Steering Committee (Committee for the Eradication of Child Labour and Protection for the Adolescent Working Person - CETIPPAT) in July 2015. Under this policy, a Hazardous Child Labour List was adopted in January 2016, which includes domestic work as a hazardous activity. The Inter-Institutional Protocol to Handle Child Labour was expanded to include cases of child labour in domestic work in 2016. The protocol was validated in 2016 with relevant authorities. In effect, protection of CDW was mainstreamed into the national child labour monitoring mechanism. Further, GAP11 supported a series of capacity building sessions on child labour in domestic work targeting trade unions members of the National Council of Organized Workers (CONATO) working in cities recognised as departure and arrival cities of child domestic workers. Activities have already started in Colon, Panama in 2016, and are a key outcome since it helps identify the patterns of child migration for domestic work.

In Togo, the CDW protective policy framework document was adopted by stakeholders in 2014, validated and officially endorsed by the National Steering Committee in 2015. Also, GAP11 organised a workshop for the representatives of the identified domestic workers' associations, and provided technical inputs and support towards the establishment of a National Domestic Workers' Trade Union (SYNATRAD), a key achievement that ensures sustainability.

In Paraguay, GAP11 influenced the formulation of a law to regulate domestic work for people above 16 years of age, to change the minimum age to 18 years of age, thereby protecting adolescents from domestic work.

In Cameroon, the Policy Framework Document on Child Domestic Work was fully included in the revised National Action Plan against the Worst Forms of Child Labour (PANATEC). The significance of this is that it also offers protection to adolescents, who fall in the age range of 16-18 years, from being forced into hazardous occupations. The framework includes engaging with social partners and prioritizing education, legal awareness and support to the most vulnerable groups, including migrants and girls.

A Protective Policy Framework Document/Roadmap on Child Domestic Work was adopted but endorsement /approval from government authorities was pending at the time of this evaluation, in Cameroon, Haiti, Indonesia, Kenya, Namibia, Philippines and Vietnam.

GAP11's outcomes comprised of pilot programs in 12 countries, involving activities relating to policy development, enforcement mechanisms, research and knowledge as well as protection of child domestic workers. Many of the activities were conducted in coordination with activities of Component 1 designed for the achievement of expected Outcome 1, leading to greater efficiency and effectiveness. There were multiple modalities for protection of child domestic workers, namely through the creation of a protective policy framework for CDW as in the case of Togo and Panama, through the creation of a stand-alone NAP on CDW as in the case of Gabon, or integrating a CDW component into the existing NAP-CL of the country.

Also of importance is the practical guide and toolkit, which is a resource created for global use. The GAP11 focus on CDW has indeed resulted in increased protection for child domestic workers.

6.4 On Forced Labour

GAP11 focused on forced labour in 8 countries: Paraguay, Cameroon, Ecuador, Mongolia, Namibia, Timor-Leste and Indonesia. In most of these countries, issues on forced labour were only addressed through legal reviews. However, under Component 2, studies were conducted on two themes, recruitment patterns of child labour and forced labour, and child labour and forced labour in the garment industry in India and Jordan.

GAP11 sponsored a legal review of national laws, and regulation on child and forced labour in Liberia and Indonesia. Similarly, in Timor-Leste, a NAP background assessment on child labour and forced labour was conducted to serve as the “evidence-base” for the National Action Plan. In Namibia, a review of laws and enforcement mechanism has been completed, covering issues of child labour, forced labour and child domestic workers. The GAP11 work comprised only this study. In Mongolia, too, GAP11 work was limited to a study about the Revision of the Criminal Code and related legislation for the full and effective prohibition of the worst forms of child labour and forced labour, and protecting the rights of child victims and witnesses. The research and follow up support in Ecuador and Paraguay resulted in significant achievements.

In Paraguay, research on the forced labour of adults and children in the Chaco region, led to the First Action Plan on Forced Labour, which was adopted by stakeholders in 2014. Later, in 2016, and following a highly publicised incident in which indigenous people were found in forced labour conditions in the Chaco region, the National Strategy for Forced Labour Prevention 2016-2020 was endorsed by Presidential Decree. This marked the official recognition of forced labour in the country and gave official sanction to the agenda of elimination and prevention of forced labour.

In Ecuador a local research organisation, Communidec, completed a study on the incidence of forced labour and child labour among Afro Ecuadorians in the palm sector in Quinindé, Esmeraldas. The Cantonal Board of Rights in Quinindé acted and got work in the palm sector put on the hazardous list of work for child labour, protecting adolescents from hazardous work in this sector, which is a significant achievement.

Further, the ILO study and technical support provided impetus and motivation to the government to conduct a conference, form a task force on human trafficking, and start a process of ratification of the forced labour protocol. GAP11 contributed to a part of this work through the research.

In summary, GAP11’s work on forced labour contributed to knowledge development on laws and enforcement mechanisms, i.e. to Outcome 1. Significant outcomes were achieved, at the

policy level in Paraguay, and at policy and enforcement mechanisms in Ecuador. In the other countries where the forced labour component was implemented, legal reviews and studies have been conducted as stand-alone activities, sometimes accompanied by dissemination workshops, and need more follow up with the national governments to have significant impact on policy or implementing mechanisms.

6.5 Attention to Gender Discrimination

GAP11 is mandated to report on its gender outcomes at all levels. In reporting progress towards ILO's Programme and Budget outcomes for 2014-2015, the Programme Budget indicator 16.2 related to the number of member States in which constituents, with ILO support, act to adopt or modify their legislation or reinforce their knowledge base on labour. In reporting on the role played by GAP11, the sub-indicator B refers to the setting of time bound targets, or the formulation of worst forms of child labour (WFCL) or forced labour-specific policies and programmes, considering the special situation of the girl child in setting time-bound targets. However, since GAP11 addressed policy related issues and did not have a grassroots implementation component, the number of girls and boys benefited cannot be counted.

Under Component 3 of GAP11, which had a sectoral focus on child domestic work in 12 countries, the vulnerabilities of girl domestic workers were considered in the Protective Policy framework documents with the support of GAP11. Further, in the research dissemination and consultative workshops held in most countries, the Ministry responsible for women's development and protection was engaged in workshops, and participated in these sensitization sessions and awareness efforts.

6.6 Contribution to Global Action Plan on Child Labour, SDGs and Alliance 8.7

ILO's Global Action Plan on Child Labour

Goal 8 of the SDGs seeks to "promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all." Target 8.7 commits the international community to "Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms." Alliance 8.7 is an initiative led by the ILO, to coordinate with those working on the SDGs to help achieve target 8.7.

Among the case study countries, Philippines has made a commitment to remove 1 million children from labour by 2025 under the SDG goals, while Ecuador has been collaborating regionally to join the Alliance 8.7 and make firm commitments by the end of 2017. The GAP11 senior team has been active in spreading the information about SDGs and Alliance 8.7 and motivating countries to make partnerships for effective action on child labour as well as forced labour.

With knowledge creation, data collection and improvement of data collection systems, capacity building of a wide range of national stakeholders, and contributing to other ongoing national efforts towards ratifications of Convention 189 on Decent Work for Domestic Workers and the Forced Labour Protocol to ILO Convention 29 on Forced Labour, GAP11 has laid good ground work towards the Alliance 8.7. Further, GAP11 contributed to the Global Action Plan of ILO of 2010 on the technical priorities of the action plan as listed below:

A. Towards Universal Ratification of Convention 189

Due to GAP11 efforts, Convention 189 was ratified in the following:

- a. Panama ratified Convention 189 on Decent Work for Domestic Workers on 11 June 2015
- b. Philippines ratified Convention 189 on Decent Work for Domestic Workers on 05 September 2012
- c. Ecuador ratified Convention 189 on Decent Work for Domestic Workers on 18 December 2013

While the focus of Convention 189 is decent work for domestic workers, it encompasses some elements for the elimination of child labour in domestic work and for the protection of young domestic workers of legal working age. Further, as stated above, GAP11 contributed to other efforts ongoing in the country that led to the ratifications.

B. Promoting Public Policies to Tackle Child Labour

In several countries, National Action Plans on Child Labour were adopted and/or mainstreamed in to the national agenda:

- a. In the countries of Liberia, Paraguay and Ecuador, a NAP was developed and approved by stakeholders
- b. In Laos and Cameroon, the NAP was approved by the government
- c. In Mongolia, GAP spent considerable resources and time on supporting the implementation of the NAP in Mongolia. The final evaluation was carried out by the government and GAP supported the workshop
- d. In Philippines, the NAP CL was mainstreamed into the National Development Plan

C. Leading the Knowledge Agenda

GAP11 produced multi-country thematic reports on topics such as Child Labour and Youth Employment, Impact of social protection programs, including cash-transfer programs, Recruitment Patterns on Child Labour & Forced Labour, Child Labour and Forced Labour in the Garment Industry in India and Jordan, and Child Domestic Work.

D. Advocacy, Strategic Partnerships and the Worldwide Movement Against Child Labour

Under GAP11, The Global March pursued a campaign to address child labour in domestic work in South Asia. One of the main aims of Output 3.1.3 of GAP11 was an international campaign on CONVENTION 189. Since the start of GAP11, 22 countries have ratified CONVENTION 189. Five of these ratifications have been registered during the GAP11 implementation period.

6.7 Sustainability of GAP11 Achievements

GAP11 has completed a very wide range of activities in 46 countries. The most effective interventions have been the legal reviews, and NAP formulations, which have galvanised national stakeholders for action towards elimination of forced labour, child labour, and more specifically, children in domestic work.

GAP11 had some key achievements, the effects of which should be sustained. Some examples relating to NAPs are discussed below.

Once NAPs are drafted, there is a process and period over which a follow-up is necessary for adoption, and a further follow up, before governments allocate budgets to the agenda. Strengthening implementation structures needs follow-up too, as it is not just a matter of training labour inspectors. Many countries need more labour inspectors, and more facilities for them, such as official vehicles and budgets for travel. Some examples of sustainable outcomes of training inputs are given in Box 4.

Box 4: Mainstreaming of Training Inputs

In Philippines, GAP11 funded the training of multi-disciplinary child labour rescue teams in 4 provinces to improve the capacities for rescue and enforcement. After the training, the provincial Quick Action teams developed provincial plans for better implementation of rescue and enforcement plans.

In Ecuador, the training modules provided to the national training agency, have been mainstreamed in the training programmes for labour officials. A special training on child labour is also provided with certificates of completion, and over 100 people have already been trained, with ambitious future plans.

An example of mainstreaming child labour is in Philippines, as given in Box 5.

Box 5: Philippines- Mainstreaming of NAP CL in the National Development Plan

In Philippines, the CLEAR project supported the government to revise the NAP-CL, which was adopted by the government to be implemented between 2015 and 2025. GAP11 provided technical advice to the last phase of this process, which is aligned with SDG 8.7, and aims at removing 1 million child labour cases by 2025. Further, GAP11 supported the inclusion of the NAP-CL considerations and objectives in the Philippines National Development Plan (2017-2022) that now has the target to remove 630,000 children from child labour by 2022. The work on child labour in Philippines is mainstreamed now, and both GAP11 and CLEAR have contributed to this achievement.

Further, a roadmap on eliminating CDW in Philippines was prepared and the key elements of this have been included in the Philippines Programme against Child Labour (PPACL) for removal of child labour by 2020. The PPACL was refined in a workshop in 2017, with funding from GAP11.

While the mainstreaming example of Philippines is highly sustainable, it is also achieved through long years of work on the issue. The ILO has been working on child labour with the constituents and other stakeholders in the Philippines for many years: an important reminder of the time that was needed for child labour to be so mainstreamed.

Another sustainable intervention was the mainstreaming of FL into national protective policy frameworks. The study found that where the monitoring, vigilance, and support systems were strengthened at both national and local levels (Ecuador, Philippines), they were highly likely to sustain. In these countries, sustainability was also evident as finances had been allocated in national budgets by the governments for elimination of child labour and forced labour.

Sustainability of interventions is high when the CL/FL agenda is mainstreamed into the national development plan, and trainings are more sustainable, when the training programme has been mainstreamed in the pre-existing training curriculum of a national labour training institution.

Strengthening of research and monitoring mechanisms at the national level can be expected in cases where child labour/forced labour modules have been added to national surveys. Further, surveys and policy studies could contribute to effectiveness and sustainability when used to for drafting for NAPs, as in the case of Timor-Leste. However, research on specific topics such as impacts of social protection programmes is less certain to be repeated at the national level.

Another impressive outcome was that the sectoral studies resulted in inclusion of many hazardous occupations in the Hazardous Child Labour list, such as Child Domestic Work and child jockeys in horse racing.

In Latin America, in addition and prior to making references to Alliance 8.7, ILO has anchored

the Regional Initiative Latin America and the Caribbean Free of Child Labour, which is a tripartite initiative, currently including 27 countries²⁰.

7. GOOD PRACTICES

The last evaluation of GAP11 already records some good practices of the project such as tailored approaches, cost effective capacity building approaches, strategic selection of target beneficiaries, innovative methods of conducting child labour research, promoting greater collaboration among national stakeholders, and sharing national staff with other projects. Recognising these good practices, this final independent evaluation documents additional good practices that emerged from the activities under GAP11, especially from the case studies covered in this evaluation.

Appointment of common members across National Child Labour Committees (NCLCs) and the National Development Plan Committees, and of focal points enabled mainstreaming of child and/or forced labour agendas

In Philippines, the National Child Labour Committee (NCLC) was a strong forum, with wide stakeholder representation and five subcommittees. They led many initiatives such as those on knowledge management and advocacy (including organization of World Day against Child Labour) and many members of the NCLC were also members of the committee responsible for drafting the National Development Plan (2017-2022). The overlapping membership enabled NCLC members to ensure that the national plan set ambitious targets for reduction of child labour.

In Haiti, where the National Committee on Child Labour was inactive at the time of GAP11 project implementation, the identification of focal points at the departmental level was an alternative to keep working on the elimination of child labour in the country. It is expected that once reactivated, the National Committee will work with the focal points. The focal points for child labour within the government and trade unions have been appointed in each of the ten country's departments in 2016.

Focus on specific sectors contributed to improved policies on child and/or forced labour

GAP11's focus on particular sectors has drawn attention to specific persistent issues, and produced significant impacts. Examples of the sectoral focus in some countries is as follows:

In Paraguay, the focus on CDW resulted in significant policy outcomes. GAP11 pushed for legislation and behavioural change addressing '*criadazgo*', the practice of poor families

²⁰ For more information, please refer to: <http://www.iniciativa2025alc.org/en> and http://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_25235/lang--en/index.htm

“lending” their children to well-off families to do domestic work in exchange for food and a place to sleep. GAP11 enabled ILO to lobby for changing the minimum age for legal domestic work from 16 to 18 years, protecting many adolescents. In Togo, among other achievements, a protective policy document was validated and officially endorsed by the National Steering Committee in August 2015.

In Gabon, a sectoral plan of action on child domestic work was developed, and in Namibia and Philippines, road maps were developed, which involved enhancing the knowledge base, dissemination and advocacy on child domestic work, and capacity building of stakeholders. In all these countries, GAP11 promoted the ratification and implementation of ILO Convention 189 paying attention to the situation of migrant child domestic workers, and promoting education and skill development for young domestic workers of legal working age, especially for girls.

Sectoral focus also allows focused work with different ILO constituents. For instance, in Kenya, it was possible to work through unions e.g. the Kenya Union of Domestic Hospitals, Educational Institutions, Hotels and Allied Workers (KUDHEIHA) to raise awareness, collect information on child labour and domestic work, and campaign for ratification of Convention 189.

Flexibility to tailor activities to country contexts made interventions more efficient and relevant

Once a project is approved, the expectation is that there will be very little change. This is especially so when a project has been approved in response to a call for proposals. ILO, however, needed to organise activities logically in each country. Therefore, once implementation started, changes needed to be made to the pre-approved project proposal.

In some cases, changes were made in project countries. For instance, a child labour survey to be conducted in Malaysia was replaced by a national child labour and forced labour survey in Timor-Leste. Under Component 3, action in Papua New Guinea (PNG) under GAP11, PNG was replaced by Pakistan. Further, in Pakistan, a Roadmap towards the Elimination of Child Labour in Domestic Work could not progress due to the closure of the Promoting Gender Equality for Decent Employment (GE4DE) project, and was replaced by a study visit targeting senior Pakistani officials and key stakeholders to the Philippines, with the intention of strengthening national capacities in this area of elimination of child domestic work. ILO remained in dialogue with USDOL on these issues, and proposed several changes in the project during its implementation, many of the changes that were feasible, were approved by USDOL.

Demands by country governments are an important guiding factor in the change proposed in activities/ countries.

Capitalising on ongoing research and training programs provides a good opportunity to mainstream child labour and forced labour issues

One of the activities under Component 2 was to add modules on child labour to existing impact evaluations of social protection programmes. While the idea of adding modules to impact evaluations was conceived under another project, this was scaled up in GAP11 to good effect. Adding modules on child labour helped to develop sound knowledge about how programmes for social protection and education, e.g. conditional cash transfers, impacted child labour. In Philippines, the findings of a study on social protection and impact on child labour led to a 20% increase in the amount of conditional cash transfers linked to child education. Such add-ons to studies, or to existing training programmes can be done only in cases where a study is ongoing or completed, and the data and opportunity for collaboration is available for ILO.

Similarly, training modules on child labour, CDW and/or forced labour were added to existing programmes of the training institutions in a country, which ensured mainstreaming of the training modules. In Philippines and Togo, among others, a module was introduced in the training course for labour inspectors to build their capacity to identify child labour cases. The mainstreaming of training can be done in countries which have institutions and/or training programmes already developed, where a module on child labour and/or forced labour may be added to the programme.

8. LESSONS LEARNT

The lessons from GAP11 are derived from the discussions with the GAP11 team in Geneva and other stakeholders during the country visits, as well as from GAP11 documents.

Projects are more effective when project activities are aligned to a strategic framework on child labour and forced labour

GAP11 contributes directly to ILO's Programme and Budget Outcomes: 2012-2013, 2014-2015, and 2016-17 as well. The Programme and Budget Outcome 16 refers to the elimination of child labour, with priority being given to the worst forms²¹. However, given its technical

²¹ The TPR April 2015 mentions that GAP11 contributes to Outcome 16, which refers to elimination of child labour, with priority being given to the worst forms. The indicator 16.1 is the number of member states in which constituents, with ILO support, take significant policy and programme actions to eliminate child labour in line with ILO Conventions and Recommendations. Indicator 16.2 refers to the number of member States in which constituents, with ILO support, take action to adopt or modify their legislation or reinforce their knowledge base on labour. The sub-indicators A to F were: Legal change: The adaptation of the legal framework to the international standards, including the definition of a list of hazardous occupations for children; (Setting) time bound targets: The formulation of worst forms of child labour (WFCL) or forced labour-specific policies and programmes, considering the special situation of the girl child and setting time-bound targets; Mainstreaming of child labour or forced labour in relevant development policies: The inclusion of child labour or forced labour concerns, considering the special situation of the girl child, in relevant development, social and anti-poverty policies and programmes; Data collection: The collection and analysis of data on the child labour situation

competence in the fields of child labour and forced labour, it would have been possible for the ILO Project team to collaborate strategically to align the project activities to a strategic framework on these two issues at the global level. In many countries, ILO had prior experience of implementing Time Bound Programmes (TBP) for the elimination of the worst forms of child labour.

The overarching strategy to combat forced labour is elaborated in the Protocol to the Forced Labour Convention, 1930.²² Further elaboration is found in the ILO's Integrated Strategy on Fundamental Principles and Rights at Work (ILO, 2015), where the integrated strategy for forced labour and child labour is enunciated. The latter outlines four categories of change: Public policies and governance, partnerships and advocacy, empowerment and protection, knowledge and data.²³

Project interventions need to be customised to country needs

The activities proposed in a country need to consider the previous work of ILO, or other agencies working on issues of forced and child labour, in that country. When going to a country where child labour or forced labour interventions are to be undertaken for the first time, it is important to ensure sufficient time, activities, and staff to ensure local ownership and sustainability of the agenda.

Critical minimum level of intervention per country is needed

In each country, interventions need to be concentrated, with a critical minimum number of activities, sufficient resources, and long-term staff in the country to maintain the relations with, and engage with key stakeholders, as presence is important to have policy influence. The selection of countries, for interventions, may be done based on some key considerations:

- A scoping of where such interventions are needed
- Ease and likely local adoption of activities
- Implementation is also easier where earlier ILO projects (e.g. IPEC, PEBLISA)²⁴ have laid the foundation for effective work, on which further inputs can be built.

including the institutionalization of child labour and forced labour research; Child labour monitoring systems: The establishment of a credible and comprehensive child labour monitoring and reporting mechanism; and Child labour or forced labour trainings: Institutionalization of training on child labour or forced labour within government agencies

²² ILO, Special Action Programme to Combat Forced Labour (SAP-FL), Strengthening the global fight against all forms of forced labour THE PROTOCOL to the forced labour Convention

²³ ILO, 2015. Integrated strategy on fundamental principles and rights at work 2016-2020. Document for consultation

²⁴ Prevention and Elimination of Bonded Labour in South Asia, a project that was implemented in Nepal, Pakistan and India

Focus is needed on migrants

Migrants are more vulnerable to forced labour. For instance, in Ecuador, migrant labourers from neighbouring countries such as Colombia, Venezuela and even Haiti, are vulnerable to trafficking and becoming forced labour in sectors such as mining. The state, and civil society institutions need more awareness and technical support to address these issues.

Monitoring and evaluation system & staff for policy projects need to be customized to project design

Monitoring of GAP11 could not have been approached with traditional monitoring tools of projects that address issues of child labour at the grassroots level, since these tools focus on the number of children reached, rescued from labour, admitted to school and rehabilitated. GAP11 primarily had policy level and institutional capacity building objectives, and needed a system tailored to monitoring progress towards these objectives.

9. CONCLUSIONS

1. Over a nearly six-year long period, from 2011 to 2017, GAP11 has achieved significant results in many countries in terms of knowledge generation, capacity building for research and implementation, consensus building among stakeholders, policy formulation, and strengthening of enforcement mechanisms to address elimination of child labour, forced labour and children in domestic work.
2. Lack of a strategic design and an overarching Theory of Change affected the monitoring and evaluation of the project over time. However, entrepreneurial management by the GAP11 team at ILO Headquarters and excellent coordination with country teams, especially over the past 18 months, has enabled the achievement of tangible results in terms of both policy change and capacity building.
3. The project has been responsive to national needs and responded to requests of governments and other stakeholders to deliver nationally relevant outputs. The flexibility in changing activities within and across countries, both by ILO and USDOL, has enabled better alignment country situations.
4. The GAP11 team's approach to country interventions was efficient, particularly in terms of collaborating with ILO country office teams, ILO and/or USDOL projects in these countries, and collaborating with other UN agencies, e.g. FAO and UNICEF.
5. There was a high degree of satisfaction among national and local stakeholders about the initiatives taken up under GAP11, and more generally, with ILO's technical support and guidance, in the areas of child labour, children in domestic work (CDW) and forced labour.
6. Significant results were achieved in countries which had a long-standing partnership with ILO and many years of experience in dealing with child and/or forced labour issues and where GAP11 gave continuity to previous country efforts (e.g. Philippines and Ecuador).
7. Training programmes mainstreamed in national training institutions lead to sustainability of capacity building initiatives (e.g. Togo, Ecuador). The project's global outputs, such as training manual on CDW, are a sustainable aid for future training programmes.
8. Awareness about child labour, including CDW, could be raised effectively through celebration of the WDACL in project countries. Awareness was also increased through innovative products such as the video of the Pen Story (Mongolia).
9. The countries with high engagement of the local and national government and other national and local stakeholders (e.g. Ecuador, Philippines) could establish good vigilance and support systems involving several departments (e.g. for education, social protection, livelihoods).
10. While work in countries with low ILO presence can be inefficient and difficult, it is worth persisting to be able to reach work environments where it is difficult to address child labour and forced labour issues (e.g. Mongolia), raise awareness and lay the ground for strengthening policy and enforcement in the longer term.

11. The research under Component 2 was delivered by incorporating modules into existing surveys and studies, thereby augmenting national capacities as well as adding value by additional data generation and analysis. This also raised capacities of national statistical organisations. The work conducted with the support of national universities and research institutions has augmented capacities of these institutions for research on child labour and forced labour.
12. The studies on social protection have had high policy level impact, as exhibited in Philippines where the study and its dissemination resulted in improved social protection through conditional cash transfers.
13. The focus on children in domestic work has been effective in drawing attention to the situation of children in this sector, especially girls, and has resulted in policy measures such as incorporating CDW in WFCL or hazardous labour lists, in NAPs on child labour, and in protective policy frameworks.
14. While GAP11 has had significant successes, greater coherence and sustainability may have been derived by better articulation of the mini-theories of change inherent in the different strands of work. This could have been done during the initial stages of project implementation.
15. Several good practices and lessons have emerged from the study, and can be used as guidance for future projects in the field. Key recommendations have been provided for the ILO and USDOL for strategically focused design, implementation and monitoring of future programmes. These are useful for the ILO, particularly in view of ILO's leadership role in the Alliance 8.7, to contribute to SDG goal of elimination of child labour, forced labour in all its forms, particularly human trafficking and modern slavery.

10. RECOMMENDATIONS

The following recommendations are based on the findings from this evaluation and stem from the lessons learned and conclusions.

Recommendations relating to Project Design

1. Need for country focused design and intervention

Increasing the effectiveness and sustainability of multi-country projects can be achieved if country selection is based on three main criteria: a) identified needs, b) an enabling environment and c) longer-term engagement of ILO or other institutions in projects on the subject-matter. To this end, identifying where interventions are needed, where government and other stakeholders are committed to the goals of the initiative, and where previous projects of ILO and/or other institutions have laid the foundation for effective work on which further inputs can be built, is recommended. However, working in countries where no prior ILO projects have been undertaken is also important in order to start laying the ground, and raising awareness on the issues to be addressed. However, projects in these countries should aim to be of a certain size and time, to enable significant achievements.

2. Conduct consultations prior to project design

Projects must be designed after a consultation process, within regions and countries, and involving key stakeholders. Participation builds ownership and consensus building creates the basis for partnerships. Enabling this is critical to the project design and later implementation process.

3. Link projects with interventions in education, social protection and livelihoods

In addition to working directly with issues relating to child labour and forced labour, sustainable elimination of child and forced labour requires interventions in other fields as well. A few among them are interventions in education (public investments in education to increase retention ratio in schools), providing health and social support to the families, and providing livelihoods promotion inputs (vocational training, business loans, etc.).

4. Ensure country-wise critical minimum number of activities

Effective and efficient country projects require a critical minimum number of activities, sufficient resources, and long-term staff in the country who would maintain the relations with key stakeholders, as presence is important for policy influence. When designing a project for a country where child labour or forced labour interventions are to be undertaken for the first time, it is important to ensure sufficient time, activities, and staff to ensure local ownership and sustainability of the agenda.

5. Address issues relating to migration

Recognising migration as a factor that increases vulnerability to forced labour and trafficking is important. As forced labour persists in many countries, there is a need for increasing awareness raising efforts, as well as technical support from the state and civil society institutions to address these issues. It is also the right time for ILO to build alliances with the International Organization for Migration (to address trafficking issues) and with stakeholders at the regional level to address forced labour issues arising from cross border migration.

6. Articulate mini theories of change within an overarching strategic framework

Projects benefit from a strategic design, in which the activities to be implemented are accompanied by a thought process on actions that will enhance the sustainability of results, and the next steps that need to be taken accordingly. Planned activities need not be strictly sequential, so instead of visualising them as a series of consecutive activities, they could be viewed as a set of conditions, all of which need to be fulfilled for elimination of child labour and forced labour. They would then reflect a clear TOC, or many mini theories of change, that align to an overarching strategic framework for elimination of child labour and forced labour.

Recommendations relating to Project Implementation

7. Country consultations should be essential before implementation:

Country consultation before implementation enables stakeholder collaboration and design changes if needed.

8. Flexibility in change of activities or countries

ILO and donors need to allow for flexibility during project implementation stage, so that activities can better fit in the work of a country and respond to needs and demands of ILO constituents and other stakeholders in a country.

9. Establish Partnerships

The ILO needs to establish partnerships with a wide range of stakeholders such as government departments (Labour and Employment, Education, Health, Social Protection, Agriculture and Industry), police and judiciary, border control and other enforcement agents. Collaboration with the Ministry of Interior (or Home Affairs) is critical to stop trafficking and reduce forced labour. As GAP11 has shown, partnerships with NGOs and academic institutions are valuable for knowledge creation and sharing, consensus building and providing additional technical support needed by national governments and implementing organisations. Partnerships with NGOs are particularly valuable for the sustainability of project outcomes in countries where ILO is not permanently present.

Recommendations relating to Fundraising

10. Raise funds proactively and restrain from responding to bids

Raising funds needs to follow a clearly outlined strategic framework. The interventions should include a logical chain of activities that have already been strategized, so that the activities are more efficient and effective. All future projects need to use the overarching framework of Alliance 8.7 as a guide to strategically position their activities and contributions to the overall goal of elimination of child labour, modern slavery, trafficking, and all other types of forced labour.

The ILO needs to have clear ideas about what funding is needed for which country, and should take a proactive role in fund-raising rather than respond to calls with strictly specified requirements. The first option for ILO would therefore be to look for single-source funding from major donors.

Proposals for new activities in any country should follow from research and information about what is needed, and should have a logical link with other activities taken up in that country. The proposals need to budget for the technical support consultation activities that need to be conducted, to achieve significant outcomes.

ANNEXES

Independent Final Evaluation of the Global Action Programme on Child Labor Issues - GAP11

Table of Contents

ANNEX 1: CASE STUDIES	1
1. PHILIPPINES.....	1
2. ECUADOR.....	7
3. INDONESIA.....	12
4. PARAGUAY	15
5. MONGOLIA	19
6. TOGO	25
ANNEX 2: GAP11 ACTIVITIES COMPLETED	30
PART A- GLOBAL AND REGIONAL OUTPUTS.....	30
PART B- COUNTRY OUTPUTS	34
ANNEX 3: LIST OF DOCUMENTS	84
ANNEX 4: TERMS OF REFERENCE.....	88
ANNEX 5: SCHEDULE OF EVALUATION	97
ANNEX 6: LIST OF PEOPLE INTERVIEWED.....	98
ANNEX 7: INCEPTION REPORT	101

ANNEX 1: CASE STUDIES

1. PHILIPPINES

Context of GAP11 Intervention

The final version of the legal review carried out under both Components 1 and 3, was completed in April 2013. Key stakeholders in Manila also validated it at a Policy Forum in July 2013. The review identified gaps in national-level legislation, and its findings were used by the Enforcement and Compliance with Laws Sub-Committee of the National Child Labour Committee (NCLC) to improve the enforcement of child labour laws, particularly Republic Act 9231.

Timeline

February 2013	Validation workshop held for a legal review on the national legal framework regarding on child domestic work
23 July 2013	Review of legislation relating to child labour to identify gaps, completed and validated at a policy forum by key stakeholders
July 2013	Training of quick action teams for to rescue child labourers
February 2014	A Rapid Situational Analysis on Child Domestic Work including a proposal assessing and addressing gaps in social services and proposing relevant solutions for child domestic workers' protection in the Philippines was completed
Mid 2014	Guidance note produced for DOLE (Department of Labour and Employment) to support the revision of the hazardous work list for children
January 2015	A workshop to present the results of analysis on the situation of child domestic workers, and for the adoption of a Roadmap document towards strengthening the institutional and legislative response for the elimination of child labour in domestic work and the protection of young domestic workers in the Philippines was held
2016	Updated hazardous work list finalised
February 2016	Understanding Children's Work (UCW) launched a report on "Understanding Child Labour and Youth Employment Outcomes in the Philippines"
April 2016	International workshop including participants from Brazil, Mexico, and Indonesia, on conditional cash transfers as a tool to address child labour
2017	New NAP on child labour approved with inputs from GAP11 on results based management. This is aligned to the Philippines national development plan

GAP11 Implementation

Component 1: Capacity Building and Strategic Policy Development

Sub-component 1.1: Legal and Regulatory Framework

1. The recommendations of this legal review were instrumental in identifying the interventions of the Country Level Engagement and Assistance to Reduce Child Labour (CLEAR) project, a collaboration between USDOL and ILO. For example, the study suggested the need for a management protocol for child labour cases, as DOLE is limited to the filing of administrative cases, but up to this point there was no elevation of worst forms of child labour cases to criminal proceedings. The Country Level Engagement and Assistance to Reduce Child Labour Program (CLEAR) project took this recommendation and has worked on it. Since the recommendation was made, an interagency MoU has been established to for treating worst forms of child labour cases as trafficking cases.
2. The legal review and gap analysis were followed by projects focusing more on child labour than on forced labour. There is no national committee for forced labour in the Philippines – there are laws but no enforcement mechanisms for those laws, although there is a strong intergovernmental council against trafficking.
3. GAP11 facilitated the provision of technical advice to DOLE for the finalization of the revised Hazardous Work List for Children (the previous List was issued in 1999 and required updating). Staff from ILO HQ, and technical staff from the following DOLE units: Bureau of Workers with Special Concerns (BWSC), Occupational Safety and Health Centre (OSHC) and Institute of Labour Studies (ILS) collaborated on this. A guidance note was also produced in mid-2014 for DOLE with a view to supporting the decision-making process.
4. While the efforts to update the list started before 2013, GAP11 played a significant role by facilitating the OSHC study on Occupational Safety and Health Study for Young Workers (15-17), which did field-level measurements of hazardous work conditions in agriculture to advise the new hazardous work list. The updated hazardous work list was finalised in 2016, and has also guided the work of the CLEAR project.
5. GAP11 engaged in the process of finalising the scope of a USDOL project proposal on Occupational Safety and Health (OSH) for young workers, to advocate for the protection of those in the 15-17-year age range that are allowed by local laws to work, especially in the context of the construction and agriculture sectors.

Sub-component 1.2: Monitoring and Enforcement

GAP11 funded the training of multi-disciplinary child labour rescue teams from four provinces. The training of the Sagip Batang Manggagawa Quick Action Team (SBM-QAT) took place at the end of July 2013. The objectives of the training were to improve the capacity of SBM-QAT in all ILO/IPEC pilot areas in the conduct of the actual rescue of child labourers, and the strengthening of the enforcement of child labour laws at the local level. All four provinces developed provincial plans for SBM-QAT implementation after the training. The SBM-QATs were composed of DOLE, Provincial Social Welfare and Development (DSWD), Philippine National Police or National Bureau of Investigation, and the Department of Justice.

Sub-component 1.3: National Action Plans and Other Policies

1. Philippines had a NAP on CL, which ended in 2016, and required updating. With initial support from the CLEAR project the NAP was updated for implementation in the 2017-2025 period and with GAP11 funds, was fine-tuned to be compliant with resource-based management standards. The new NAP was approved in 2017 and is more focused than the previous one since it sets the specific and ambitious target of withdrawing 1 million children from CL by 2025.
2. There are in fact data for the Philippines on how many children are in child labour (i.e. an ILO supported SIMPOC survey found six years ago that 1,549,676 children ages 5-14 working in Philippines). For better monitoring of the target laid down for 2025, more data collection is needed in the Philippines.
3. The new NAP also includes a minor restructuring of the National CL Committee, done with the aid of GAP11 resources. Most importantly, GAP11's support enabled the new NAP to be aligned with, and have its objectives included in the Philippines Development Plan (issued on 2017 to be implemented between 2017 and 2022). The target in the Philippines Development Plan is to remove 630 thousand children from labour by 2022. However, this requires an important data collection effort, as it is not known how many children are in child labour now.
4. The NCLC monitoring subcommittee is now adapting the monitoring system to make identifying child labourers feasible. This is however being addressed by the Department of Welfare Development, which is piloting a program to address child labour in both, the informal and formal economy. This is a very ambitious multi-agency collaboration driven by the government, which already has its own social marketing team formulating a campaign. The whole system is expected to be in place within the year, and will be launched at the pilot stage in three regions for two years.

Component 2: Research

Sub-component 2.3: Country-level Situational Analyses and Policy Appraisals

UCW launched a report on “Understanding Child Labour and Youth Employment Outcomes in the Philippines” in February 2016, and since then has been used as a reference on child labour in the country. The report was widely disseminated, and contributed to foster the policy dialogue on child labour in the country. Also thanks to this dialogue, it was possible to convene an international workshop on the role of cash transfers in addressing child labour.

The study found no impact of conditional cash transfers on reducing child labour because the transferred amounts were too small. Based on these findings, in 2016 the government increased the cash transfers by 20% over the established 300 pesos for elementary school students and 500 pesos for secondary school students. The government now also offers rice subsidies, and access to a series of other social protection programs.

International conferences were held to foster the dialogue on the linkages among child labour, vulnerabilities and social protection, including: Conditional cash transfers as a tool to address child labour (April 2016, Manila). The workshop convened representatives of the major cash

transfer programs, including Bolsa Familia (Brazil), Progresá (Mexico), the Pantawid Pamilyang Pilipino Program (4Ps, Philippines), and Program Keluarga Harapan (PKH, Indonesia), to identify lessons learnt and possible improvements. The workshop was complemented by a field visit and delivery of capacity building activities in Cebu, with a focus on the Family Development Session (FDS) component of the 4Ps.

Component 3: Protection of Child Domestic Workers

Sub-component 3.1: Awareness Raising and Advocacy

A Rapid Situational Analysis on Child Domestic Work including a proposal assessing and addressing gaps in social services, and proposing relevant solutions for child domestic workers' protection in the Philippines, was completed in February 2014.

Sub-component 3.2: Regulatory and Policy Frameworks

1. A legal review on the national legal framework regarding child domestic work was carried out in collaboration with Component 1 of the project. A validation workshop was held in February 2013 with key stakeholders in Manila, which contributed to the final version of the legal review.
2. A Policy Forum on Strengthening Enforcement of Child Labour Laws was held on 23rd July 2013, for which the legal review served as a base document. The Senior Advisor of Component 3 attended the Policy Forum and made presentation on the inter-links between Convention 138, Convention 182, and Convention 189 and the main implications the ratification of Convention 189 had for the Philippines.
3. A workshop to present the results of analysis on the situation of child domestic workers and for the adoption of a Roadmap document towards strengthening the institutional and legislative response for the elimination of child labour in domestic work and the protection of young domestic workers in the Philippines was held in January 2015. The Roadmap to Eliminate Child Labour in Domestic Work in the Philippines Document identifies several areas for action such as:
 - a) Enhancing the knowledge base on child domestic work
 - b) Disseminating relevant information and carrying out further advocacy actions
 - c) Building capacity of relevant stakeholders to better deal with child domestic work
 - d) Adopting further legislative and political action, including to improve access of enforcement and other agencies to the informal economy, especially to the domestic work sector
 - e) Paying attention to the situation of migrant child domestic workers, and to the needs and vulnerabilities of child domestic workers in crisis and post-crisis situations
 - f) Continuing strengthening the role of social partners to end child labour, and to protect young workers of legal working age in domestic work
 - g) Strengthening protection, reception and reintegration mechanisms
 - h) Promoting education and skills development for child domestic workers, especially for girls

- i) Promoting social mobilization to eliminate child labour in domestic work and providing decent work for domestic workers
4. Key elements of the Roadmap have been captured by the Philippines Program against Child Labour (PPACL) 2016-2020, which has been updated in the framework of a workshop organised with the support of GAP11 and CLEAR projects in March 2016. The workshop had the participation of 60 people, mostly from the National Child Labour Committee (NCLC), key units of DOLE, and members of the Technical Working Group (TWG) on Decent Work. The PPACL was further refined in a workshop in January 2017 with funding from GAP11.

Alliance 8.7

The country has had issues of child soldiers and child labour in many other sectors. The ILO director mentions that Alliance 8.7 provides the opportunity to address bigger issues of education, training, monitoring and to bring access to services. This is important because lack of access to services (particularly education) is a factor for children to become involved in the conflict situation.

Alliance 8.7 will give ILO and partners the chance to work more closely with UNICEF. There was a regional event related to Alliance 8.7 with delegations from the Philippines attending but no national launch to date. Currently, ILO is supporting the government with SDGs and specific indicators (e.g. mainstreaming collection).

Key Achievements and Lessons from Philippines

- The 2013 legal framework review recommended that cases of the worst forms of child labour be tried under laws for trafficking, which are strongly enforced in the Philippines. This may lead to judicial overreach, though, and ignores the fact that child labour is partly economic in origin, and it cannot be addressed only in a punitive manner.
- The SBM teams were established in each of the four provinces under the supervision of the Provincial Child Labour Committees (PCLCs). However, only two were operational at the time of GAP11's mid-term evaluation.
- While labour inspectors have a mandate to identify cases in the formal and the urban economies, a majority of child labour cases are expected to be found in the agricultural sector, the monitoring of which is relatively more difficult.
- One limitation is that DOLE has been for a long time the agency taking the lead in CL issues. DOLE however is limited to the formal sector and works only at the provincial level.
- It is necessary to improve the knowledge of the labour inspectorate on the links between child labour and OSH (particularly for children between the ages of 15 and 18 years) as well as the inspectorate's capacity to implement their mandate in this regard.
- The elimination of child labour may be advanced by mainstreaming child labour issues into social protection mechanisms (and making social security payments contingent on, for example, children's school attendance), perhaps through the activities of the SBM-

QATs and through the contribution of the Department for Social Welfare and Development. Child Labour has been mainstreamed in social protection programs, including cash transfers by the Dep. For Social Welfare and Development.

- Continued support for the development and testing of a school-based child labour monitoring and referral system for the Department of Education is required. The Department of education is developing a policy on CL under the CLEAR project, expecting that all schools will be able to detect CL among their students. Flexible alternative learning systems would help children in vulnerable households stay in school longer.
- The ILO team officer suggested that forced labour should receive more attention at the level of the ILO country office, as most projects being implemented related to child labour.
- The lack of staff dedicated solely to GAP11 activities meant that the capacity of the office to utilise GAP11 funds for activities was low.
- Dynamics within the government and changes in leadership affected the course of project work.
- A hotline was expected to be set up in the last six months, potentially with GAP11 support. However, at the end this idea was dropped, as the DOLE did not have the funds for staff to attend calls permanently. It was then proposed that the already existing hotline of the Department of Labour be used instead.
- The National Child Labour Committee, which is a highly effective voluntary intergovernmental partnership has not been institutionalised, and depends on partners for its management and funding (for even small operations like meetings). However, it is soon to be formalised, in a welcome move.
- The government requires support on the analysis and use of data.

2. ECUADOR

Context of GAP11 Intervention

Conventions 182 and 138 were ratified in 2000 in Ecuador, and institutional mechanisms were established in the course of ILO-IPEC work over the past 17 years. A National Action Plan (NAP) for child labour was adopted in 2008, and went on till 2014. The NAP ensured state budget allocation, as well as designation of responsibilities. Another NAP was prepared for 2014-18 and is being used by the government, but has not been officially adopted yet. A NAP on trafficked labour has also been drafted, where forced labour has been addressed.

Timeline

December 2012	National rapid situational analysis on child domestic work completed
August 2013	A “Review of the national legal framework on child domestic work” was completed
September 2013	The Forced Labour Specialist of the project undertook a scoping mission to Ecuador, and met with the Ministry of Economic and Social Inclusion- MIES (Ministerio de Inclusión Económica y Social)
18 December 2013	Ecuador ratified Convention 189
July 2014	“Protective Policy Framework Document to Eliminate Child Labour in Domestic Work and to Protect Young Domestic Workers of Legal Working Age in Ecuador” was completed
July 2015	“Protective Policy Framework Document to Eliminate Child Labour in Domestic Work and to Protect Young Domestic Workers of Legal Working Age in Ecuador” was validated within the framework of a Ministry of Labour and Employment (MoLE) coordination table to plan upcoming activities
November 2015	Capacity building workshop on forced labour for key government officials
May 2016	The Ministry of Labour started working with the ILO on an awareness campaign on the issue of adolescents in domestic work.
March 2017	Study initiated on knowledge, attitudes and practices related to child labour

GAP11 Implementation

Component 1: Capacity Building and Strategic Policy Development

Sub-component 1.4: Policy Development

1. The Labour Department, with the support of GAP11 had set up ‘The Task Force for Elimination of Child Labour’, which also collaborates with the ‘Anti-Trafficking Commission’ of the Ministry of Interior, as they generate region specific policies. These include inter-cantonal policies for labour migration, as well as international policies for labour migration, both for labour coming in and going out of Ecuador.
2. In 2012, the ‘Task Force for Elimination of Child Labour’ had decided on complete eradication of child labour from butchers and landfills/ garbage disposal centres. This has been achieved.

3. Activities in Ecuador were coordinated with the USDOL-funded project “Building Effective Public Policies against Child Labour”. This approach ensured a coherent intervention strategy. This also furthered support for ‘mainstreaming’ of child labour and forced labour concerns into interventions in relevant policy areas. The focus was on improving the responsiveness of policies and programmes targeting disadvantaged Afro-Ecuadorians and indigenous people.
4. ‘Program for the Eradication of Child Labour’ (PETI) proposes policies relating to child labour, and has issued a list of hazardous work for adolescents (children in the age group of 15-17 years), with 27 activities under it.
5. Upon the request of the authorities at the MoL, GAP11 provided technical support towards the forced labour component of a project on child protection, which was going to be presented to the National Secretariat for Planning and Development (SENPLADES). A Skype call took place in August 2016 during which the Brazilian experience on combatting forced labour through the implementation of USDOL projects in the country was shared with MoL representatives, and a mini-training on forced labour, through videoconference, with the participation of Geneva and Brasilia specialists was organised in November 2016. Unfortunately, the project proposal was not retained for funding by SENPLADES.

Component 2: Research

Sub-component 2.4: Thematic Reports

1. A local civil society group, *Comunidec*, was contracted under GAP11 to complete a study on the incidence of forced labour and child labour amongst Afro-Ecuadorians in the palm sector in Quinindé, Esmeraldas.
2. Follow up on the study took the form of engaging employers’ organisations, and representatives of affected groups, to explore policy changes that could address the needs of this section of Ecuadorian society to eliminate child labour. A workshop with the members of the Cantonal Board for Protection of Rights was organised in November 2015 in Quinindé.
3. The objectives of the workshop were to present the study’s findings and to discuss main concepts and approaches adapted to the local reality. The Cantonal Board of Rights in Quinindé has already taken action on the study; working in the palm-oil sector has been included in the hazardous work list for child labour.

Component 3: Protection of Child Domestic Workers

Sub-component 3.1: Awareness Raising and Advocacy

1. A rapid situation analysis on child domestic work was conducted in 2012. For the study, the government provided the research organisation with a letter, so that they could gain entry into homes employing child domestic workers.
2. In the context of activities for the World Day Against Child Labour 2013
 - a. GAP11 supported a campaign to support the ratification of Convention 189 along with the Association of Home-Paid Workers (ATRH)
 - b. Within the framework of the campaign, a workshop on child domestic work was carried out by ATRH, and was attended by several civil society organizations

3. In May 2016, MoLE began working with GAP11 on an awareness raising campaign on the issue of adolescents in domestic work. Children are rarely found working in the formal sector, as reporting and monitoring tools are strong, and include a database of workers and employers across the country. By contrast, children in Child Domestic Work are invisible and require special attention, making MoLE's attention necessary.

Sub-component 3.2: Regulatory and Policy Frameworks

1. Following the implementation of the awareness raising campaign on the WDAACL in June - 2013, the project started supporting ATRH actions in favour of decent work for domestic workers, and mainstreaming child domestic workers' protection concerns into its activities.
2. A "Review of the national legal framework on child domestic work" was completed in August 2013, and Convention 189 was ratified in December 2013.
3. A proposal for addressing the gaps in social services for child domestic workers was completed in May 2014.
4. "Protective Policy Framework Document to Eliminate Child Labour in Domestic Work and to Protect Young Domestic Workers of Legal Working Age in Ecuador" was completed in July 2014. It identifies several areas for action with a view to eliminating child labour in domestic work and protecting young domestic workers of legal working age.
5. In July 2015 Ministry of Labour organised a workshop to validate the "Protective Policy Framework Document to Eliminate Child Labour in Domestic Work and to Protect Young Domestic Workers of Legal Working Age in Ecuador". It was officially adopted, and the following main areas of action were identified: awareness raising on domestic workers' rights and obligations, acknowledgment of domestic workers labour rights through strengthening labour inspections, and promoting the effective application of ILO Convention 189.
6. In 2015 and 2016, GAP11, in full coordination with the USDOL funded PANADOR project, provided support to the MoL Labour Directorate on Attention to Priority Groups in the development of information materials on domestic work, as well as on the rights of young domestic workers, and on the elimination of child labour in domestic work. These materials were pilot tested with an organization of domestic workers.

Capacity Building of Local Partners

A capacity building workshop on forced labour for key government officials was organised in November 2015. The workshop aimed at presenting the study findings, providing basic concepts of forced labour and guiding governmental actions at both national and local levels to tackle forced labour. The goal of the workshop was to promote the inclusion of forced labour in the work of the Anti-Trafficking Commission.

ILO Core Support

The government requested the continued support of the ILO, which was provided to the PETI team, and the Ministry of Interior.

Alliance 8.7

The Ecuadorian Ministry of Labour and Employment (MoLE) is working on the response to SDG 8.7, and will give a presentation at the conference in Argentina in November 2017. The Ecuadorian government has committed to SDG 8.7, for the removal of all types of child and forced labour before April 2025. Through MoLE, Ecuador is part of a regional initiative to make Latin America and the Caribbean free of Child Labour by 2025. In keeping with this, policies to have the country free of Child Labour have been issued in Ecuador. Agreements have also been made for the exchange of experiences, with countries in the region, e.g. Panama, Argentina, Peru, Brazil and Costa Rica. Twenty-seven focal points have been set up, as well as a task force for every canton, and there is direct assistance from ILO for this work, which has been active since the beginning of 2017.

In the last phase of work, a study on ‘Knowledge, Attitudes, and Practices’ was commissioned in March 2017. The study aims to identify people’s perceptions, and practices related to child labour in domestic work and the protection of young workers. The study has been assigned to Communidec, and involves three sets of stakeholders: people directly involved such as parents, children, employers; local authorities and; stakeholders at the national level in charge of issuing policy.

Moving Forward

The stakeholders interviewed in Ecuador stated that the country’s constitution already has prioritised the elimination of child labour and Ecuador has good laws and implementation structures related to child labour. However, they felt that technical support from the ILO is continuously needed, in the form of guidance and information about successes and barriers in other countries, awareness raising materials, and capacity building at various levels.

Dealing with child labour in agriculture is difficult because traditionally, agricultural work involves work by the whole family. It takes effort to convince parents that children under 15 years of age should not be allowed to do any work. Work is being carried out with the agricultural ministry to put the elimination of child labour on their agenda.

With respect to forced labour, and related legislation, the Ministry of Labour is to prepare a review of existing laws, and the extent to which Ecuador has complied with international protocol. This independent study by the government is mandatory before the ratification of any national level legislation or plan, and the report is to be prepared and sent to the President at some point in the future. This study is being organised by a Task Force on Human Trafficking, for which the government has requested additional technical inputs from the ILO, till the ratification of a formal plan to address forced labour is complete.

Ecuador has been tasked with preparing a road map for addressing the employment of adolescents in small-scale gold mining, with potential collaboration from Colombia. Manuals and guidelines produced by Ecuador on the subject have been shared with Brazil, Panama, Argentina and Colombia.

Key Achievements and Lessons from Ecuador

- The practice of involving the government in surveys and research undertaken gives the surveying entity access to workers and employers across the country, and gives the government ownership of the findings of the study.
- The coordination with another USDOL project, at the outset of GAP11 ensured coherence of intervention strategies.
- ILO funded data collection at the national level but implementation at the grassroots level is fully funded by the government, resulting in complete local ownership of efforts.
- Child labour interventions are integrated with those for other target groups, which mainstreams the spending on child labour.
- A study on the incidence of forced labour and child labour amongst Afro-Ecuadorians in the palm sector in Quinindé, Esmeraldas was conducted and the findings were disseminated, leading to the inclusion of palm-oil sector in the hazardous work list for child labour by the Cantonal Board of Rights in Quinindé.
- There is a disproportionate incidence of child labour and forced labour amongst Afro-Ecuadorian and indigenous communities.
- Cultural perceptions, which allow the use of child labour within families, are a major barrier to addressing the issue. The Ministry recognises that it must continue to work in the community, raising awareness, and hone education strategies to include all children.

3. INDONESIA

Context of GAP11 Intervention

According to 2016 population estimates, 25.42% of the population, which is approximately 65.6 million, is under the age of 14²⁵. According to a study conducted in 2009, 1.7 million children in Indonesia are engaged in child labour. If children in the age group of 13-14 years were included, this number would be 3 million (2009).

IPEC has had several long running programmes in Indonesia funded by the Dutch, German, American governments and others. In 1998 a national network of NGOs working on child labour issues, called Network of Non-Governmental Organizations for Elimination of Child Labour (JARAK) was formed, which continues to be a major stakeholder. Indonesia ratified Convention 189 in 2002, and developed a TBP for the elimination of child labour by 2022. Government commitment to addressing child labour is high, and is highlighted in the development agenda.

The UNDAF Indonesia 2011-15 includes the intention to increase the “capacity of the government institutions to effectively implement the National Plan of Action on the elimination of the worst forms of child labour and ILO Conventions Nos. 138 and 182.” It also includes indicators such as the formation of District Child Labour Prevention Action Committees, with representation of youth groups, and/or women’s organizations, with action plans on the elimination of worst forms of child labour, containing gender-specific measures. GAP11 has contributed to these through research and dissemination work, with larger contributions continuing through the ILO’s PROMOTE project, to ensure implementation of Convention 189 on Decent Work for Domestic Workers. Promoting decent work for domestic workers has been used as the vehicle to approach the issue of child domestic labour.

Timeline

2013	JARAK carried out a countrywide survey and needs-assessment on child labour in domestic work
November 2013	GAP11 commissioned “A Review on the Mechanism and Practice of Law Enforcement in Cases Related to Child Labour and Forced Labour in Indonesia”
February 2015	Training delivered to build capacity of members of the National Action Committee, including labour inspectors on child labour for law enforcement officials
2015	Workshop conducted by GAP11 and PROMOTE for stakeholders to develop a sectoral national action plan to eliminate child domestic labour

²⁵ <https://www.cia.gov/library/publications/the-world-factbook/geos/id.html>

GAP11 Implementation

Component 1: Capacity Building and Strategic Policy Development

Sub-component 1.2: Monitoring and Enforcement

1. The government has implemented a programme called ‘withdrawal of child labour’ since 2008. They had a target for 8000 child labourers to be withdrawn in 2008, which is revised every year. This year (2017), the target is 12000.
2. The government’s child labour identification programme starts in April-May every year. The government first identifies child labourers to be withdrawn, after which the children are sent to a shelter for a month, until they can join schools in July. Work on identification continues throughout the year, however.
3. In February 2015 “Training on Child Labour for Law Enforcement Officials in Indonesia” was held to create a critical mass of trainers among labour inspectors and other stakeholders who will be able to engage in training with a focus on child labour.
4. Conditional Cash Transfers (CCT) exist for poor families, with one of the conditions being that children must be sent to school. A database of the poorest 10% of households exists, and though many people receive CCT, mapping methods are fallible, and exclusion errors exist, leaving some households without CCTs.
5. Schooling is free till the age of 14 in Indonesia, and no fee is payable at public schools. Additionally, programmes to support students in the purchase of educational supplies have been set up, whose vouchers cannot be exchanged for cash.
6. The training of labour inspectors is crucial, as most children work in the informal economy, in agriculture, or the service sector. Labour inspectors operate largely in the formal economy, so they cannot often identify cases of child labour. The costs of monitoring labour conditions in the informal economy, particularly in rural areas are very high, added to the lack of resources.

Sub-component 1.3: National Action Plans and Other Policies

The 20-year NAP on child labour, running from 2002 to 2022 is in place.

Component 2: Research

1. The Indonesian Centre for Law and Policy Studies (PSHK) was contracted by GAP11 to conduct “A Review on the Mechanism and Practice of Law Enforcement in Cases Related to Child Labour and Forced Labour in Indonesia”. The study was presented at a stakeholder meeting to discuss and validate the study in November 2013.
2. A survey on child labour in tin mining was completed, and the report disseminated.

Component 3: Protection of Child Domestic Workers, Convention 189

Sub-component 3.1: Awareness Raising and Advocacy

1. GAP11 worked with PROMOTE to conduct a workshop for stakeholders to develop a sectoral action plan for the elimination of child domestic labour in 2015. Further workshops are planned.
2. In 2013 JARAK carried out a countrywide survey and needs-assessment on child labour in domestic work.

Sub-component 3.2: Regulatory and Policy Frameworks

A National Action Plan was developed at a workshop with government, employers, JARAK, NGOs, academics and others in attendance. The NAP to address child domestic labour has not been approved yet, but JARAK remains engaged on the process. JARAK plans to use the occasion on the World Day Against Child Labour to focus attention on the issue of child domestic labour, and to renew efforts to get the NAP on child domestic labour endorsed by the government, as it has been doing for some years.

Alliance 8.7

There is strong political commitment to the SDG goals. In the regional meeting in Bangkok last September, the minister of manpower sent a message in support of Alliance 8.7. Indonesia also participated in a meeting on Alliance 8.7 held recently in the UK, and will attend the gathering in Argentina at the end of 2017.

There is a close cooperation between the Ministry of Manpower, the Ministry of Education and the national planning body. The ILO has promised further technical support to the government, to help it realise its commitments.

Moving Forward

1. Action is required to get the NAP on child domestic workers ratified.
2. More resources are required for labour inspections, and mechanisms need to be found to better inspect rural areas, the agricultural, and service sectors.

Key Achievements and Lessons from Indonesia

- Sectoral NAPs contribute to the development and achievement of a larger broader NAP.
- Inefficiencies arise due to frequent change of government staff. Staff leaving and joining the Ministry inconsistently is a challenge to building capacity, and long-term commitment to the issue. This happens at high levels, for example, when the Director of the Labour Directorate changed, time was lost in updating the new incumbents.
- Projects with more awareness and collaborative activities are more visible. PROMOTE conducts stakeholder meetings at the national and local level, and has many events at the sub-national level, which helps it to be a very visible project. PROMOTE has its own staff in Indonesia, which help it carry out more ambitious and well-planned activities.

4. PARAGUAY

Context of GAP11 Intervention

In Paraguay, the focus of GAP11 was adults and children in forced labour in the Chaco region – which is about 60% of the country’s territory, and includes about 5% of the population. Approximately 8000 people were thought to be living under FL conditions, as per a rough ILO estimate. Paraguay suffers from high levels of child poverty, and the practice of *criadazgo* persists, where poor families “lend” their children to more affluent families for domestic labour, in exchange for food and a place to sleep.

In 2014 government ministries were restructured and a Ministry of Labour was created, where previously existed a Ministry of Justice and Labour. Norm implementation has increased, but there have been conflicts with labour unions, particularly in matters related to labour union registration. Complaints were brought to the ILO for investigation under violations of Convention 87 on Freedom of Association and Protection of the Right to Organise. This is occurring at a moment when the country is making substantial progress on forced labour legislation.

Timeline

October-December 2013	Capacity building workshops for labour inspectors, judges, attorneys and public defenders
2014	Ministry of Labour restructured (formerly Ministry of Justice and Labour)
19 February 2014	The Tripartite Committee of Fundamental Rights and Eradication of Forced Labour adopted their First Action Plan on Forced Labour
May 2014	Sectoral tripartite workshop held to consult on the National Action Plan in the Central Chaco Region.
July 2014	Sectoral tripartite workshop to consult on the NAP held in Itapúa
September 2014	GAP11 supported a high-level mission to Paraguay to support the new Ministry of Labour
December 2015	Review of legislation relating to child labour and forced labour finalised
15 November 2016	National Strategy for Forced Labour Prevention endorsed by Presidential Decree
15 December 2016	GAP11 organised a workshop to disseminate the NAP

GAP11 Implementation

Component 1: Capacity Building and Strategic Policy Development

Sub-component 1.1: Legal and Regulatory Framework

GAP11 conducted a review of the legislation related to the forced labour of children and adults, which also examined the links to child labour legislation. The review developed upon previous research undertaken by another ILO project titled “Forced labour, discrimination and poverty reduction among indigenous peoples”. The legal study, finalised in December 2015, made

recommendations for amendments to legislation, based on comments made by the ILO's Committee of Experts on the Application of Conventions and Recommendations, CEACR. The study was not published but kept for internal use of the Ministry of Labour, as they felt that forced labour and indigenous peoples' rights to ancestral land should be dealt with separately.

Additionally, a new law was drafted on domestic work, protecting children under the age of 16.

Sub-component 1.2: Monitoring and Enforcement

1. Following consultations, the following activities were planned under this sub-component:
 - Training of labour inspectors
 - Improving the labour inspection checklist that facilitates identifying and interviewing workers
 - Training of judges and public prosecutors. This will be done in coordination with the Supreme Court

Capacity building workshops for labour inspectors, judges, attorneys and public defenders were conducted between October and December 2013. Participants gained a stronger understanding of how to identify and investigate cases of forced labour and child labour. The workshop in the Chaco region addressed the close link between forced labour and discrimination amongst the country's indigenous population.

2. A synthesis report on law enforcement of forced labour in Paraguay was drafted.
3. In September 2014, GAP11 supported the ILO to undertake a high-level mission to Paraguay to support the new Ministry of Labour on several fronts including labour inspection and labour administration.

Sub-component 1.3: National Action Plans and Other Policies

National Strategy on Forced Labour: A national strategy on forced labour was developed through tripartite consultations, which incorporated inputs from indigenous communities that were worst affected. The National Strategy for Forced Labour Prevention 2016-2020 was endorsed by Presidential Decree on 15th November 2016. GAP11 funded the elaboration of the first draft, and related consultations. The Presidential Decree was a major achievement as it marks the government's recognition of the problem of forced labour in the country, and enables the implementation of activities to address this. ILO had been advocating for this for several decades, and this piece of legislation is a major achievement of GAP11, as well as the result of a long-sustained ILO engagement with the country.

1. The Tripartite Committee of Fundamental Rights and Eradication of Forced Labour adopted their First Action Plan on Forced Labour on the 19th of February 2014 with GAP11 providing support.
2. GAP11 supported the ILO to hold its first sectoral tripartite workshop in May 2014 to consult on the National Action Plan in the Central Chaco Region. In addition, a regional tripartite workshop was held in Itapúa in July 2014. The National Action Plan was presented to the group, and a situational analysis of forced labour in Paraguay was

discussed. Conclusions coming out of the workshops included the very poor understanding of forced labour amongst the local populations in both Chaco and Itapúa.

3. The Ministry of Labour requested technical assistance, including guidance on a plan of activities for 2017-2018, and capacity building activities for labour inspectors. GAP11 organised a workshop on 15 December 2016, with the objective of disseminating the National Strategy. 51 participants attended the workshop, including members of the National Commission of Fundamental Principles and Rights at Work and Prevention of Forced Labour (CONATRAFOR), representatives of the Ministries of Labour, Public Works and Communications, Interior, Justice and Foreign Affairs, representatives of the National Police, the Court of Justice, the Paraguayan Rural Association, the Secretariat of Children and Adolescents, among others.

National Strategy on Child Labour: GAP11 provided support to CONAETI (The National Commission for the prevention and eradication of child labour and protection of adolescent labour) for advancing the formulation of a National Strategy on Child Labour. GAP11 also offered technical advice for drafting a bill on *criadazgo*, as one of the worst forms of child labour. This has been already endorsed by the Ministry of Labour and the President's Office, and is currently awaiting Parliamentary endorsement. The work of GAP11 on *criadazgo* builds on a previous ILO project on migration of domestic workers from Paraguay to Argentina.

Alliance 8.7

For the ILO in Paraguay, working on CL and FL together seemed to promote positive synergies, both in terms of the ILO team operation, and in terms of the issues addressed, as often child labour victims also became forced labour victims. Recently a commission of public institutions to follow-up in SDG 8 was created, but no specific actions appear to have been taken regarding SDG 8.7, or Alliance 8.7.

Moving Forward

1. Support is necessary for the dissemination and implementation of the National Strategy of Forced Labour Prevention 2016-2020, through the Tripartite Committee of Fundamental Rights and Eradication of Forced Labour, and other key actors such as labour inspectors, and local authorities of regions where forced labour is prevalent. The most pressing need is for funding consolidated work products, for the implementation of the Forced Labour Strategy including modules for further training, and seminars for parliamentarians to raise awareness.
2. There is a need to further strengthen the labour inspectorate, including by developing a proper and neutral complaints mechanism. There is an over-abundance of forced labour cases in the Chaco region concerning the various indigenous groups, which is connected to multiple forms of discrimination. In Itapúa, cases of forced labour were related to document retention for domestic workers and women in situations of sexual exploitation.
3. Support to the Tripartite Technical Committee is needed for furthering its objectives.
4. Community level awareness is needed with respect to forced labour, as was evident from the different workshops organised by GAP11.

Lessons Learnt

1. Not all issues need to be addressed jointly. The Ministry of Labour felt it important to address forced labour separately from indigenous peoples' right, to ancestral land, despite there being a close link between forced labour and discrimination against indigenous peoples.
2. The work of GAP11 on *criadazgo*, developed on the work of a previous ILO project on the migration of domestic workers, which was efficient.
3. Media attention in November 2014 focused on forced labour issues due to the exposure of a charcoal company and its employment of indigenous persons from El Chaco under forced labour conditions. This had a strong effect politically, and helped gather momentum around the issue.
4. In addition to the damaged relations between the government and labour unions, implementation of GAP11 was affected by political events including a controversial constitutional amendment to allow the President's re-election, which drew key actors and their attention away from involvement with GAP11.
5. Financial resources were limited, and this posed challenges. The ILO office in Paraguay tried to work around this by collaborating with partners also interested in the same issues, for example activities for the World Day Against Child Labour were funded by Plan International.

5. MONGOLIA

Context of GAP11 Intervention

Conventions 182 and 138 were ratified in 2001 and 2002 respectively, and institutional mechanisms were established during ILO-IPEC work funded by USDOL. IPEC had a project in Mongolia, which ran from 2006-2010 due to which a Worst Forms of Child Labour (WFCL) NAP was drafted. The NAP ensured state budget allocation, as well as designation of responsibilities, but when the IPEC work ended in 2010, implementation had not yet started. GAP11 implementation began in 2012, and built on the work IPEC did, though the IPEC programme covered a wider range of areas than GAP11.

Timeline

2012	GAP11 Implementation begins
October 2014	Report on revision of criminal code, with Ministry of Justice, and National Human Rights Commission of Mongolia completed
November 2014	National Committee on Elimination of the WFCL renewed
25 March 2015	Technical session on draft Criminal Law for stakeholders, including Ministry of Justice, Ministry of Labour, General Police Department etc.
May 2015	Capacity building event for National Committee on Elimination of WFCL
5 February 2016	Parliament approved new Child Protection Law (provisions on CL and WFCL drafted by ILO)
17 February 2016	Revised list of prohibited jobs and occupations for minors approved by Ministry of Labour
June 2016	Mongolia policy brief on CL produced by the ILO

GAP11 Implementation

Component 1: Capacity Building and Strategic Policy Development

Sub-component 1.1: Legal and Regulatory Framework

Consultations with ILO Mongolia were held at the outset of GAP11, resulting in the decision to target the thorough and comprehensive reform of criminal procedures law, and other legislation. The effort would be to reconcile Mongolian law with international laws and Conventions ratified by Mongolia. This effort focused on the complete prohibition of WFCL, and strengthening the protection of children in during court procedures, starting from investigation through court hearings. GAP11 also worked to make legal processes more accessible and client-friendly.

1. A report titled “Revision of the Criminal Code and related legislation for the full and effective prohibition of the worst forms of child labour and forced labour and protecting the rights of child victims and witnesses in Mongolia” was produced along with the Ministry of Justice, including input from the Labour Standards specialist in the ILO Decent Work Team in Bangkok, and the involvement of the National Human Rights Commission of Mongolia.

2. A session to build technical capacity on the draft Criminal Law was organised for representatives of the Ministry of Justice, Ministry of Labour, Legal Standing Committee of Parliament, General Police Department, Institute of Law and the Employers' Association. An ILO consultant provided technical guidance.
3. GAP11 and UNICEF supported research carried out by the Legal Research Centre on child horse jockeys in spring horse racing, examining existing regulations, and enforcement deficits. GAP11 provided technical support on health and safety. The issue was raised by CEACR, and was meant to sensitise more Mongolians to the suffering of children, which emerged as an issue that was not often discussed.
4. ILO inputs on child labour provisions of the draft Child Protection Law were submitted to the Ministry of Population Development and Social Protection (MPDSP). Consultations on the inputs were held with the MPDSP specialist on development policy relating to children, and other stakeholders.

Sub-component 1.3: National Action Plans and Other Policies

The National Action Plan for the Elimination of the Worst Forms of Child Labour (NAP-WFCL) was adopted by the government of Mongolia in October 2011, and was implemented in two phases in the period of 2012-2016. NAP-WFCL implements Mongolia's commitment to Article 6 of ILO Convention No.182 on the Worst Forms of Child Labour. A joint resolution of the Ministers of Labour and Population Development and Social Protection, renewed the National Committee on Elimination of the WFCL in November 2014, which supported efforts to combat child labour.

1. Capacity building in the context of the National Committee on the Elimination of WFCL was organised by the ILO.
2. ILO partnered with UNICEF to organise events on World Day Against Child Labour (WDAKL) 2015 where the theme was "No to Child Labour and Yes to Quality Education".
3. The list of jobs and occupations prohibited for minors was revised with ILO technical inputs, and the Ministry of Labour approved the revised list on 17th February 2016. GAP11 launched an advocacy campaign linked to the hazardous child labour list titled "A story of the pen", which contributed to the implementation of activity 7.9 of the NAP-WFCL, and was publicised on national TV. This ten-part series was translated into English, to further the advocacy on the list of hazardous work prohibited for minors, with broadcasting organised for eight of the programmes. When all the ten "Story of the Pen" episodes are ready, another broadcasting schedule shall be agreed on with the national network, TVC1, and was broadcast between October-December 2016.
4. It was suggested that horse racing in spring with children less than 18 years of age not be included in the hazardous list. It was finally included which is a big step, but implementation in this area needs support.
5. A study titled 'Rapid assessment on child labour in the construction sector' was conducted by a local NGO. The National Authority for Children provided specific information about the working children (65 children) identified during the

assessment, e.g. their age, sex, education status, how and why they came to this work, the types of work they do, and the working conditions. The assessment concluded that children, mostly 15-17 years old, are found in subcontracted small companies, or construction sites that are in sub-urban remote locations, and that children perform the types of jobs that were prohibited for minors in the constructions sector. The National Authority developed materials for outreach for Children, with a focus on hazardous CL in the construction sector.

6. GAP11 conducted research under Strategic Objective 5 of the NAP-WFCL, to study goals, hopes and aspirations of youth in making their school to work transition and enter the labour market, as well as to identify entry-level marketable skills needed for the 15-17 age group. GAP11 drafted a section on youth employment for inclusion in the draft State Policy on Employment, based on recommendations from the research. GAP11 also contributed in terms of technical comments for the south employment section of a draft Youth Development Policy, drafted by UNFPA in cooperation with the Ministry of Population Development and Social Protection.
7. In June 2016, the ILO Office for China and Mongolia, to which GAP11 contributed, produced a Mongolia policy brief on CL.
8. ILO supported the government in drafting a provision on CL for inclusion in the Law on the Protection of the Rights of the Child, supporting the articulation of the process to be followed to help children under WFCL. The Child Protection Law was approved by Parliament on 5th February 2016.
9. A study on children working in artisanal mining was carried out in 8 aimags, namely in Khentii, Darkhan-Uul, Selenge, Dornogovi, Bayankhongor, Uvurkhangai, Umnugobi and Tuv aimag. The final report is expected in 2017. Advocacy efforts included working with the Authority for Families, Children and Youth Development (AFCYD) to produce posters the elimination of CL in artisanal mining, which were used in training activities (3.3) in target locations.

Capacity Building of Local Partners

IPEC created a national network of 20 affiliated NGOs to prevent WFCL. Capacity building activities had been undertaken by IPEC when GAP11 began activities in 2011-2012, but due to government initiated legal reforms, saw a shortage of financial resources flowing into NGOs due to which all resources were committed towards continuing IPEC's work. Capacity building of government officials was needed in order to continue implementing the NAP WFCL and recently passed laws, as government officials change frequently in Mongolia and new ones needed training.

GAP11 implemented a series of training workshops in Mongolia covering all 21 aimags and the expectation is that after GAP11, Ministry of Labour (MoLE) will take its own trainers to do further training. There were 57 local officials in the 21 aimags, all of whom were trained. Two local capacity building training workshops on child labour issues were organised: i) training in Zavkhan aimag for western region on 20th October 2016, and ii) training in Khentii aimag for eastern region on 16th November 2016. The trainings were organised at the request of the Ministry of Labour and Social Protection.

The Ministry emphasised the importance of local capacity development on child labour issues at the moment of the government restructuring, following the Parliament election of June 2016. About 70% of the participants were officials newly appointed to their positions following the government restructuring and, thus, had limited or in some cases no existing knowledge of child labour issues. Under the new government, MoLE and Ministry of Social Protection were merged and at the local level, there were 2 departments, 1. Labour department, 2. Department of Child Protection. Labour inspectors are part of the labour department, and MoLE requested GAP11 to provide capacity building for them about child labour. GAP11 developed a training package in 2016, which was used for training government officials and labour inspectors. The MoLE provided significant support during the process and ownership from the ministry appears to exist.

Additionally, research related to ILO work was carried out by national organisations, guided by the ILO, which helped to build capacity within local organisations.

ILO Core Support

The government with the help of ILO technical expertise prepared a study on social protection and social protection strategies. There is a basic social protection floor for all citizens in Mongolia. The ILO technical specialist in Thailand and Beijing provided a lot of support.

Alliance 8.7

In 2016, Mongolian government requested ILO to provide technical support on CL. In response Bharati, (CTA of GAP11 in Geneva), made a presentation to the government on the concept and principles and objectives of Alliance 8.7: namely that globally all stakeholders need to come together and implement the CL and FL agenda. GAP11 hosted a first consultation between FL and CL stakeholders together. Between June and August 2016, GAP11 used the discussions of the consultation to draft a ToR on specific activities that had been requested. At the consultation, it was identified that collaboration was needed with UNICEF, UNDP, ILO Geneva, ILO (Thailand and Beijing) and the director of ILO Beijing. Additional funding was awaited. GAP11 activities in Mongolia were finished and the project closed, though implementation of activities, and recommendations of Alliance 8.7 consultations were not implemented.

2017

In the last six months, the GAP11 supported activities included organising capacity building for the community. Local organisations wanted a booklet and training materials, which is a cost-effective way to do trainings, to improve the trainings in their areas. The National Network Against the Worst Forms of Child Labour, which is a network of NGOs for elimination of child labour, has designed these, and will be distributing them to the community. Research has been commissioned in 16 provinces, covering police and inspection agencies, on monitoring mechanisms and preventing CL. This is a continuation of GAP11.

Moving Forward

The ILO team in Mongolia indicated, at the close of GAP11, that they needed inputs and continued work on certain specific fronts. The issue of children employed in horse racing needed continued attention. Laws and regulations need improvement, advocacy on the subject is required, and certain measures and actions have been directly requested by the CEACR to comply with Convention 138 and Convention 182.

Further engagement with the NAP is required, particularly to support implementation and follow-up on the Strategic Objectives 2 and 7 of the NAP-WFCL, and contribute to the implementation of its corresponding activities 2.9 and 7.5 and 7.10. The stakeholder suggested that more attention was needed on specific sectors with high vulnerability, such as CDW, and examines how children in these sectors can be addressed through national policy.

Additionally, the ILO team in Mongolia indicated that support to the Ministry of Labour and Social Protection (MLSP) in the review of the NAP and in the next steps on child labour in Mongolia, would significantly strengthen efforts to address WFCL.

Key Achievements and Lessons from Mongolia

- Stakeholders in Mongolia saw ILO support as important, and were aware of different projects through which ILO support was provided (effectiveness).
- GAP11 had good timing and built on the work of the IPEC project, expanding the knowledge sharing network, training materials, and advocacy materials.
- GAP11 focused on sector-specific research, leading to updating the hazardous work list, and focusing awareness raising efforts among government officials, and the larger community.
- The ILO evaluated the NAP and found that it had good impacts in awareness raising, and generating knowledge products or resources, but that very little money was set aside for implementation in the budget, and that the organisation structure was not clear.
- Discussions are under way for a new NAP, where CL will be a sub-programme within a larger national social protection and labour framework. This may be one strategic way to ensure continued funding for CL activities, i.e. rolling it into another broader project.
- Poverty remains a critical issue in Mongolia, impeding the reduction of CL.
- A national survey on CL was conducted in 2012 with IPEC support, but it was reported that there have been no national level surveys by the government of Mongolia since then, so there is a need for updating data.
- Data generated by GAP11 needs to be managed better. The accuracy of figures from the national statistical agency is sometimes questionable; data collection and management systems need to be strengthened.
- Capacity building and training exercises have enabled key stakeholders to participate in the process of addressing CL, as well as having contributed to the production of resources which may be utilised in the future, for further disseminating information.

- Border areas must be addressed more directly, as children are sent to China and Russia to perform jobs which are on the hazardous list. This kind of migration is difficult to monitor, and ILO support is required.
- More sector-specific research is required.
- Inspection agencies need strengthening.
- Support systems for victims of CL are required.

6. TOGO

Context of GAP11 Intervention

In Togo, GAP11 concentrated on improving knowledge, through in-depth analyses, awareness of and national capacity to deal with child labour issues, and the enforcement of legislation on domestic work. GAP11 worked closely with the Ministry of Labour Inspection and the results of GAP11 can be considered an important contribution to help set the foundation for child labour elimination in Togo. There is an observed reduction in the number of children working as domestic workers. GAP11 also conducted significant work in the framework of the NAP against child labour, which was validated in 2012, and within the framework of the social protection work in Togo.

Timeline

2012	National Action Plan against child labour validated by the government
October 2012	L'ENA started using training modules developed by GAP11 in modules for labour inspectors
December 2012	National rapid situational analysis on child domestic workers in Togo completed, including a review of the national legal framework
2013	Country-wide survey on child labour in domestic work carried out
24 May 2013	Training workshop held for tripartite constituents and civil society representatives to improve awareness on ILO CONVENTION 189
November 2013	New modules developed for the national training curriculum of labour inspectors, to sensitise them to child labour issues
10 December 2013	On the occasion of the International Day of Human Rights advocacy work on child labour in domestic work was carried out
10-12 March 2014	Child Domestic Workers Protection Policy Framework adopted during workshop
14-18 April 2014	Training of trainers held relating to the newly developed modules
22-24 July 2014	Training workshop on advocacy for child domestic workers primarily aimed at civil society actors
August 2015	Child Domestic Workers Protection Policy Framework validated and officially endorsed by the National Steering Committee
2016	Missions, workshops and technical inputs by GAP11 towards the creation of a representative national trade union for domestic workers and child domestic workers

GAP11 Implementation

Component 1: Capacity Building and Strategic Policy Development

Sub-component 1.2: Monitoring and Enforcement

1. GAP11 developed child labour modules for the national training curriculum of labour inspectors of the l'Ecole National d'Administration (ENA). L'ENA started using the training modules in one of their national trainings in October 2012.
2. GAP11 could expand the manual that had been developed for the training of labour inspectors by including modules for social workers, the police and

magistrates/judiciary. A working group of six professionals made up of two social workers, two representatives from the judiciary and two from the police developed modules for the national training curriculum, which has been used from November 2013 onwards, and have continued being used since then. The use of this module has sensitised labour inspectors to child labour issues. This training was also delivered to labour inspectors from Niger, Chad and Gabon.

3. A training of trainers was held on 14-18th April 2014, to ensure that those responsible for integrating the modules into the official training curricula were familiar with their contents and the pedagogical approach used in the manual. Modules for this were developed by GAP11.

Component 2: Research

Sub-component 2.1: National or Sub-Sector Child Labour Surveys

A country-wide survey on the situation of child labour in domestic work was carried out in 2013.

Sub-component 2.3: Country Situational Analysis and Policy Appraisal Reports

The development of a situational analysis report on child domestic workers in 2012 was followed by an analysis of priorities and of the role of the government in the fight against child labour. A series of workshops, under the aegis of the Ministry of Labour, fostered national dialogue, validated and disseminated the results.

Component 3: Protection of Child Domestic Workers

Sub-component 3.1: Awareness Raising and Advocacy

1. World Day against Child Labour (WDACL) June - 2013:
 - a. A training workshop was held on 24th May 2013 for tripartite constituents and civil society with a view of improving their knowledge on ILO Convention No. 189 and Recommendation 201 on Decent Work for Domestic Workers, and to present the theme of the WDACL2013 "No to child labour in domestic work."
 - b. GAP11 provided support to the Ministry of Labour in the preparation and dissemination of a message on child labour in domestic work through main mass media (TV, Radio and Press). In the message, the Minister of Labour raised awareness on domestic workers' situations and urged civil society, along with public authorities, to fight child labour in domestic work and to promote decent work for young workers in domestic work.
 - c. A press conference was organised on the theme of the WDACL 2013. Exchanges during the press conference, which was attended by the media, the tripartite constituents and civil society, focused on Convention No. 189 and especially on whether Togo should ratify it.
 - d. Studies produced under outputs 3.1.5, 3.2.1 and 3.2.2 were used, for awareness raising and information purposes, within the framework of the WDACL activities carried out in Togo.

- e. For the 2017 International Child Labour Day, there were a series of activities organised for Lomé and in the regions. A television and radio campaign was supported by GAP11.
2. International advocacy campaign on Convention 189
- a. Within the framework of the International advocacy campaign on Convention 189, promoted, funded, and supported by GAP11, the Global March against child labour identified three countries for country specific activities, including Togo. WAO Afrique (World Association for Orphans – Africa) was chosen as the local partner of the Global March in Togo.
 - b. WAO-Afrique, with the support of the Global March, organised a 2-day sub-regional workshop to generate strategies to be implemented for the ratification of the Convention 189 on 11th and 12th July 2013 in Lomé. Civil society actors attended the workshop from Togo, Benin and Côte d’Ivoire. The report on the country-based survey was approved during this workshop.
 - c. To mark the celebration of the International Day of Human Rights (10th December 2013), WAO-Afrique along with its partners in Togo organised advocacy and community mobilisation activities on the issue of child labour in domestic work in Lomé and Adomi-Abra. The activities were carried out by children and youth to raise awareness about the need to fight against child labour under 15 years and protect children over 15 years in domestic work as stipulated in the ILO Convention No.189.
 - d. As part of the celebration of the WDAFL 2014, WAO-Afrique held a working session with three children and youth clubs. The session included presentations from the participants followed by a discussion on this year’s theme of “Let’s eliminate child labour by extending social protection”. The unions for the protection of young domestic workers also put forth several suggestions.
 - e. From 22nd to 24th July 2014, WAO-Afrique organised a training workshop on advocacy for child domestic workers and civil society in the Centre Hihéatro of Avédji. 40 people, including 25 children and youth, and 15 adults from children and youth clubs and partner institutions of WAO-Afrique, attended the workshop. Using methodologies such as group activities, the workshop helped the participants to understand the basics of advocacy, the difference between advocacy and awareness and how to carry out advocacy activities, especially for child labour and child labour in domestic work.
 - f. Various advocacy and awareness raising materials/tools were developed. These included stickers, posters, and flyers. An on-line survey on child labour in domestic work was also developed for awareness raising.

Sub-component 3.2: Regulatory and Policy Frameworks

- 1. A review of the national legal framework as it pertains to child domestic work in Togo was completed in December 2012, as was a study assessing gaps in social services for child domestic workers.

2. A child domestic workers' protection policy framework document was drafted, and adopted during a workshop organised from 10-12th March 2014 attended by stakeholders from government, social partners, and civil society organisations. Within this framework the following activities were organised:
 - a. A capacity building workshop for trade unions aiming at mainstreaming child labour in domestic work elimination concerns as well as young domestic workers (of legal working age) protection concerns
 - b. A technical workshop with relevant public officers (General Labour Direction, National Employment Agency and Labour Inspectorate), domestic workers trade unions, domestic worker private placement agencies, and civil society organisations, for the adoption of a model contract for domestic workers, as well as for the adoption of a cooperation agreement between private employment agencies, the National Employment Agency and the Labour Inspectorate
3. The Child Domestic Workers Protection Policy Framework was validated and officially endorsed by the National Steering Committee in August 2015.

Capacity Building of Local Partners

Following requests received from several organisations of domestic workers and of young domestic workers to assist them in creating a representative national trade union, GAP11 undertook the following activities in 2016:

- i. A mission to each of the country's five regions to identify domestic workers associations and raise awareness on the importance of trade unions
- ii. A workshop targeting the representatives of the identified domestic workers associations
- iii. provided technical inputs and support towards the establishment of a National Domestic Workers' Trade Union (SYNATRAD)

Alliance 8.7

Togo is currently working on developing its National Development Plan aligned with the SDGs, and it is expected that SDG 8.7 will be well integrated (including actions against child labour and gender issues).

Moving Forward

Work with SYNATRAD was continued even after the end of GAP11 project work, particularly in terms of the ILO supporting them to reach young domestic workers in different regions.

The ILO uses the information collected during GAP11 project work to support the development of a social protection program, directly related to domestic workers. The focus is to extend the obligatory health insurance system to cover domestic workers, as the system currently excludes them.

Ensuring the mainstreaming of gender and child labour issues in Togo's National Development Plan is the most important step for assuring the sustainability of all the actions taken until now.

ILO is accompanying the Government in this effort in three main ways: offering information coming from national analysis, stakeholder workshops introducing legislators to the work that has and is being done on these issues, and through a consultant hired to support the creation of the National Program on Women's Labour who works in close collaboration with the committee in charge of the formulation of the National Development Plan.

Key Achievements and Lessons from Togo

- The development of training modules for labour inspectors to sensitise them to child labour was a key and sustainable action. The modules were also of use in other countries, magnifying their impact, and have been updated recently.
- The establishment of SYNATARD was a major achievement. As a result of the activities leading up to it, 9 organisations of domestic workers were identified, including two trade unions, and 96 persons from these associations, government, employment agencies, and civil society organisations received training on the important of organising in the domestic work sector.

ANNEX 2: GAP11 ACTIVITIES COMPLETED

The following annex contains two parts; the first part details the outputs obtained at a global level by the activities of the ILO under GAP11, and the second part contains an enumeration of the various components and sub-components under which ILO outputs have been classified under GAP11, followed by a country-wise detailing of the outputs classified under relevant sub-components.

PART A- GLOBAL AND REGIONAL OUTPUTS

1) REPORTS AND KNOWLEDGE SHARING

- 1. Sub-Regional Workshop on Exchange of Experiences in Child Labour Data Collection, and Use of Child Labour Data in Development of National Plans of Action, Siem Reap, Cambodia, 01-03rd December 2015**
 - a. The workshop brought together seven countries from South-East and East Asia (Cambodia, Indonesia, Lao PDR, Mongolia, Myanmar, Philippines and Vietnam) that have implemented national child labour surveys with technical and financial support of the ILO. The main producer (national statistical office, or equivalent) and the main user (Ministry of Labour, or equivalent) shared and exchanged experiences in national level child labour data collection, and in the use of child labour data in the development of a national plan of action on child labour. USDOL also attended the workshop.
- 2. Global estimates on child soldiers (vide Replacement of Output 2.1.5) (as mentioned in Technical Progress Report (TPR) of May and Oct 2016)**
 - a. In collaboration with UNICEF, ILO contracted FAFO, a Norwegian research institution, in early 2016 to explore various methodologies for producing a global estimate of the number of child soldiers. The purpose of the assignment was to propose several possible methodologies for determining global and country estimates of the number of child soldiers in different geographic situations of armed conflict. In order to discuss the findings of FAFO's study on methodologies, UNICEF and ILO convened a technical meeting in New York on April 11th and 12th, 2016, with key experts and partners. Over 20 participants from ILO, UNICEF, the UN, USDOL and NGOs participated in the meeting. In addition to the meeting, UNICEF and ILO agreed to conduct pilot studies in two to three countries to test the proposed methodologies as well as to produce estimates for those countries. ILO will lead the first pilot study for Syria.
- 3. Note on “No to child labour YES to safe and quality education in emergencies**
 - a. GAP11 produced a four-page note on “No to child labour YES to safe and quality education in emergencies”. The target audience is composed of humanitarian child protection and education actors. The intention is to draw their attention on the issue of child labour and education in emergencies, and to

encourage them to address it in a collaborative effort. The approach of GAP11 was, therefore, to recruit a child protection in emergency consultant and to develop the note in close collaboration with both the Child Protection (in Emergency) Working Group (under the Global Protection Cluster) and the Global Education Cluster. The note (in English, Spanish and French) has been widely disseminated to humanitarian actors in the field through the coordinators of these two networks (mailing lists include thousands of people around the world). It is also posted on the ILO website, the CPWG website and on the Global Education Cluster website. The note was also sent to ILO colleagues on field, and distributed at the high level and very successful event organised at the Palais des Nations on 12 June for the World Day Against Child Labour.

- b. It should be noted that the International Training Centre of the ILO (ITCILO) training course on child labour and education, which took place in Turin in September 2015, included a session on child labour and education in emergencies. The content of the session was widely based on the note produced under this project.

4. Factsheets produced on child labour

- a. The ILO is currently producing new global estimates on child labour, which will include new global estimates on child domestic work and on child labour in domestic work. As has been the case with the previous global estimates, GAP11 has already taken action towards producing a new factsheet on Child domestic work: Global estimates 2016. As the current global estimates also include data on household chores performed by children, some instances are likely to have an overlapping between domestic work and household chores. A second factsheet is also under production.

5. IIIrd Child Labour Global Conference in 2013 in Brazil.

- a. Building in the Brasilia Conference experience, GAP11 along with Argentina (organisers of the IVth Child Labour Global Conference) is exploring the possibility of having child domestic workers protection concerns reflected as relevant in the agenda of this conference.

6. Formulation of 'IPEC+ Strategy on Child Labour: Proposal for a Global Plan of Action 2016-2020'

- a. Following approval from USDOL of a project revision, replacing previous output 3.3.2 by an alternate output: "IPEC+ Strategy on Child Labour: Proposal for a Global Plan of Action 2016-2020", during the current reporting period were carried out consultations, with relevant stakeholders, including other ILO departments and field offices, towards the adoption of multilayer strategy on fundamental principles and rights at work with includes the following strategic documents:
 - i. Integrated strategy on fundamental principles and rights at work 2016-2020
 - ii. ILO IPEC+ Flagship Strategy International Programme on the Elimination of Child Labour and Modern Slavery

- iii. Research and evaluation strategy on fundamental principles and rights at work
 - iv. SDG Alliance 8.7 - Joining forces globally to end child labour, forced labour, modern slavery and human trafficking
 - b. All these documents, which are in the final stage of preparation, elucidate an action-oriented program within the framework of the post-2015 SDGs, and an integrated approach based on all four fundamental rights at work. These documents will also serve to facilitate partnerships and mobilise funding for the 2016-2020 Global Plan of Action and beyond.
- 7. **Module on “Measurement and analysis of child domestic work”**
 - a. A GAP11/ILO-TURIN task force was set-up for the preparation of this output. GAP11 identified two consultants, a lead one to prepare most of the modules and a second one to deal with a module on “Measurement and analysis of child domestic work”.
- 8. **Finalisation of ‘The Practical Guide to Ending Child Labour and Protecting Young Workers in Domestic Work’**
 - a. The Practical Guide to Ending Child Labour and Protecting Young Workers in Domestic Work has been finalised. The document has been proofread, and is currently being translated into French and Spanish. GAP11 is currently studying options for layout and considering the preparation of an electronic version in the PDF or EPUB format. As soon as an advance version of the Practical Guide with the decided layout is available, GAP11 will share it with USDOL.
- 9. **Regional Study on Central America**

Following consultation with national counterparts and DOL, it was agreed to replace the policy appraisal for Honduras with a regional study on Central America. Terms of reference were finalised during the reporting period and data is currently being identified.

2) CAPACITY BUILDING

1. E-Learning Tool

- a. During the reporting period, the revision of the e-learning tool on child labour for Labour Inspectors and Child Labour Monitors was completed. The final version will receive its final review during the next reporting period. Following this, the tool will be shared and available for use.
- b. In total, the e-learning tool was piloted in Uganda, Bangladesh, Lao PDR, Ethiopia, Philippines, Myanmar, Rwanda and Namibia. This was either through GAP11, the CLEAR project or other ILO training for labour inspectors.

2. Global NAP Tools

Two sets of tools (first 5 and then 7) were developed. Then GAP11 integrated comments from ILO colleagues and finalised the Global NAP Tools. During the next reporting period, the layout of the tools will be finalised and will be made available on the ILO website.

3) AWARENESS

International campaign on Convention 189 – The Global March

The Global March pursues a campaign to address child labour in domestic work in South Asia. One of the main aims of Output 3.1.3 was an international campaign on Convention 189. Since GAP11 started, 22 countries have ratified Convention 189. Five of these ratifications have been registered during the current reporting period. These ratifications include Panama, where GAP11 is carrying out the child domestic workers protection component, and where through the Global Campaign promoted by Output 3.1.3, the Global March partners have carried out advocacy actions. Contribution has been made towards the ratification of Convention 189, especially in the case of Panama.

PART B- COUNTRY OUTPUTS

Component 1: Capacity Building and Strategic Policy Development

- Sub-component 1.1: Legal and Regulatory Framework
- Sub-component 1.2: Monitoring and Enforcement
- Sub-component 1.3: National Action Plans and Other Policies
- Sub-component 1.4: Policy Development

Component 2: Research and Statistics

- Sub-component 2.1: National or sub-sector child labour surveys
- Sub-component 2.2: Child labour modules to existing impact evaluations
- Sub-component 2.3: Country-level situational analyses and policy appraisals
- Sub-component 2.4: Thematic Reports
- Sub-component 2.5: Building capacity of local universities & non-profit research organizations

Component 3: Protection of Child Domestic Workers

- Sub-component 3.1: Awareness raising and advocacy
- Sub-component 3.2: Regulatory and Policy Frameworks

In Ecuador, Indonesia and Philippines, all three components were carried out under GAP11. The components undertaken for the remaining countries are outlined in the following table.

Countries where only 1 component was undertaken								
Component 1			Component 2				Component 3	
Country	Entity responsible		Country	Entity responsible			Country	Entity responsible
	IPEC	SAP-FL		IPEC-SIMPOC	SAP-FL	UCW		IPEC
Laos			China				Pakistan	
Mongolia			India				Vietnam	
Burkina Faso			Jordan				Gabon	
Comoros			Malaysia				Panama	
DR Congo			Turkey					
Ethiopia			Lebanon					
Liberia			Ghana					
Rwanda			Malawi					
Sierra Leone			Morocco					
South Sudan			Mozambique					
Dominican Republic			South Africa					
Paraguay			Swaziland					
Azerbaijan			Uganda					
			Zambia					
			Belize					
			Brazil					
			Honduras					
			Mexico					
			Ukraine					
Countries where 2 components were undertaken								
Component 2 & 3 only			Component 1 & 2 only				Component 1& 3 only	
Country	Entity		Country	Entity			Country	Entity
	UCW	IPEC		SAP -FL	UCW	IPEC		IPEC
Kenya	C2	C3	Timor-Leste	C1 & C2			Cameroon	C1, C3
Togo	C2	C3	Mali		C2	C1	Namibia	C1, C3
							Haiti	C1, C3

The activities implemented in each country under the relevant components, are now described.

AZERBAIJAN

Sub-component 1.2: Monitoring and Enforcement

1. Training on child labour for labour inspectors was organised in Baku from the 2nd-6th November 2015. This included the use of the e-learning tool on child labour for labour inspectors and child labour monitors.

Sub-component 1.3: National Action Plans and Other Policies

1. Terms of reference for the background study for the development of the NAP were drafted at the outset of GAP11.
2. The study was published in November 2013 and was titled: “Child Labour in Azerbaijan: an outline of the status and possible way forward,” proposing viable strategies for elimination of child labour in Azerbaijan, including recommendations for action.
3. GAP11 organised a national workshop on child labour in Baku on 23-24 April 2014.
4. In July 2014, GAP11 supported the establishment of a national steering committee on child labour. The committee’s first meeting took place on 5th September 2014.
5. The manuals developed on the subject of the ‘ILO Bureau for Workers,’ ‘Activities on Child Labour and Trade Unions,’ ‘ILO Bureau for Employers Activities,’ and ‘Eliminating Child Labour: Guide for Employers’ were translated into Azeri and were used in activities with the Azerbaijan Trade Unions Confederation (AHIK) and Azerbaijan Employers’ Confederation’s (ASK).
6. The AHIK service contract began in February 2015 and ended in August 2015. It should be noted that AHIK contributed almost 50% of the total budget. AHIK conducted 4 workshops to raise awareness and build the capacity of trade unions representatives in four sectors (trade and service, education, transport and agriculture).
7. GAP11 signed a second contract with AHIK, to build the capacity of trade unions to contribute to the elimination of child labour (October – December 2016). Three training workshops were organised with the aim of raising awareness of trade union representatives on child labour prevention and elimination, and to enhance their capacity to propose and carry out effective strategies for child labour prevention.
8. The Supreme Council of the AHIK adopted AHIK policy and work plan on child labour on 25th December 2015. Both documents were developed with the technical and financial support of GAP11.
9. ASK’s service contract began in February and ended in August 2015. ASK conducted three workshops to raise awareness and build the capacity of employers in the following sectors: agriculture, food processing, service, trade and transport (8th May), service and trade, sweet and ice cream production, poultry sectors (11th June) and agriculture (24th July).

BELIZE

Output 2.1.1: National child labour surveys

1. The survey has been completed and its report printed/ disseminated

BRAZIL

Sub-component 2.4: Thematic research

Output 2.4.2 Study on the impact of social protection programs:

International Conference on Child Labour (Brasilia, 2013): the conference, informed by the 2013 World Report on Child labour, offered an opportunity for reflection and for joint policy dialogue between government, social partners, civil society, regional and international organisations on the progress made in the process towards the elimination of child labour, especially its worst forms, as well as a space for presenting proposals of mechanisms to accelerate the elimination of this phenomenon.

BURKINA FASO

Sub-component 1.2: Monitoring and Enforcement

1. During the initial missions and consultations, it was agreed that there was a need for a training tool for labour inspectors and need for a capacity building training to use the tool.
2. In 2011, with the support of the ILO, a methodological guide on labour inspection was developed in Burkina Faso. GAP11 supported the development and validation of “fiches de contrôle du travail des enfants” (checklists on child labour) on agriculture, artisanal gold mining and the informal sector. The checklists were presented at a workshop supported by GAP11 in July 2014 for revision/validation by labour inspectors representing 13 “Directions régionales du Travail et de la Sécurité Sociale” (Regional Directorates on Labour and Social Protection) with a view for these to be integrated into their work.
3. GAP11 hosted a CLM workshop in April 2014, and was also part of the committee that was formed to develop a roadmap for this. GAP11 also provided support to the awareness raising campaign by the R-CLES project on the worst forms of child labour in cotton and in gold mines in the regions of Cascades, Hauts-Bassins and Boucle du Mouhoun (April-June 2014).
4. In February 2016, the ILO country office in Abidjan received a request from the Minister of Labour of Burkina Faso to support the evaluation of the NAP 2011-2015 and the elaboration of a new child labour NAP. The Ministry of Labour, with the support of UNICEF, GIZ and Fonds Enfants, evaluated the NAP 2011-2015, and the report is set to inform the new NAP. During the reporting period, discussion regarding ILO’s possible technical and financial support to the elaboration of the new NAP took place between the Director of the child labour unit in the MoL and the FPRW specialist based in Abidjan. GAP11 contacted USDOL about this, as it understood that the CLEAR II project was active in Burkina Faso and that it was also meant to be supporting the NAP. During a phone-call with CLEAR II, GAP11 suggested that CLEAR II should take the lead with GAP11 providing technical support as and when needed. GAP11 also briefed CLEAR II on the outputs achieved in Burkina Faso and suggested that CLEAR II could follow up on the checklists that had been developed for the labour inspectorate. CLEAR II could look at opportunities to take the checklist further to support their use and to revise them as necessary.

CAMEROON

Sub-component 1.1: Legal and Regulatory Framework

1. A study to review the national legal framework on child labour and forced labour, with particular attention to child domestic work was concluded.
2. The legal review conducted under this component informed the development of the National Action plan.
3. GAP11 provided some technical support to the adaptation of the regulatory framework on child labour and forced labour based on the recommendations of the legal review. The results of the legal

review were discussed in a workshop aimed at developing a protective policy framework on child domestic work, which was organised the week of 13th October 2014 in Yaoundé.

4. The revision of the hazardous child labour (HCL) list was identified as a priority, and a critical review of the 1969 HCL list (arrêt No. 17/MTLS/DGRE) was carried out. At the orientation and training workshop of the National Steering Committee (NSC) during 8th-10th April 2014, a session was dedicated to informing members of the NSC about the use and nature of an HCL list and ways to identify hazardous child labour prohibited to children.

Sub-component 1.3: National Action Plans and Other Policies

1. Two consultations were held in ILO HQ with delegations from Cameroon. One was during the International Labour Conference in June 2013, when GAP11 met with the tripartite delegation and emphasised again the need to validate the draft NAP that was developed with support of GAP11. The same was done during a meeting with the Government's delegates in September 2013 in Geneva.
2. The government finalised, with the support of GAP11, the National Action Plan, which was discussed and validated during a national workshop held in Yaoundé on 18-20 March 2014.

Sub-component 3.1: Awareness raising and advocacy

1. World Day against Child Labour (WDAFL) June - 2013:
 - a. A workshop was organised to raise awareness among key stakeholders on child domestic workers, and the best ways to provide protection to them.
 - b. During the workshop, the reports produced under Output 3.1.5 (Rapid Situational Analysis on child domestic work) and 3.2.1 (proposal addressing gaps in social services for child domestic workers protection) were disseminated and discussed.
2. A Rapid Situational Analysis on child domestic work was completed in December 2012.

Sub-component 3.2: Regulatory and Policy Frameworks

1. A legal review of the national legal framework on child labour and forced labour, with attention to child domestic work was jointly developed with Component 1 (Output 1.1.1). It was completed in February 2013.
2. The proposal to address gaps in social services for child domestic workers protection was completed in February 2014.
3. Protective Policy Framework Document for the elimination of child labour in domestic work and the protection of young domestic workers
 - a. A workshop to present the results of the analysis of the situation of child domestic workers and the adoption of the Policy Framework document was held in October 2014.
 - b. 27 participants from several key public institutions in the fight against child labour attended the Workshop, as well as representatives from the social partners and civil society organisations.
 - c. The Policy Framework Document was fully included in the revised PANATEC. Nevertheless, endorsement of PANATEC is still pending as of March 2017.
 - d. The Protective Policy Framework Document identifies key specific actions such as:
 - i. Enhancing knowledge base on child domestic work
 - ii. Carrying out advocacy actions
 - iii. Building capacity of relevant stakeholders to better deal with child domestic work
 - iv. Promoting the ratification and implementation of ILO Convention 189

- v. Adopting further legislative and political action, including setting a clear minimum age concerning domestic work; revising the HCL list, adopting adequate protective measures regarding young domestic workers of legal working age, promoting the use of written model contracts, improving access to legal remedies, adopting adequate sanctions, disseminating relevant legal texts, paying particular attention to the situation of migrant child domestic workers
- vi. Continuing strengthening the role of social partners to end child labour and to protect young workers of legal working age, especially in domestic work
- vii. Strengthening protection, reception and reintegration mechanisms, and
- viii. Promoting education and skills development for child domestic workers, especially girls

Promoting social mobilisation to eliminate child labour in domestic work and provide decent work for domestic workers.

CHINA

Sub-component 2.5: Building the capacity of local universities and non-profit research organisations

1. Building on the successful collaboration during previous years, a workshop in Beijing was organised jointly with IZA and Renmin University. The workshop, held from Nov 18th-19th 2016, and hosted by the Renmin University of China. It focused on the Chinese Labour market transition, and allowed an in-depth discussion of Labour measurement issues arising from the adoption of the 19th International Conference of Labour Statisticians Resolution. The agenda of the workshop was shared with DOL previously.
2. A student was selected for conducting research on the impact of the education reform on child labour in China. Within this framework and as part of the support provided by UCW, she was invited to participate in a mission to the UCW Secretariat to work jointly with the UCW team on the research development. Preliminary data analysis points to data limitations and hence led to a revision in the focus of the analysis. The research looks at the interaction between education and household chores making use of the 1989 -2011 China Economic Nutrition and Health Survey. The study will be completed by the next reporting period.
3. A workshop focussing on gender issues was jointly organised with SITES and ICID at the University of Rome Tor Vergata, convening students and mentors from China, Turkey and Brazil to present their research.

COMOROS

Sub-component 1.3: National Action Plans and Other Policies

1. GAP11 contributed to the implementation of the NAP in two ways: i) the revision of the Penal Code and ii) participation in a national workshop aimed at discussing and validating the draft revised Penal Code.
2. GAP11 started a sensitisation campaign on the fight against the WFCL targeting members of the judiciary, mayors, journalists, women's organisations etc.
3. GAP11 supported the National Human Rights and Liberty Commission (CNDHL) of the government in organising awareness-raising workshops for civil society on the three islands Grande Comores, Anjouan and Mohéli on 03rd, 09th and 11th September 2013.

4. GAP11 also supported capacity-building workshops for key actors, especially regional committees, on the monitoring and implementation of the NAP on 12th, 14th and 27th September 2013, again on the three islands.

DOMINICAN REPUBLIC

Sub-component 1.2: Monitoring and Enforcement

1. The ILO is part of a co-ordination roundtable created by the Ministry of Labour, and in partnership with UNICEF supports the system design, installation and staff training on the CLMS.
2. In October 2012, a roundtable meeting took place with MITRA and UNICEF. Discussions during the meeting on the installation of the system/platform in the Ministry, focused on who would do what in relation to the establishment of the system. It was agreed that UNICEF would be responsible for the 'DEVInfo' platform, and the training of the future administrator of the system in the Ministry. The ILO would be responsible for developing the manual, the guide and a brochure describing the system.
3. Through this, GAP11 provided technical support to the development of guidelines and operating manuals for the system. GAP11 also supported the design and finalisation of a brochure describing the system.
4. Based on consultations between ILO San José and constituents in the Dominican Republic, GAP11 prepared a proposal for South-South learning and exchange between the DR and El Salvador. Based on the experience in El Salvador, technical assistance was meant to have been extended to inspectors from the Dominican Republic in order to strengthen the Municipal-based CLM systems in the informal economy, and agriculture in areas where child labour is concentrated in the Dominican Republic, and better link them to the labour inspectorate. GAP11 invested much time and effort in the development of the proposal and follow-up on it. However, it ended up cancelled, as both governments were not able to finalise the process.
5. Component 2 was cancelled for Dominican Republic since the TPR of 2015. Only collection of background information and past studies was done, and development of draft TOR for proposed sector specific survey was completed.

DEMOCRATIC REPUBLIC OF CONGO

Sub-component 1.3: National Action Plans and Other Policies

1. GAP11 facilitated a workshop of the Inter-Ministerial Committee to Combat the WFCL (November 2012), to discuss and validate the findings and recommendations of the study assessing the capacity of NAP institutions and developing a strategy for institutional capacity building.
2. GAP11 also funded the participation of a delegation from the DRC at the ILO NAP Implementation Workshop held in Burkina Faso at the end of October 2013.
3. An external OSH risk assessment in agriculture was carried out. The assessment covered three sub sectors (agriculture, livestock and fishing) and three "agro-ecological" zones (forest, savannah and peri urban environment) in the provinces of Kinshasa and Bas Congo.
4. The OSH risk assessment methodology was developed and field-tested before being carried out from the 4-19 November 2015. The team visited 27 farms (agriculture, livestock and fisheries) in three agro ecological regions of the province of Bas Congo (forest, savanna and peri urban).

Sub-component 1.4: Policy Development

1. The assessment of OSH risks in agriculture and fishing, documents the risks and hazards children face. It contributed to raising awareness on child labour in agriculture, informed policy recommendations on how to respond to child labour in the agricultural sector, and informed the development of the national hazardous child labour list with respect to agriculture and fishing.
2. During a mission to Kinshasa in February 2015, GAP11 policy officer had several bilateral meetings with agricultural stakeholders (ministries of agriculture, of rural development and of environment, farmer organisations and relevant UN agencies) to create awareness on child labour in the agricultural sector and plan activities under this sub-component.
3. A national workshop on child labour in Agriculture was conducted in Kinshasa on 12th-14th May 2015. The objectives were to: (i) create awareness on child labour in agriculture, (ii) exchange information on child labour in agriculture, (iii) identify opportunities for mainstreaming child labour issues into existing agricultural programmes and, (iv) create the basis for a solid partnership and agreeing of strategic orientations to address the problem.

ECUADOR

Sub-component 1.4: Policy Development

1. In September 2013, the Forced Labour Specialist of GAP11 undertook a scoping mission to Ecuador and met with the Ministry of Economic and Social Inclusion (Ministerio de Inclusión Económica y Social) (MIES), and the Ministry of Labour.
2. From the start of the programme, activities in Ecuador were coordinated with the USDOL-funded project "Building Effective Public Policies Against Child Labour" RLA/12/07/USA. This approach ensured a coherent intervention strategy cutting across all the FPRWs, and furthered support for 'mainstreaming' of child labour, and forced labour concerns into interventions in relevant policy areas. This support focused on improving the responsiveness of policies and programmes targeting disadvantaged Afro-Ecuadorians and Indigenous persons.
3. A local civil society group, *CommuniDec*, was contracted to complete a study on the incidence of forced labour and child labour amongst Afro-Ecuadorians in the palm sector in Quinindé, Esmeraldas.
4. There were briefing and coordination meetings with employers' organisations from the agriculture sector directly involved in the implementation of the study (Agricultural Chamber of the First Zone -CAIZ- and National Association of Oil Palm Growers -ANCUPA). The organisations had been informed of the nature and scope of the study and they agreed to support its implementation.
5. A capacity building workshop on forced labour that aimed at presenting study findings, providing basic concepts of forced labour, and guiding governmental actions at both national and local levels to tackle forced labour was organised for key government officials in November 2015. The goal of the workshop was to promote the inclusion of forced labour in the work of the Anti-Trafficking Commission (which is the biggest intergovernmental space dealing with these issues).
6. A workshop with the members of the Cantonal Board for Protection of Rights was organised in November 2015 in Quinindé. The objectives of the workshop were to present the study's findings and to discuss main concepts and approaches adapted to the local reality.
7. Upon the request of the authorities at the MoL, GAP11 provided technical support regarding the forced labour component of a project on child protection that was going to be presented to the National Secretariat for Planning and Development (SENPLADES). A Skype call took place in August 2016, where the Brazilian experience on combatting forced labour through the

implementation of USDOL projects in the country was shared with MoL representatives, and a mini-training on forced labour, through videoconference, with the participation of Geneva and Brasilia specialists was organised in November 2016. Unfortunately, the project proposal was not retained for funding by SENPLADES.

8. In December 2016, the government contacted the ILO to request technical assistance for the ratification of the Protocol 029 on Forced Labour. GAP11 organised a Skype call with the Government and a representative of the ILO's NORMES (International Labour Standards) Department, who explained the process towards the ratification of the Protocol to them. The Ministry is currently undertaking a review of the national legislation, with a view to ratifying the Protocol. This review will be sent to the ILO for comments and observations. GAP11 will support the country in the process of ratification.
9. GAP11 was invited by the MoL Ecuador to participate in the panel of "forced labour in vulnerable populations" in the framework of the II Ibero-American Congress on Labour Law that was held in Quito, in October 2016. GAP11 had the opportunity to present the joint work on child labour and forced labour undertaken in collaboration with PANADOR. Additionally, the Congress was an opportunity to present and raise awareness of the international instruments on forced labour, namely the ILO forced labour Conventions and the Protocol on Forced Labour. In total 3000 local and international participants attended the Congress, whose main objective was to share good practices and models of legislation in the Ibero-American region.

Sub-component 2.3: Country situational analysis and policy appraisal reports

1. Following the finalisation of the Terms of Reference, a mission to Quito was held in December 2016 to present and discuss the initial results of the country report with national counterparts. Consultative meetings were held in Quito in Dec. 2016, which also indicated an interest in conducting an analysis of the child labour impact of the 2016 earthquake. Data has been identified jointly with the INEC, and preliminary analysis is being conducted to assess the feasibility of the analysis. The report on child labour and youth employment in Ecuador was completed and shared with DOL in March 2017. Consultations concerning its dissemination are currently ongoing, as presidential elections have implications for communication with national stakeholders.

Sub-component 3.1: Awareness raising and advocacy

1. World Day against Child Labour (WDAKL) June - 2013:
 - a. GAP11 supported a mini-programme to undertake the campaign "I support the ratification of Convention 189, and you?" together with the Association of Home-Paid Workers (ATRH).
 - b. The campaign aimed at raising awareness on child domestic worker protection, promoting the ratification of Convention 189, and increasing the institutional capacity of ATRH.
 - c. Within the framework of the campaign, a workshop on child domestic work was carried out by ATRH and was attended by several civil society organisations.
 - d. The national rapid situational analysis on child labour was used for awareness raising and information purposes.
2. The "National rapid situational analysis on child domestic work" was completed in December 2012.

Sub-component 3.2: Regulatory and Policy Frameworks

1. Following the implementation of the awareness raising campaign on the WDACL in June - 2013, GAP11 started supporting ATRH actions in favour of decent work for domestic workers and to mainstream child domestic workers protection concerns into its activities.
2. “Review of the national legal framework on child domestic work”:
 - a. The legal review was finalised in August 2013
 - b. The country ratified ILO Convention 189 in December 2013 and undertook a legal review of the domestic workers legislation.
 - c. GAP11 shared the legal review of the national legal framework on child domestic work with relevant stakeholders, with a view of providing guidance regarding domestic workers under the age of 18.
3. The “Proposal addressing gaps in social services for child domestic workers” was completed in May - 2014.
4. “Protective Policy Framework Document to Eliminate Child Labour in Domestic Work and to Protect Young Domestic Workers of Legal Working Age in Ecuador”
 - a. The Protective Policy Framework was completed in July - 2014.
 - b. It identifies many areas for action with a view to better eliminate child labour in domestic work and afford protection to young domestic workers of legal working age.
 - c. The Document was discussed a second time and validated within the framework of a Coordination Table on Domestic Work, set up by the Ministry of Labour (MoL) in July - 2015.
 - d. The Protective Policy Framework was endorsed by the MoL through an official communication to the ILO, informing on its official adoption and identifying the following main areas of action: awareness raising on domestic workers rights and obligations, acknowledgment of domestic workers labour rights through strengthening labour inspections, and promotion of the effective application of ILO Convention 189.
 - e. In 2015 and 2016, GAP11, in full coordination with the USDOL funded the PANADOR project, provided support to the MoL Labour Directorate on Attention to Priority Groups in the development of information materials on domestic work, as well as on the right of young domestic workers and on the elimination of child labour in domestic work. These materials were pilot tested with an organisation of domestic workers.
 - f. Following the April 2016 earthquake, the country has focused its efforts in the immediate response to the victims and the reconstruction. Considering the risk of an increase of child labour in the aftermath of the earthquake, namely in the domestic work sector, during the current reporting period, and following discussions with USDOL, GAP11 has worked with relevant stakeholders in the development and preparation of activities targeting child labour in domestic work. Sub-contracts have been issued to undertake the following activities:
 - i. an awareness raising campaign on the prevention and the elimination of child labour and the protection of young workers in domestic work; and
 - ii. a study on Knowledge, Attitudes and Practices (KAP) to identify people’s perceptions and practices related to child labour in domestic work and the protection of young workers

Ecuador ratified Convention 189 on Decent Work for Domestic Workers on 18 December 2013

ETHIOPIA

Sub-component 1.2: Monitoring and Enforcement

1. GAP11 financed a workshop on capacity building of labour inspectors and other key partners on child labour monitoring in Addis Ababa (15-18 April 2013).
2. GAP11 collaborated with ILO Ethiopia, and the Ministry of Labour and Social Affairs on the development of training for labour inspectors at the provincial level.
3. The e-learning tool developed by GAP11 was used for the first time in the training of labour inspectors that was held in Ethiopia in April/May 2015.
4. GAP11 built the capacity of a core group of trainers (labour inspectors from both national and regional levels) to carry out trainings for a larger group. Under the supervision of the senior consultant recruited by GAP11, these trainers trained a larger group of labour inspectors using the materials developed by GAP11. Both activities took place in April/May 2015. This was complimentary to the training undertaken in April 2013, which was aimed at labour inspectors at the national level.

Sub-component 1.3: National Action Plans and Other Policies

1. Four Ethiopian participants attended an ILO Training Workshop on the Implementation of National Action Plans on the Elimination of Child Labour in Johannesburg (October 2013). The participants were trained in NAP implementation, the roles and responsibility of social partners and the Child Labour Unit.
 - a. The objectives of the workshop were to:
 - i. Equip the CLUs and National Steering Committees with basic information on child labour, NAPs and implementation strategies, Decent Work Country Programmes and available ILO information resources;
 - ii. Promote inter-sectoral and inter-institutional collaboration in NAP implementation in the participating countries,
 - iii. Promote networking and information sharing among NAP implementing institutions in the sub-regions (ECOWAS and SACU).
2. GAP11 is currently (as of April 2016) in discussions with ILO Addis, and the Ministry of Labour and Social Affairs (MoLSA), as support had been requested for the review and revision of the NAP. A TOR for the process of reviewing the NAP has been drafted in close collaboration with MoLSA, and GAP11 is now following up on possible dates for the review process.

GABON

Sub-component 3.1: Awareness raising and advocacy

1. World Day against Child Labour (WDAKL) June - 2013:
 - a. Project shared key messages and other materials with relevant stakeholders in Gabon.
2. A National Rapid Situational Analysis on Child Domestic Work including a Social Services GAP Assessment was completed in June 2014.

Sub-component 3.2: Regulatory and Policy Frameworks

1. The Review of the National Legal Framework on Child Domestic Work was completed in May 2013.
2. A National Rapid Situational Analysis on Child Domestic Work including a Social Services GAP Assessment was completed in June 2014.

3. Sectoral Plan of Action to eliminate child labour in domestic work and to protect young domestic workers of legal working age:
 - a. A workshop to present the results of National Rapid Situational Analysis on Child Domestic Work including a Social Services GAP Assessment as well as the Review of the National Legal Framework on Child Domestic Work was organised in March 2015, in Libreville. These two studies formed the basis of the discussions.
 - b. The Workshop was attended by 28 participants from several key public institutions in the fight against child labour, as well as representatives from the social partners and civil society organisations.
 - c. This was the first activity to be carried out on child labour issues by the ILO in Gabon in many years. The different institutions and social partner's organisations that attended the workshop welcomed the activity.
 - d. The Plan of Action was adopted as a result of the workshop, and was officially endorsed by the government in November 2015.
 - e. The Sectorial Plan of Action identified the following key specific actions:
 - i. Enhancing the knowledge base on child domestic work.
 - ii. Disseminating relevant information and carrying out further advocacy actions.
 - iii. Building capacity of relevant stakeholders to better deal with child domestic work.
 - iv. Promoting the ratification and implementation of ILO Convention 189.
 - v. Adopting further legislative and political action, including setting a clear minimum age for domestic work, adopting the list of hazardous child labour, adopting protective measures for young domestic workers of legal working age, promoting the formalisation of the employment relationship through written contracts, improving the access to justice and the provision of dissuasive sanctions, and strengthening the labour inspection and its capacity to invest private homes.
 - vi. Paying particular attention to the situation of migrant child domestic workers.
 - vii. Continuing strengthening the role of social partners to end child labour in domestic work.
 - viii. Strengthen protection, reception and reintegration mechanisms.
 - ix. Promoting education and skills development for children and young workers prevented or withdrawn from domestic work and for young domestic workers of legal working age, especially for girls.
 - x. Promoting social mobilisation to eliminate child labour in domestic work and provide decent work for domestic workers of legal working age.

GHANA

Subcomponent 2.3: Country situational analysis and policy appraisal reports

1. The report was widely disseminated in a series of workshops, including a joint event with the Bank. Building on its results, and on an extensive dialogue with national counterparts, an in-depth analysis of child labour in priority sectors (cocoa growing communities, mining and fishing) is currently being conducted. The study will be completed by June 2017.

HAITI

Sub-component 1.1 Legal and Regulatory Framework

1. The legal review was carried out and finalised with comments from legal and forced labour colleagues. The ILO's Standards department received further comments and these were incorporated into the final document.
2. GAP11 supported a workshop in April 2014 to develop the Hazardous Child Labour List. The legal review was presented to the participants at this workshop and was used when developing the hazardous child labour list.
3. A workshop/technical meeting was held in November 2015, entitled "Atelier sur le renforcement de la réponse pour l'élimination du travail des enfants et la protection des jeunes travailleurs domestiques en Haïti" (Workshop on Strengthening the Response to the Elimination of Child Labour and Protection of Young Domestic Workers in Haiti). This was a combined follow-up activity to the legal review and the work being carried out under component 3. It also defined the next steps to be taken in Haiti regarding child labour.

Sub-component 3.1: Awareness raising and advocacy

1. World Day against Child Labour (WDACL) June - 2013:
 - a. GAP11 carried out activities in collaboration with the Ministry of Social and Labour Affairs and with international organisations such as United Nations Stabilization Mission in Haiti (MINUSTAH), UNICEF and International Organization for Migration (IOM).
 - b. The main purpose of the activities around the WDACL were:
 - i. Raising awareness of key institutions on child labour issues and specifically on child labour in domestic work and on the need to protect young workers of legal working age.
 - ii. Presenting the National Tripartite Committee's future activities, particularly the preparation of the hazardous child labour list, including the way child domestic work could be contemplated in this list, and
 - iii. Raising awareness on children in domestic work (including both permissible and non-permissible situations) through a roundtable discussion with key stakeholders, and at grass-root level, in schools and/or camps (IDPs) on child labour in domestic work.
2. Child Domestic Workers in Haiti 2014: Analytical Report including a Social Services Gap Assessment (See below under 3.2)

Sub-component 3.2: Regulatory and Policy Frameworks

1. The legal review on child labour, including in domestic work, was carried-out in collaboration with Component 1 of GAP11 in June 2014.
2. The Hazardous Child Labour List was developed during a workshop held in 2014. As of November 2016, it is awaiting official endorsement. The legal review on child labour was also presented during this workshop.
3. Child Domestic Workers in Haiti 2014: Analytical Report including a Social Services Gap Assessment:
 - a. GAP11 liaised with several international organisations (UNICEF and IOM) and civil society organisations (IRC and Terre des Hommes) to carry out an in-depth study on the situation of child domestic workers in Haiti, including a gap assessment on social services for child domestic workers. Therefore, this study covered Outputs 3.1.5 and 3.2.2 of GAP11.
 - b. For this purpose, the ILO signed a Memorandum of Understanding (MoU) with UNICEF.
 - c. GAP11 provided technical inputs on child labour in domestic work for this research and was part of the technical committee that oversaw it.
 - d. A research steering committee was set-up to review and validate the research findings, and adopt a set of recommendations based on the research.
 - e. The report was officially launched in December 2015. The event was attended by the Minister of Social and Labour Affairs of Haiti, as well as by representatives from several public institutions, the social partners, the civil society, international organisations and the mass media.
4. Technical meeting for the adoption of a sectoral plan of action on child domestic work:
 - a. The meeting was organised in collaboration with Component 1 of GAP11 in February 2016.
 - b. The meeting was aimed at developing actions to eliminate child labour in domestic work, to protect young workers of legal age at work in Haiti, and to advocate for the ratification of ILO Convention No. 189 on domestic workers, adopted in June 2011.
 - c. A Roadmap on child domestic work in Haiti was adopted, though it has not been officially endorsed yet.
 - d. The Minister of Social Affairs and Labour participated in the opening and the closure of the workshop. 70 participants, including governmental officials, representatives from the social partners, civil society organisations, as well as international organisations, attended the activity, in total.
 - e. Following the conclusion of the study on domestic work in Haiti, including a gap assessment on social services for child domestic workers early this year, UNICEF and the ILO received an invitation from the Canadian International Development Agency to develop a three-year proposal on child domestic work in Haiti. A proposal was prepared and submitted to the Canadian authorities for consideration. However, due to the political situation, this proposal has been put on hold for many months. Following Hurricane Matthew, the Canadian authorities are now considering speeding up the approval of this project insinuating that implementation could start before the end of the year. Canada and UNICEF had signed an agreement on the implementation of this project on child domestic work during the Oct 2016-Mar 2017 reporting period, and the ILO is set to implement some elements related to child labour.
5. Focal points for child labour within the government and trade unions
 - a. Given that the National Committee on Child Labour is currently inactive, the identification of focal points at the departmental level has been seen as an alternative to keep working on

the elimination of child labour in the country. It is expected that once reactivated, the National Committee will work with the focal points.

- b. The focal points for child labour within the government and trade unions have been appointed in each of the ten countries' departments in 2016.
- c. GAP11 has carried out two training of trainer's workshops on ILO Conventions 138 and 182 on the worst forms child labour and minimum age, and 189 on domestic work, as well as on the development of prevention and awareness raising strategies. It is expected that the focal points will replicate the training within their organisations.
- d. GAP11 has already started providing support to the focal points of the South Department to organise the training.

These activities that have had the support and commitment of the Ministry of Social Affairs, Ministry of Labour and trade unions, have contributed to raise awareness on child labour in the country and to identify short-term actions.

The election process was completed during the Oct 2016-Mar 2017 reporting period, and a new government (including a new Minister of Social Affairs and Labour) was installed in March. Therefore it is too early to have a commitment to reactivate the National Committee for Elimination of Child Labour from this ministry. The Director of Labour, under whom GAP11 gained strength, is not yet confirmed in his position. The National Plan on Child Labour, and the hazardous child labour list was submitted to this director for consideration.

HONDURAS

Sub-Component 2.3: Country-level situational analyses and policy appraisals

1. Output 2.3.1- Completed. The report is available online at:
http://ucw-project.org/Pages/country_reports.aspx?Country=96

INDIA

Sub-component 2.5: Building the capacity of local universities and non-profit research organisations

1. A student was selected for developing a study on the duality of youth labour market in India. The study, recently completed, was shared with DOL for comments.

INDONESIA

Sub-component 1.1: Legal and Regulatory Framework

1. PSHK was contracted to conduct "A Review on the Mechanism and Practice of Law Enforcement in Cases Related to Child Labour and Forced Labour in Indonesia". The study was presented at a stakeholder meeting to discuss and validate the study in November 2013. Feedback from the meeting was reflected in the revised version of the study.

Sub-component 1.2: Monitoring and Enforcement

1. Training was delivered to build the capacity of members of the National Action Committee (NAC), including labour inspectors as well as other relevant stakeholders in the fight against child labour. The training program "Training on Child Labour for Law Enforcement Officials

in Indonesia” was held in early February 2015. Some of the specific objectives of the training were to:

- a. Create a critical mass of trainers among labour inspectors and other stakeholders who will be able to engage in training with a focus on child labour.
 - b. Empower labour inspectors and other law enforcement officers through a better understanding of their role, functions, procedures, planning and reporting mechanisms.
 - c. Use strategic labour inspection and other law enforcement departments for enforcing child labour-related principles, rights and legislation.
 - d. Improve awareness on law and enforcement of the existing action committee on the elimination of child labour under the local Government, which is responsible for the implementation of local regulation (PERDA). The participation of representatives from NTT and East Java Province was expected to enable them to establish a common understanding with central government.
2. The training also had a TOT component, where participants were requested to prepare and deliver certain sessions.

Output 2.1.4: Indonesia (CL in informal tin mining): The survey has been completed and its report printed/ disseminated. However, the subject-matter in consultation with USDOL, had to be changed from informal gold mining to informal tin mining, since due to strict gold controls and legislation, CL in informal gold mining in Indonesia had become insignificant.

Sub-component 3.1: Awareness raising and advocacy

1. International advocacy campaign on Convention 189
 - a. Within the framework of the International advocacy campaign on Convention 189 carried out under GAP11 by the Global March against child labour, three countries were identified for country specific activities, including Indonesia. JARAK (Network of Non-Governmental Organisations for Elimination of Child Labour) was chosen as the local partner of the Global March in Indonesia, and carried out several activities, with technical and financial support from the Global March, under GAP11.
 - b. Within this context, in 2013, JARAK carried out a country-based survey on the situation of child labour in domestic work.
 - c. JARAK organised a public awareness raising campaign which was launched on 12 June 2013. The public campaign was attended by the General Director of PNKPA-Ministry of Labour and Transmigration (The Monitoring Division of Women and Children Working Norm), the Deputy Ministry of Women Empowerment and Child Protection, the Deputy Director of ILO office in Jakarta, the Trade Union Confederation, members of JARAK network, child domestic labourers, and street children.
 - d. Campaign materials were distributed with the aim of creating awareness of child domestic labour. The estimation of materials disseminated is about 5,500 pieces including flyers, stickers, bookmarks, napkins and souvenirs to public.
 - e. A needs assessment of child domestic labour was conducted in Indonesia in 2013 by JARAK.
 - f. JARAK along with JALA-PRT (National Network of the Protection of Domestic Workers) conducted activities towards adoption of the Bill of Domestic Workers Protection by the government. These activities included observing the Parliament Meeting of Commission IX (on Manpower and Transmigration, Population Affairs, and Health), which is in-charge of drafting the Bill, and engaging in constructive

dialogue with Members of the Parliament to put forth inputs for the Domestic Workers Provisions and Articles of the Bill. JARAK and JALA-PRT have also contributed in the inclusion of an Article on prohibition of child domestic labour in the Bill.

- g. On the occasion of Labour Day, (1 May 2014) JARAK, along with JALA-PRT and KAPRTBM (National Action for the Protection of Domestic Workers and Migrant Domestic Workers), organised a rally before the Presidential Palace and urged the President to enact the Bill of Domestic Workers and to keep his commitment of ratifying ILO Convention 189 made at the 100th ILC Geneva. Moreover, JARAK, JALA-PRT, and KAPRTBM went to Governor's house of Jakarta to lobby for the regulation of domestic workers and prevent children to work in this sector.
 - h. On the occasion of the World Day against Child Labour 2014, JARAK organised a training activity on child labour in domestic work in West Java. There were 30 participants from trade unions, NGOs, domestic workers union and agencies, government, etc. The main objectives of the training were: a) understanding the situation of child labour in domestic work and responding the challenges of this issue, b) identifying policies and programmes related with the issue of child labour, in particular child labour in domestic work, c) sharing good practices regarding child labour in domestic work programmes, and d) formulating strategic steps to support the elimination of the worst forms of child labour, child labour in domestic work.
 - i. JARAK conducted community meetings in Pasar Minggu sub-district (South Jakarta), Jambul Community (South Jakarta), and Depok City (West Java) in August and September 2014 to raise awareness on the issue of child labour in domestic work. The key aspects covered in these meetings were a) an overview of the issue of child labour in domestic work and education, b) prevention of entry of children into domestic work, c) trafficking in domestic work, d) introduction of community watch system, and e) introducing the role of domestic workers' organisations in preventing children into domestic work.
 - j. In terms of its advocacy and lobby efforts for ratification of Convention 189, JARAK worked with JALA-PRT and KAPRTBM on an academic draft for the Ministry of Foreign Affairs and Ministry of Law and Human Rights on ratification of the Convention.
2. Macro Analysis and Rapid Situational Assessment on Child Domestic Workers in Indonesia: Case studies of Jakarta and Greater Areas (See below under 3.2).

Subcomponent 3.2: Regulatory and Policy Frameworks

1. Review of the national legal framework on child domestic work
 - a. In coordination with the manager of component 1, many discussions took place with the ILO Office in Jakarta as well as with the Dutch-funded Education project which has a component in Indonesia and those legal professionals who were involved in previous legal reviews carried out.
 - b. During these consultations, it was stated that the legal review finalised in August 2011 under TBP PoS II (INS/07/03/USA) is still up to date.
2. Macro Analysis and Rapid Situational Assessment on Child Domestic Workers in Indonesia: Case studies of Jakarta and Greater Areas
 - a. The Macro Analysis covered Outputs 3.1.5+3.2.1+3.2.2 of GAP11 and it focused on the destination areas in Jakarta (East and West Jakarta) and the surrounded (Bekasi, and

Tangerang) and one sending area/district with high prevalence of domestic work (such as Sukabumi). It was completed in 2013.

- b. West Java province has been selected as the focus of the research site due to a high number of domestic and migrant workers from there (i.e. Sukabumi, Cianjur and Indramayu).
 - c. A validation workshop was held on August 27th, 2013 in Jakarta, with the participation of 30 national stakeholders, including staff from the US and Dutch embassies in Jakarta, the National Statistical Body, Research Institutions, NGOs, MoSA, MoEC, MoWE, MoHA, etc.
3. Child domestic workers protective policy framework document
- a. A workshop was organised, in collaboration with the USDOL funded project PROMOTE Project, from 10 to 12 March 2015 in Bogor, to present the results of analyses on the situation of child domestic workers and for the adoption of a Sectoral Plan of Action to eliminate child labour in domestic work in Indonesia.
 - b. Discussions were based on the ‘Macro Analysis and Rapid Situational Assessment on Child Domestic Workers in Indonesia: Case studies of Jakarta and Greater Areas.’
 - c. 35 participants from the Ministry of Manpower attended the workshop, BAPPENAS, Ministry of Home Affairs, Ministry of Education and Culture, Police, Ministry of Women Empowerment and Child Protection, Ministry of Law and Human Rights, Provincial offices of Manpower, Trade Unions Confederations (KSPI, KSBSI, KSPSI – Konggres Jakarta, KSPSI Rekonsiliasi), CSOs, and Universities.
 - d. At the end of the workshop, a sectoral action plan to eliminate child labour in domestic work in Indonesia was developed by the participants.

GAP11, in collaboration with the PROMOTE Project has submitted the sectoral action plan for the consideration of the Ministry of Manpower to seek for official endorsement on several occasions. The last submission was made by JARAK (a PROMOTE’s project implementation partner), which presented the draft sectoral action plan to the Ministry of Manpower, during a meeting chaired by the Acting Director General of Labour Inspection and OSH Development and his staff. The Acting Director basically appreciated the initiative to develop the sectoral action plan, and once more, committed to report to the Minister for possible endorsement. PROMOTE is now awaiting although no tangible result has been achieved till date.

Along with the PROMOTE project, there is continued exploring of avenues towards having the sectoral action plan endorsed. There is also exploring with relevant authorities the provision of assistance either to pave the way for the adoption of the sectoral action plan, or to assist in implementing some of the recommendations contained in the sectoral action plan that the Indonesia authorities might have more interest in implementing in the first place. Therefore, discussions are under way with PROMOTE project to ensure follow up of the Sectoral Action Plan, including through activities with workers organisations.

JORDAN

Sub-component 2.4: Thematic research

1. The following activities were carried out for Output 2.4.4: Study on child labour and forced labour in the garment industry.
 - a. Mapping exercise of the garment sector and associated goods, including desk research and expert interviews
 - b. Pilot survey instruments were developed, shaped and finalised
 - c. Data collection, entry, validation and analysis
 - d. National validation workshop to present study results

KENYA

Sub-component 2.2: Child labour modules to existing impact evaluations

1. A study on the impact of Cash Transfer for Orphans and Vulnerable Children (unconditional cash transfer program) in Kenya, in collaboration with FAO

Sub-component 3.1: Awareness raising and advocacy

1. World Day against Child Labour (WDAKL) June - 2013:
 - a. Stakeholders in child labour drawn from government, employer's organization, trade unions, NGOs, CBOs, and media gathered in Nairobi. The occasion was used to share information on child labour and recent research work on Child Domestic Work developed by the project i.e. the rapid situational Analysis on Child Domestic Work including a proposal assessing and addressing gaps in social services (both were completed in May 2013). The project also shared emerging good practices in combating child labour. In total, about 50 participants took part in the event. The national media, both print and electronic, broadcasted the story of the day, thereby reaching at least another 2 million Kenyans including the policy and decision makers.
 - b. Children exhibited an artwork activity depicting the situation of child domestic workers in Kenya's premier conference facility, the Kenyatta International Conference Centre. Children made clear that they want more action to protect them from exploitation and abuse. The children's representative warned of consequences of not protecting them, including not realising Kenya's Vision 2030 development blueprint.
 - c. A three-kilometre march from Karuturi primary school to the stadium at Cray Fish was organised. In this framework, music, theatre, and speeches aimed at raising awareness and calling for action to prevent child labour and protect young domestic workers were also held.
2. A Rapid Situational Analysis on Child Domestic Work including a Proposal Assessing and Addressing Gaps in Social Services was completed in May 2013.

Sub-component 3.2: Regulatory and Policy Frameworks

1. Review of the national legal framework on child domestic work, based on recent analysis carried out in the country, including preparation of a draft hazardous child labour list (December 2012) a legal analysis on child labour was decided against being carried out.
2. A Rapid Situational Analysis on Child Domestic Work including a Proposal Assessing and Addressing Gaps in Social Services was completed in May 2013

3. Roadmap to Protecting Child Domestic Workers in Kenya: Strengthening the Institutional and Legislative Response – A rights based approach
 - a. A workshop to adopt the roadmap was organised in in April 2014.
 - b. 37 participants from several key public institutions in the fight against child labour attended the workshop, as well as representatives from the social partners and civil society organizations.
 - c. The Roadmap identified many areas for action, with a view to eliminate child labour in domestic work and afford protection to young domestic workers of legal working age.
 - d. The government given the labour relations climate in the country has not officially endorsed the Roadmap. This has resulted in the paralysis of the national Steering Committee (NSC), and the reluctance of officers from the Ministry to discuss the roadmap in the NSC, as they were not sure if the government was ready to consider ratification of Convention 189, one of the issues identified in the roadmap document.
 - e. Considering the above situation and following discussions with USDOL in 2016, it was agreed to discontinue the GAP11 child domestic work actions in the country.

4. Mini-programme implemented by the Kenya Union of Domestic, Hospitals, Education Institutions, Hotels and Allied Workers – KUDHEIHA to raise awareness on child labour in domestic work
 - a. The mini-programme was implemented from January to June 2015, and had two main objectives: i) to raise awareness against child labour in domestic work and the need to protect young domestic workers of legal working age by organizing and educating young workers on their rights, and ii) to lobby for the ratification of Convention 189.
 - b. The mini-programme was implemented in three counties: Nairobi, Kisumu and Mombasa.
 - c. Activities in each county were undertaken in two days and consisted of:
 - i. The first day was devoted to training and awareness raising on child labour in domestic work and the protection of young domestic workers of legal age. Additionally, a survey was conducted to identify the profile of domestic workers i.e. age, gender, and level of skills. 286 people over the three counties (domestic workers, trade union representatives and civil society organizations) attended this activity.
 - ii. On the second day, peaceful demonstrations were carried out in the three counties. Participants presented a memorandum to the county governor and speaker office, to gather their support for the ratification of Convention 189. 70 people participated in the demonstrations in the three counties.

Given the closure of all ILO child labour activities in the country, it has not been possible to carry out additional activities.

LAO PDR

Sub-component 1.3: National Action Plans and Other Policies

1. GAP11 supported Lao PDR in developing the first draft of a work plan based on the NAP.
2. GAP11 provided technical support to Lao PDR by being in regular contact with Ministry of Labour and Social Welfare (MoLSW) and providing support when the NPA had to undergo slight revisions based on the review by the government. Supporting the development of the NAP in this way, built on preceding activities funded by the GAP 09 project (closed in December 2013) and the Dutch Education project.

3. The National Plan of Action (NPA) for Lao PDR received final approval and signature from the Prime Minister in April 2014. Prior to approval, GAP11 gave technical support to the Capacity Mapping carried out in December 2013, and supported the Child Labour and Education workshop carried out in March 2014. GAP11 provided support in identifying focal points on child labour among the various stakeholders. A one-day capacity-building training for these focal points took place in August 2014 to develop a NAP implementation framework.
4. The GAP11 work plan was revised and updated for 2015, with a focus on working closely with the MoLSW and the Ministry of Education on combined capacity-building activities that were organised alongside the 2015 World Day Against Child Labour the theme of which was Education. This included, for example, a capacity-building activity that was conducted jointly with the National Commission for Mothers and Children on International Children's Day and National Plantation Day in three regions of Lao PDR (Vientiane 31 May – 1 June; Luangprabang 4-5 June; Savanakheth 12-13 June 2015).
5. The e-learning tool (previously used at a training of labour inspectors in Ethiopia in April/May 2015) was used at a training of Labour Inspectors in Lao PDR organised by the ILO-implemented project "*Improving the Garment Sector in Lao PDR: Compliance through Inspection and Dialogue*".
6. GAP11 supported a workshop on the revision of the list of light and hazardous work for minors, which was conducted by the MoLSW in Bolikhamxay Province, on 13-14 August 2015.
7. A small study on child labour in agriculture was carried out in the two southern provinces of Savannakhet and Saravane in November and December 2015.
8. Ideas collected during missions to the south, north and central level of Lao PDR from local authorities for the development of proposals/concept notes and advocacy tools were integrated into Information, Education and Communication (IEC) materials and proposal development.
9. GAP11 supported the MoLSW in developing a Concept Note for resource mobilisation and donor relations. It has been submitted to the Minister of Labour and Social Welfare for comments and signature, and will be used in resource mobilisation efforts with various possible donors. MoLSW also plans to share it with the US Embassy in Vientiane.
10. GAP11 consulted with MoLSW and the ILO National Coordinator in Lao PDR on the workshop for the review of the first phase of the NPA. As the government was focused on ASEAN work during Oct 2016-Mar 2017 reporting period, the workshop is planned for the next reporting period. Comments on the agriculture study were provided. GAP11 was waiting for the revised version of the study.

National Staff: A national staff member was on board until the end of March 2016. GAP11 no longer has a staff member in Lao PDR, and will be working with the ILO National Coordinator to complete planned activities.

LEBANON

Output 2.1.1: National child labour surveys

1. The survey has been completed and the draft report is prepared, but its printing/ dissemination has been put on hold, for a variety of reasons, namely, high non-response rate among the sampled households, very low effective sample size, non-coverage of the Syrian refugee population, which is large and likely to have higher child labour presence, and the low infrastructure in terms of personnel of the national statistical office which adversely impacted on the data collection activities. In consultation with USDOL and the ILO Regional Office for the Arab States (headquartered in Beirut), it has been decided that a shorter version of the report mentioning the survey shortcomings, deleting 'national' in the report title, and containing the main findings on the surveyed child population shall be prepared and printed for public dissemination.

LIBERIA

Sub-component 1.1: Legal and Regulatory Framework

1. A legal review of national laws and regulation on child and forced labour was conducted.
2. The results of the legal review were presented and discussed in March 2015 at a workshop of the technical working group responsible for the drafting of the NAP. The delay was due to the outbreak of the Ebola virus.

Sub-component 1.3: National Action Plans and Other Policies

1. With technical input from GAP11, GAP08 produced a background study to support the development of the NAP, which was finalised and validated during a four-day workshop in May 2013.
2. During the same workshop financed by GAP08, participants received training on child labour reporting. The training emphasised the importance of ratifying the Convention No.138.
3. With support of GAP11, ILO staff from Ghana and the national coordinator in Liberia facilitated a workshop to begin the NAP formulation process in Monrovia. Ghana is one of the first countries in the region to develop a comprehensive NAP on child labour, for which the formulation process is often considered good practice worth sharing with other African countries. The objectives of the workshop were to:
 - a. Engage key Stakeholders and Institutions with the responsibility and mandate to eliminate child labour in strategic consultations toward the design of the Liberia NAP
 - b. Train the National Steering Committee (NSC) to lead the formulation of Liberia National Action Plan (NAP), and
 - c. Develop a framework for collaboration and coordination in the NAP development process.
4. After an improvement in the situation of the Ebola epidemic in the country, GAP11 organised a workshop to provide orientation and training of the technical working group, which took place during 23-27 January 2015. The outcomes of the workshop were a skeleton of the NAP, and a roadmap to finalise it.
5. The second draft of the NAP was used as a basis for a series of four regional consultations aimed at creating national ownership, which is critical to an effective and sustainable elimination of child labour – the first consultation took place in Zwedru in Grand Gedeh (28-31 March 2016). The three other regional consultations have been planned in Buchanan in

Grand Bassa, Tubman burg in Bomi, and in Gbarnga in Bong. The regional consultations were cost shared by WINROCK.

6. GAP11 supported the NAP Validation Workshop (14-15th February 2017). The objective of the workshop was to validate, at the national level, the draft National Action Plan on Child Labour Elimination. National validation of key policy documents is a sine quo non for Executive and ultimately, legislative enactment. The key stakeholders that attended the two days validation workshop were: ILO social partners (Liberia Labour Congress, Liberia Chamber of Commerce, and the Ministry of Labour), Ministries of Education, Gender, Children and Social Protection, Agriculture, UNICEF, Civil Society organisations including members of the National Steering Committee on Child Labour elimination. NGO's concerned with child labour elimination, Members of the Forth Estate, and Law Enforcement Agencies both from the judicial branch of government and the Liberia National Police. In total, there were 62 participants. The two-day national validation workshop offered partners and key stakeholders in the fight against child labour the opportunity to review the draft document by making inputs into the final draft of the National Action Plan. For the stakeholders in Liberia, the next step is to ensure the adoption of the validated document by the Cabinet.
7. National Staff: GAP11 no longer has a staff member in Liberia. The former project staff has been recruited by another ILO project, but is still able to provide some support to project activities.

MALAWI

Sub-component 2.2: Child labour modules to existing impact evaluations

1. A study on the impact of public work on child labour in Malawi, in collaboration with the World Bank
2. A study on a pilot unconditional cash transfer program (Mchiniji Pilot) in Malawi

MALAYSIA

Sub-component 2.1: National or sub-sector child Labour surveys

The collaboration with 'Justice Without Borders' was built on research findings undertaken as part of another project. These findings were used to build the capacity of front-line responders, and legal practitioners along the Indonesian-Malaysian migration corridor. Outreach efforts highlighted the timeliness of a workshop that was organised by GAP11 in Kuala Lumpur, Malaysia (15-17 November 2017) on "Strengthening Transnational Access to Justice for Indonesian Migrant Workers Returning from Malaysia". Further action is currently being taken to build on the result of this workshop.

MALI

Sub-component 1.4: Policy Development

1. GAP11 focused on mainstreaming child labour in the work of the agricultural extension services. Four regional workshops targeting agricultural stakeholders were organised in Sikasso (19-20th August 2014), Ségou (26-27th August 2014), Mopti (16-17th September 2014) and in Kayes (4-5th February 2015). The team of facilitators included the MoL (Cellule nationale de lutte contre le travail des enfants), the MoA (direction nationale de l'agriculture), the ILO, and an OSH consultant. The main outcomes of the workshops were:
 - a. Agricultural stakeholders trained on child labour and OSH

- b. The ToRs of the child labour focal points revised. These are agriculture sectors chiefs or a person designated by them (there are about 6-7 sectors per region)
 - c. Tools to collect information developed (e.g. on awareness activities conducted, on type of work performed by children, on injuries and illness related to work and on training activities for small producers)
- 2. GAP11 supported the revision of the Roadmap to eliminate child labour in agriculture. This was further discussed and improved during a sub-regional workshop on child labour in agriculture that was co-organised by the ILO international training centre, and FAO in Dakar in December 2015. This Roadmap had been elaborated upon in 2011, with the support of the ILO and FAO under the International Partnership for Cooperation on Child Labour in Agriculture. The process was in three steps:
 - a. Three preparatory meetings were held. Small groups composed of representatives from the ministry of labour, ministry of agriculture, ministry for the promotion of children and family, workers' organisation (Confédération syndicale des travailleurs du Mali), employers' organisation (Conseil National du Patronat du Mali), farmers' organisation (association des organisations professionnelles paysannes) and GAP11 to produce a draft revised roadmap (April-May 2015).
 - b. Regional consultations were held in Ségou and Sikasso to get feedback and buy-in from local stakeholders on the proposed revised roadmap (19-20 May 2015). These are two regions with intense agricultural activity (production of cotton and rice) and a high prevalence of child labour. The mission was composed of the same group as described above as well as a GAP11 policy advisor
 - c. National workshop in Bamako on 22 May 2015 to present and validate the revised roadmap. About 40 labour and agricultural stakeholders attended the workshop.
- 3. GAP11 conducted additional activities that contributed to the implementation of the Roadmap.
 - a. The first one was a capacity building workshop with farmers' organisations in the region of Ségou on 26-27th January 2016
 - b. The second was a workshop to build the capacity of village committees in the Office du Niger area (29-30th January 2016)
 - c. Thirdly, GAP11 supported a local NGO (Yeredon) to develop sensitisation programmes on community radios
 - d. Finally, GAP11 translated an image box on the use of pesticide developed by ILO and FAO a few years ago into a local language (Bambara)
- 4. An occupational safety and health external risk assessment in agriculture was conducted. This study is an activity of the Roadmap to eliminate child labour in agriculture, which was revised with the support of GAP11 in 2014. The purpose is to inform the revision of the hazardous child labour list as well as the development of training materials on OSH in agriculture
- 5. A team composed of an international and a national consultant, conducted an external occupational safety and health risk assessment in agriculture, livestock and fisheries. The results of the study were presented and validated in a workshop in Sikasso during the Oct 2016-March 2017 reporting period. This activity was funded by an ILO-funded project to combat child labour in agriculture (MLI/16/01/RBS). Under the same project, three outputs are being produced based on the results of the study:
 - a. A revised hazardous child labour list
 - b. A module on hazardous child labour for the "centres d'animation agricoles" training centres managed by the ministry of agriculture, which train agricultural extension services followed by a training of trainers

- c. Three image boxes to be used by agricultural extension services in their daily work on hazardous child labour in agriculture, livestock and fisheries (produced in close collaboration with FAO)

Sub-component 2.2: Child labour modules to existing impact evaluations

1. A study on the impact of the Speed School Program (remedial education program) in Mali (currently being finalised)

MEXICO

Subcomponent 2.4: Thematic research

Output 2.4.2 Study on the impact of social protection programs:

1. Revisiting the impact of Oportunidades on children's activity in Mexico. Evidence from nationally representative data: 2000-2010
2. Following the revision of GAP11, an analysis of the factors behind child labour trends is currently being developed. The study includes an in-depth analysis of the role of social protection in Brazil and in Mexico
3. A workshop was held in Mexico City in Feb. 2017, and convened national counterparts (INEGHI, Prospera, UNICEF, and Ministry of Labour) to present the study results and gather inputs

Sub-Component 2.5 Building capacity of local universities & non-profit research organisations

Output 2.5.2

Following the revision of the proposal submitted by additional students and the approval of the project extensions, the grants to the selected students will be disbursed during the next reporting period.

MONGOLIA

Sub-component 1.1: Legal and Regulatory Framework

1. At the outset of GAP11, consultations with ILO Mongolia were held resulting in the decision to contribute to the thorough and comprehensive reform of criminal legislation (including the criminal procedures law). The opportunity here lay in aligning the judicial system with international laws and Conventions ratified by Mongolia. GAP11's focus was on the complete prohibition of the WFCL and strengthening the protection of children in criminal procedures, starting from investigation through to the court hearing. In addition, GAP11 worked to increase the accessibility and client-friendly nature of legal processes.
2. A "Revision of the Criminal Code and related legislation for the full and effective prohibition of the worst forms of child labour and forced labour and protecting the rights of child victims and witnesses in Mongolia" began with the Ministry of Justice and continued through to October 2014. The report had input from the Labour Standards specialist in the ILO Decent Work Team in Bangkok and was completed with the involvement of the National Human Rights Commission of Mongolia.
3. A technical capacity building session on the draft Criminal Law was organised for representatives of the Ministry of Justice, Ministry of Labour, Legal Standing Committee of Parliament, General Police Department, Institute of Law and the Employers' Association.
4. GAP11 and UNICEF jointly supported research that was conducted into the issue of *child horse jockey in spring horse racing* and the existing legal regulations and enforcement deficits.

GAP11 provided technical guidance in developing methodologies for the health and safety part of the research.

5. ILO technical inputs with regard to child labour provisions of the draft Child Protection Law, and its submission to the Ministry of Population Development and Social Protection (MPDSP), were provided after consultations with the specialist in charge of children's development policy implementation at the MPDSP and other relevant stakeholders.
6. A technical session on the draft Criminal Law was held on 25 March 2015 with technical guidance of an ILO consultant and attended by representatives of the Ministry of Justice, Ministry of Labour, Legal Standing Committee of Parliament, General Police Department, Institute of Law, Employer's Association and the ILO.

Sub-component 1.3: National Action Plans and Other Policies

1. The National Committee on Elimination of the WFCL was renewed in November 2014 by the joint Resolution of the Ministers of Labour, and Population Development and Social Protection to further strengthen the country's ability to effectively combat child labour. In this context, GAP11 organised a capacity-building event in May 2015.
2. As an immediate follow-up, the revision of the list of jobs and occupations prohibited for the minors was carried out. The Minister of Labour approved the revised list on 17th February 2016.
3. The study, 'Rapid assessment on child labour in the construction sector', was conducted.
4. GAP11 in partnership with UNICEF, contributed to the organisation of World Day Against Child Labour (WDAKL) 2015. The theme was "No to Child Labour and Yes to Quality Education".
5. GAP11 facilitated discussions between ILO senior child labour specialists and the National Association of Career Counsellors.
6. GAP11 conducted research under Strategic Objective 5 of the NAP-WFCL to study goals, hopes, and aspirations of youth in making their school to work transition, and entering to the labour market, as well as to identify entry-level marketable skills needed for the 15-17 age group.
7. GAP11 launched an advocacy campaign on the hazardous child labour list, titled: "A story of the pen." The campaign contributed to the implementation of activity 7.9 of the NAP-WFCL, and involved the national TV network. GAP11 also produced technical texts to produce a series of stories on the jobs and occupations included in the hazardous child labour list.
8. A child labour factsheet was developed for Mongolia and is available in Mongolian and English.
9. The Government received support from the ILO in drafting a provision on child labour for inclusion in the Law on the Protection of the Rights of the Child. The Parliament approved the Child Protection Law on 5 February 2016.
10. Following the completion of a study on CL in the construction sector, the National Authority has developed materials for outreach activities for Children with focus on the hazardous CL in construction sector.
11. Research on the rights of child horse jockeys in spring horse racing was carried out by the Legal Research Centre, and jointly supported by UNICEF and the ILO. The research report with recommendations is available and was shared with USDOL.
12. A study on children working in artisanal mining was carried out in 8 aimags – namely: Khentii, Darkhan-Uul, Selenge, Dornogovi, Bayankhongor, Uvurkhangai, Umnugobi and Tuv aimag. The final report is expected in early 2017.

13. Advocacy on the list of hazardous work prohibited for minors took the form of translating the texts of eight (8) “Story of the Pen” programmes from Mongolian into English language. The National Network on WFCL will take it further to insert these English subtitles in the Mongolian version of the programmes. Broadcasting of the eight advocacy programmes through the national TVC1 channel was organised. When all the ten “Story of the Pen” programmes are ready, another broadcasting schedule shall be agreed with the TVC1 for broadcasting between October-December 2016.
14. Outreach and advocacy on the negative consequences of the hazardous work in mining took the form of producing posters on the subject of the elimination of child labour in artisanal mining. They were designed and produced by the Authority for Families, Children and Youth Development (AFCYD) and used in training activities (activity 3.3) on hazardous child labour in target locations.
15. It is expected that the local government officials (total 57 officials) who were trained at a training of trainers supported by the project shall be using the training package as a tool to carry out training events or similar interventions such as awareness raising, campaigns, or information session on child labour issues in their respective areas. Other stakeholders, including school teachers, social workers, students or school pupils, can also use the training package.

The content of the training package is as follows:

- a. Draft agenda of training
- b. Set of presentations:
 - i. Presentation I: Child labour concept & International standards
 - ii. Presentation II: Child labour situation in Mongolia
 - iii. Presentation III: The national legal framework and standards on the elimination of the WFCL
 - iv. Presentation III: Global child labour situation, SDGs & the target for elimination of the WFCL by 2025
- c. Group work guideline and materials:

Theme of a group work: “Identification of hazardous work prohibited for children & potential actions to prevent children from their involvement in hazardous child labour”
16. Two short video programmes on hazardous child labour in artisanal mining have been designed and produced by the AFCYD. The video programmes were used in advocacy and training activities on the child rights which targeted government officials responsible for child protection and labour issues.
17. The video programmes have been distributed electronically to all aimag level branches of the Authority for Family, Children and Youth Development for their own use for awareness raising, advocacy or training interventions in respective locations.
18. Radio programmes have been produced based on the video film and the programmes are now available.
19. Local capacity development on child labour issues
 - a. Two local capacity building training workshops on child labour issues were organised:
 - i) training in Zavkhan aimag for western region on 20 October 2016, and ii) training in Khentii aimag for eastern region on 16 November 2016. The trainings were organised upon request of the Ministry of Labour and Social Protection. The Ministry has emphasised the importance of local capacity development on child labour issues at the moment of the government restructuring following the Parliament election of June 2016.

- b. A total of 57 local officials from 21 aimags attended the two training workshops. Each aimag was represented by one official of the local Labour, Welfare department responsible either for child labour, inspection or OSH issues, and one official from the local Authority for Family, Children and Youth Development office responsible for child protection, case management issues. About 70 per cent of the participants were officials newly appointed for their positions following the government restructuring and, thus, had limited or in some cases no existing knowledge of child labour issues.
 - c. Therefore, the trainings were primarily aimed to improve understanding of the participants on child labour concepts and standards (global and national), build their capacity to identify hazardous child labour and plan and implement appropriate actions in their respective regions. The training emphasised advocacy on the revised national HCL list approved in February 2016 and improve their understanding of the types of hazardous work and encourage their commitment for effective enforcement.
 - d. The training sessions were structured as a mutual learning event aimed to provide information from the trainers on child labour concepts, global and national standards and actions against child labour on one hand, and to exchange views among participants with regard to local context of CL and ways for solution/actions on the other hand.
 - e. Group work helped the participants to get familiarised with the types of hazardous work that is included in the revised HCL list and to discuss challenges in terms of existing and emerging WFCL in their localities; and facilitate their ideas and suggestions for ways forward.
20. Rapid assessment of child labour in construction sector
- a. The rapid assessment carried out by a local NGO and the National Authority for Children provided specific information about the working children (65 children) identified during the assessment, e.g. their age, sex, education status, how and why they came to this work, the type of work they do and the working conditions. The assessment concluded that children, mostly 15-17 years old, are found in subcontracted small companies or construction sites that are located in sub-urban remote locations and that children perform the types of jobs that are prohibited in constructions sector for minors.
 - b. Based on the results of the rapid assessment, the National Authority for Children designed and developed advocacy materials.
21. Support in the area of youth employment policy
- a. GAP11 reviewed a draft Youth Employment Policy Review. This, alongside a study of children's aspirations when entering the labour market, contributed to a deeper understanding of the difficulties of transition to the labour market for Mongolia's youth from the perspectives of young people themselves.
 - b. GAP11 drafted a section on youth employment for inclusion to the draft State Policy on Employment. The youth employment part has been drafted based on the recommendations provided by the Youth Employment Policy Review (above).
 - c. GAP11 contributed to the ILO technical comments on a draft Youth Development Policy, and its section on youth employment, drafted by UNFPA in cooperation with the Ministry of Population Development and Social Protection.
22. Child Labour Policy Brief
- GAP11 contributed to the review of a draft policy brief on child labour that is being prepared by the ILO Office for China and Mongolia.

For the purpose of implementing Article 6 of the ILO Convention No.182, the Government of Mongolia adopted a National Action Plan for the Elimination of the Worst Forms of Child Labour (NAP-WFCL) in October 2011 and it has been implemented through two phases during the period of 2012-2016. The final evaluation of the NAP-WFCL has been carried out upon request of the Ministry of Labour and Social Protection by an independent evaluation team consisting of two experts.

Initial findings of the evaluation and the draft recommendations for way forward were presented by the evaluators at the tripartite evaluation workshop which was attended by the Government, employers and trade unions, civil society organisation, embassy representative and the Project Director.

During the reporting period, GAP11 also conducted a visit to a mining site in Berkh village. A draft of the mining study was shared with USDOL, comments were received and integrated. The final draft has also been shared with USDOL.

National Long-Term Consultant: During the reporting period a partnership was entered into with a civil society organisation that provides long-term support to GAP11.

MOROCCO

Output 2.1.2: Morocco (CL in agriculture): The survey has been completed and its report printed/disseminated.

MOZAMBIQUE

Sub-component 2.1: National or sub-sector child labour surveys (NCLS)

1. The National Statistical Office (INE) introduced some questions to ascertain child labour statistics in the labour force module to the Integrated Household Survey in 2012 and 2014, but has not been able to analyse the data and prepare the child labour report. Communications with the INE not responded to due to elections and its aftermath in 2014 and 2015. The INE has provided mid-2016 the dataset to the ILO and has agreed to assist a contractor with inputs for the report development, but as the report has to be prepared in Portuguese, the search for a suitable bilingual consultant, preferably from Brazil, has yet to be confirmed.
2. In January 2017 a communication was received from IBGE expressing inability to collaborate due to its own work commitments.
3. The Universidade Eduardo Mondlane (UEM) was then contacted for collaboration in developing the child labour report for Mozambique, along with the sector-specific rapid assessment study of child labour in tobacco growing and tobacco production in Mozambique. UEM has indicated its acceptance, in principle, of collaborating on both outputs, further to which a draft, Terms of Reference, for the proposed rapid assessment, and the series of expected activities on preparing the Mozambique child labour report has been sent for UEM review.

NAMIBIA

Sub-component 1.1: Legal and Regulatory Framework

1. GAP11 recruited a national consultant to carry out “An assessment of existing and planned draft laws and regulations pending adoption relating to child labour, forced labour and child domestic workers with an emphasis on the insitutional arrangements and mechanisms to enforce these laws and regulations in Namibia.”
2. The validation workshop of this study took place at the end of May 2014.
3. In April 2015, GAP11 carried out a workshop to “present the results of legal and situational analysis on child labour for the Adopting a Roadmap document towards the Eliminate Child Labour in Domestic Work, Namibia”. The workshop was organised along with ILO DWT Pretoria.
4. Following a request from the MLIREC for a capacity building of labour inspectors and other stakeholders on child labour and on domestic work, two two-day workshops were conducted for 114 participants in October 2016. A former labour inspector, who had conducted similar capacity trainings before, developed the agenda and training materials, and co-facilitated the training together with GAP11.

GAP11 organised training for Capacity Building for Labour Inspectors and other Stakeholders on Child Labour and Domestic Work Inspection and Monitoring. The overall objective of the training was to build the capacities of the labour inspectorates and other stakeholders, to take action against child labour and forced labour, especially regarding hazardous child labour and child labour monitoring in the formal and informal sectors, particularly domestic work. The specific objectives were to:

1. Create a critical mass of trainers among labour inspectors who can engage in training with a focus on child labour
2. Empower labour inspectors and other stakeholders in Namibia through a better understanding of their role, functions, procedures, planning and reporting mechanisms
3. Mainstream child labour into all the main functions of labour inspection, at macro, and micro level, including the review of the Labour Inspections forms to address immerging situations
4. Familiarise labour inspectors and other stakeholders with the use of tools useful in undertaking labour inspections with reference to child labour and domestic work.
5. Enhance cooperation between labour inspectors and other stakeholders by identifying effective models of cooperation
6. Introduction of the E-learning Tool on Child Labour for Labour Inspectors and Child Labour Monitors

Two 2-day capacity-building workshops were carried out for labour inspectors and other stakeholders. In total, 104 stakeholders were trained in two batches of around 50-52 participants each. Prior to the capacity-building, a draft tool kit was developed. The tool kit as well as all presentations and background documents (relevant Conventions and Recommendations, etc.) were shared with participants, both in print and electronically on a USB. Participants represented labour inspectors, OSH inspectors, Ministry of Youth, Ministry of Gender (MGECW), Namibian Domestic Workers Union, Ministry of Education, TU representing HH sectors, Ministry of Home Affairs and Immigration, Office of the Prosecutor General, Women’s Action for Development (WAD), Industrial Relations Inspectors, Social Security Commission (Compliance Officer), International Relations Department.

A draft Action Plan was developed by all participants. The main focus of the draft Action Plan is on: review and updating of NAP and the hazardous child labour list, the need to activate the Inter-Ministerial Committee on Child labour formed in 2014, the absence of a specialised CL Unit, CLM in the informal economy, developing a database on CL, the need for more information on referrals and referral procedures, mapping of domestic workers, awareness-raising on rights of domestic workers and establishing focal points for this and exploring the possibility of relevant study tours for learning and experience-sharing. It also includes the recommendation to ratify C 81.

The Director of Labour Services as well as the Department of International Relations expressed interest in further ILO support for the revision of the hazardous child labour list and the National Action Plan.

It became clear during the capacity-building that there is need for collaboration with other stakeholders with regard to child labour as well as domestic work. There was great interest in the interventions, inputs and presence of other stakeholders and links between their work and that of labour inspectors were clearly identified and seen. The need to have continued discussions with other stakeholders on possible collaborative efforts was emphasised.

Sub-component 3.1: Awareness raising and advocacy

1. World Day against Child Labour (WDACL) June - 2013:
 - a. With support from GAP11 and the ILO Pretoria Office, the National Union of Namibian Workers (NUNW) and the Trade Union Congress of Namibia (TUCNA) developed and distributed awareness raising materials and achieved both high-level representation and extensive media outreach before and during the WDACL.
 - b. Following the support provided for the implementation of WDACL activities, both Trade Unions are integrating CL-concerns (with an emphasis on domestic work) in their ongoing work and have thus prepared outlines on how to mainstream them into their current or prospective strategic plans.
2. A Rapid Situational Analysis on Child Domestic Work including a Proposal Assessing and Addressing Gaps in Social Services was completed in November 2014.

Sub-component 3.2: Regulatory and Policy Frameworks

1. Legal review of the national legal framework on child domestic work
 - a. The legal review was intended to be done in collaboration with Component 1 of GAP11 in 2014. Constituents in Namibia felt that there have been two up to date assessments of laws and regulations relating to child labour and forced labour and it was not necessary to invest in another review
 - b. Constituents expressed that there is a gap in on enforcement/implementation of the existing regulations on child labour, and therefore proposed to carry out an assessment of gaps in enforcement/implementation challenges in the existing and draft laws/regulations relating to child labour, forced labour and child domestic work. The emphasis of this analysis was on assessing the institutional arrangements and mechanisms to enforce these laws and regulations in order to better understand what hampers their implementation/enforcement
 - c. This assessment of existing and draft laws/regulations was completed in 2014, and validated in a workshop held in May 2014
2. A Rapid Situational Analysis on Child Domestic Work including a Proposal Assessing and Addressing Gaps in Social Services was completed in November 2014.
3. Roadmap towards the Elimination of Child Labour in Domestic Work

- a. In April 2015, a workshop to present the results of the legal and situational analysis on child labour and to adopt a Roadmap towards the Elimination of Child Labour in Domestic Work was organised
- b. The Workshop was attended by 23 participants from several key public institutions in the fight against child labour, as well as representatives from the social partners and civil society organisation, and a representative from the US Embassy
- c. The Roadmap identifies the following actions:
 - i. Improving current knowledge base on child domestic work to better identify child labour situations (statistical data);
 - ii. Disseminating relevant information and advocate for change in social patterns towards child labour including in domestic work;
 - iii. Building capacity of relevant stakeholders to deal with child labour, including in domestic work;
 - iv. Advocating for the ratification and implementation of Convention No.189;
 - v. Adopting legislative and political action to end child labour in domestic work, by advocating for a minimum age to enter into domestic work, by following up on the approval process of the updated HCL and its implementation, including the way in which, if in any, domestic work should be contemplated, by following up on approval process and implementation of the light work list, by promoting the use of the existing model contract for domestic work, by strengthening access to justice (including legal aid), by determining and enforcing appropriate sanctions (prosecution), by disseminating legal and regulatory texts in accessible formats and language, by taking action towards ensuring better coverage and implementation of social protection laws and programmes with regard to child labour including children in domestic work;
 - vi. Paying particular attention to the needs and vulnerability of migrant children in child labour including those in domestic work;
 - vii. Strengthening the role of social partners (workers and employers) on eliminating child labour;
 - viii. Strengthening coordination of relevant agencies and stakeholders, at national and local levels, on child labour including in domestic work (e.g. and inter-ministerial committee or a national steering committee);
 - ix. Strengthening mechanisms for protection, referral and reintegration of vulnerable children and victims of child labour including in domestic work, at national and local levels;
 - x. Promoting an institutional framework for education and/or skills development, as relevant, for children and young people at risk of/in child labour, including children in domestic work;
 - xi. Promoting social mobilisation for reintegration of child labour victims, including in child domestic worker, and the protection of young workers of legal working age.

PAKISTAN

Note: As per exchanges with USDOL action in Papua New Guinea (PNG) under GAP11 component 3 has been discontinued, PNG has been replaced by Pakistan as of September 2014.

Sub-component 3.1: Awareness raising and advocacy

1. International advocacy campaign on Convention 189 (2013-2014).

Within the framework of the International advocacy campaign Convention 189 carried out under GAP11 by the Global March against child labour, national partners of the Global March carried out the following activities:

- a. In November 2013, the Grassroot Organisation for Human Development (GODH) organised an awareness conference on child labour in domestic work. The conference was attended by around 43 participants who included 2 Parliamentarians, representatives from governments departments, civil society and others
- b. In January 2014, and in response of deaths and rising abuses against children in domestic work in Pakistan, GODH, with the Global March support, run a petition to demand government action, including submission of a letter to the Prime Minister
- c. On the occasion of the WDACL June - 2014, the Global March and GODH supported a door-to-door awareness campaign on Child Labour in Domestic Work

Sub-component 3.1: Awareness raising and advocacy & Sub-component 3.2: Regulatory and Policy

1. Promoting Decent Work for Domestic Workers: A situational Analysis in Pakistan
 - a. GAP11 joined forces with the ILO project GE4DE funded by the Government of Canada in Pakistan, in order to undertake a joint research on adult and child domestic workers including a situational analysis (output 3.1.5), an analysis of the legal framework with references to domestic workers, adults and children (output 3.2.1) and a social services gap assessment (output 3.2.2)
 - b. The study covered the following provinces: Baluchistan, Khyber, Pukhtunkhwa, Punjab and Sindh
 - c. The study was completed and endorsed by ILO's constituents in January 2016
 - d. The study findings helped strengthening the provincial policy for domestic workers in the Punjab province that was finally approved in January 2016
2. Roadmap towards the Elimination of Child Labour in Domestic Work: due to the closure of the GE4DE project and the difficulties to produce a sectorial action plan on child labour in domestic work (Roadmap towards the Elimination of Child Labour in Domestic Work) it was decided to take a more practical action towards strengthening national capacities in this area. With USDOL agreement, a study visit targeting senior Pakistani officials and key stakeholders was carried out in October 2016 to the Philippines.

PANAMA

Sub-component 3.1: Awareness raising and advocacy

1. World Day against Child Labour (WDACL) June – 2013 with the GAP11 support:
 - a. A tripartite workshop on child labour in domestic work and Convention 189 took place on 11th June, it was attended by 70 participants from relevant ministries, workers and employers' organisations, civil society organisations and UN specialised agencies;
 - b. A Virtual Conference: "From labour exploitation to Quality Education" was organised on 12th June. It was attended by 50 participants from governmental institutions, civil society organisations, children and former child domestic workers, and UN specialised agencies;
 - c. A technical workshop on ILO child labour Conventions C.138 and C.182 and their link with Convention 189, was carried-out on 24th June, targeting 30 trade unionists.

- d. A booklet was produced on the worst forms of child labour, especially highlighting the domestic work of persons under 18 years of age targeting population of the provinces from where the child domestic labourers belong to.
2. International advocacy campaign on Convention 189 (2013-2014)
- a. Within the framework of the International advocacy campaign on Convention 189 implemented by the Global March against child labour, Panama was identified as one of the countries to carry-out country specific activities.
 - b. The Institute for Women and Children Development (IDEMI) was selected as local partner in Panama.
 - c. Within this framework, with the GAP11 support, through the Global March, between 2013 and 2014, IDEMI undertook the following activities:
 - i. Organised a video conference with civil society organisations, with the participation of an active group of adolescents from 4 provinces of Panama that form an integral component of the Movement called “Voice of childhood and youth” (RED Voz de la Niñez y la Juventud). A declaration “Education is a mighty tool for changing the world” was signed by children and adolescents from the provinces of Colón, Panamá, Coclé and Veraguas.
 - ii. Conducted a rapid assessment analysis of the situation of child domestic work in Panama. The analysis entailed compiling documentary evidence and conducting interviews with concerned officials from the statutory authorities responsible for providing information about child labour and child domestic labour. It also included information from the girls, children and adolescent workers identified in the night schools of Veraguas.
 - iii. Organised a virtual conference on “Social Protection and Child Labour”, with regional sub platform on child labour and the Global March partners from Central America. Discussions also included the issue of child labour in domestic work.
 - iv. Undertook a country-based survey on the situation of child labour in domestic work.
 - v. Designed and implemented an awareness raising campaign.
 - vi. Designed a web-based platform and made it operational to support the campaign. It included a mapping of the relevant resource materials on child labour in domestic work and child domestic work, activities and updates related to child labour in domestic work, newsletters for World Day against Child Labour in 2013 and 2014, among others.
 - vii. Together with other national agencies, organised an inter-institutional forum on 11 October 2013 to mark the International Day of Girl Child, focussing on the issue of exploitation of girls and children in domestic work. The inter-institutional event was very successful, attended by 134 representatives across the country of strategic importance.
 - viii. Important to note is that some of the activities in Panama have involved stakeholders from other countries, contributing to regional efforts on addressing child labour in domestic work and advocacy for ratification of Convention 189. For instance, the 2013 WDAFL activities saw the participation of civil society from Costa Rica, El Salvador, Honduras and Spain, via a virtual platform.

3. National rapid situational analysis on child domestic workers
 - a. The situation analysis was completed and validated during a workshop that took place in October 2012, with the participation of around 40 key stakeholders.
 - b. The final document, incorporating comments made during the workshop, was completed in December 2012.

The final document was used for awareness raising purposes during the WDACL 2013, and was shared with the Global March and the Institute for Women and Children Development (IDEMI) within the framework of the International advocacy campaign on Convention 189

Sub-component 3.2: Regulatory and Policy Frameworks

1. The review of the national legal framework on child domestic work was completed in May 2013.
2. The Proposal addressing gaps in social services for child domestic workers was completed in May 2014.
3. Protective Policy Framework Document to Eliminate Child Labour in Domestic Work and to Protect Young Domestic Workers of Legal Working Age in Panama:
 - a. A workshop to adopt the domestic workers protective policy framework document was held in August 2014
 - a. This workshop used the three studies carried out under Outputs 3.1.5 (National rapid situational analysis), 3.2.1 (Review of the national legal framework on child domestic work), and 3.2.2 (Proposal addressing gaps in social services for child domestic workers) as a basis for the adoption of the protective policy framework document
 - b. The workshop was attended by 50 participants from several key public institutions in the fight against child labour, as well as representatives from the social partners and civil society organisations
 - c. The Protective Policy Framework Document identifies a number of areas for action with a view to eliminate child labour in domestic work and afford protection to young domestic workers of legal working age
 - d. The Protective Policy Framework document was validated and officially endorsed by the National Steering Committee (Committee for the Eradication of Child Labour and Protection for the Adolescent Working Person - CETIPPAT) in July 2015
 - e. The National Steering Committee fully supported the 3 priority actions that were identified during the adoption of the Protective Policy Framework Document namely: increase awareness and information levels on child labour in domestic work with a view to change traditional social perceptions on child domestic work; promote the ratification and application of Convention 189 on decent work for domestic workers (notice that Panama ratified Convention 189 in June 2015); and adopt adequate policy and legal measures towards the elimination of child labour in domestic work
 - f. Under the guidance provided by the Protective Policy Framework, the ILO has continued assisting the MoL (MITRADEL), as well as the social partners, in several areas:
 - i. Awareness raising on child domestic work. Several meetings were organised with the National Council of Organized Workers (CONATO) during 2016, with a view to designing a campaign to raise awareness of child domestic work; to inform on the negative impact of child labour in domestic work; to raise awareness to denounce such cases; and on the available social services / channels to tackle those situations;

- ii. Adoption of the Hazardous Child Labour List, in January 2016, that includes domestic work as a hazardous activity;
- iii. Revision and update of the Inter-institutional Protocol to Handle Child Labour in order to include cases of child labour in domestic work in 2016. The review process included consultations with representatives of the Ministry of Labour; Secretariat of Childhood and Adolescence; Law Courts; Police for Children and Adolescents, and; municipalities. The protocol was validated in 2016 with relevant authorities.
- iv. Support a series of capacity building sessions on child labour in domestic work targeting trade unions members of the National Council of Organized Workers (CONATO) working in cities recognised as departure and arrival cities of child domestic workers. Activities have already started in Panama and Colon in 2016.

Panama ratified Convention 189 on Decent Work for Domestic Workers on 11 June 2015

PARAGUAY

Sub-component 1.1: Legal and Regulatory Framework

1. The focus in Paraguay was on forced labour of adults and children in the Chaco Region.
2. Previous research had been undertaken by a different ILO project in this area entitled “Forced labour, discrimination and poverty reduction among indigenous peoples”. The research conducted under this project built on the previous study.
3. The legal study reviewed national legislation on forced labour of children and adults and examined their links to child labour legislation. The aim of the study was to make recommendations for legislative amendments, based on the study’s conclusions and recent comments made by the ILO’s CEACR.
4. The legal study was finalised in December 2015 after input from parties concerned. It provided significant insights for the ILO to support the work undertaken by its supervisory mechanism, including follow-up to Paraguay’s case under C. 29 in the CEACR, which was heard in June 2013.
5. According to the Ministry of Labour, the two topics of forced labour and indigenous person’s rights to their ancestral land should be dealt with separately. The Ministry requested that for this reason the study not be published but be retained for internal use within the Ministry.

Sub-component 1.2: Monitoring and Enforcement

1. Following consultations, the following activities were planned under this sub-component:
2. Training of labour inspectors
3. Improving the labour inspection checklist that facilitates identifying and interviewing workers.
4. Training of Judges and Prosecutors. This will be done in coordination with the Supreme Court. Capacity building workshops for labour inspectors, judges, attorneys and public defenders were conducted between October and December 2013. Participants gained a stronger understanding of how to identify and investigate cases of forced labour and child labour. In particular, the workshop in the Chaco region addressed the close link between forced labour and discrimination, amongst the country’s indigenous population.
5. A synthesis report on law enforcement of forced labour in Paraguay was drafted.

6. In September 2014, GAP11 supported the ILO to undertake a high-level mission to Paraguay to support the new Ministry of Labour on several fronts including labour inspection and labour administration.

Sub-component 1.3: National Action Plans and Other Policies

1. Following consultations, the following two activities were planned under this sub-component:
 - a. Development of a National Strategy on forced labour. This strategy was developed through tripartite consultations and incorporated inputs from the most affected indigenous communities. It will be linked to the National Child Labour Strategy.
 - b. Support to the National Strategy on Child Labour.
2. The Tripartite Committee of Fundamental Rights and Eradication of Forced Labour adopted their First Action Plan on Forced Labour on the 19th of February 2014 with the ILO, through support provided by GAP11, playing a key part in this process
3. GAP11 supported the ILO to hold its first sectoral tripartite workshop in May 2014 to consult on the National Action Plan in the Central Chaco Region. In addition, a regional tripartite workshop was held in Itapua in July 2014. The National Action Plan was presented to the group and a situational analysis of forced labour in Paraguay was discussed. Conclusions coming out of the workshops included the very poor understanding of forced labour amongst the local populations in both Chaco and Itapua.
4. A Memorandum of Understanding was signed between the tripartite constituents and the Office, under the terms of which the tripartite advisory board to the Ministry of Labour, Employment and Social Security will cooperate with the ILO to examine any necessary legislative amendments to align the legislation with ratified ILO Conventions.
5. The National Strategy for Forced Labour Prevention 2016-2020 was endorsed by Presidential Decree on 15 November 2016
 - a. Following a request from the Ministry of Labour, GAP11 organised a workshop on 15 December 2016, with the objective of disseminating the National Strategy. 51 participants attended the workshop, including members CONATRAFOR, representatives of the Ministries of: Labour, Public Works and Communications, Interior, Justice and Foreign Affairs, representatives of the National Police, the Court of Justice, the Paraguayan Rural Association, the Secretariat of Children and Adolescents, among others.
 - b. As a follow-up to the meeting, GAP11 is in contact with the Ministry of Labour to identify the kind of support needed for the implementation of the above-mentioned strategy.

PHILIPPINES

Sub-component 1.1: Legal and Regulatory Framework

1. The final version of the legal review, carried out under both Components 1 and 3, was completed in April 2013. It was also validated at a workshop by key stakeholders in Manila.
2. A Policy Forum was held in July 2013, for which the legal review served as the base document.
3. The legal review identified gaps in national-level legislation. In the context of these gaps, the Enforcement and Compliance with Laws Sub-Committee of the NCLC was engaged to improve the enforcement of child labour laws, particularly Republic Act 9231.

4. GAP11 facilitated the provision of technical advice to DOLE in the finalisation of the revised Hazardous Work List for Children. A video conference was conducted involving experts from ILO/IPEC Headquarters and technical staff from the following DOLE units: BWSC, Occupational Safety and Health Centre OSHC and Institute of Labour Studies (ILS). A guidance note was also produced for DOLE after the videoconference with a view to support the decision-making process.
5. GAP11 engaged in the process of finalising the scope of a USDOL project proposal on OSH for young workers, in order to advocate for the protection of those in the 15-17-year-old age range that are allowed by local laws to work, especially in the context of the construction and agriculture sectors.

Sub-component 1.2: Monitoring and Enforcement

1. GAP11 funded the training of multi-disciplinary child labour rescue teams from the four provinces that PHI/09/50/USA is active in. The training of the SBM-QAT took place at the end of July 2013.
 - a. The objectives of the training were to improve the capacity of SBM-QAT in all ILO/IPEC pilot areas in the conduct of the actual rescue of child labourers and the strengthening of the enforcement of child Labour laws at the local level. All four provinces developed provincial plans for SBM-QAT implementation after the training.
 - b. The SBM-QATs were composed of DOLE, Provincial Social Welfare and Development (DSWD), Philippine National Police or National Bureau of Investigation, and the Department of Justice.
2. The SBM teams were established in each of the four provinces under the supervision of the Provincial Child labour Committees (PCLCs).
3. The ILO Manila Country Office has provided technical advice to the process of integrating into the Philippines' LFS the collection of child labour numbers.
4. The Household Survey section of the PSA has already agreed to the proposal but is still awaiting the go-signal from the National Statistician. ILO sits in these meetings and advocates to PSA for this particular agenda along with the Country Office's other statistics-related concerns with PSA.

National Staff: Since April 2016, GAP11 no longer has a staff member in the Philippines. Future activities will be implemented with the support of the ILO Country Office Manila.

Sub-component 2.3: Country-level situational analyses and policy appraisals

1. The report was widely disseminated and contributed to foster the policy dialogue on child labour in the country. Also thanks to this dialogue, it was possible to convene an international workshop on the role of cash transfers in addressing child labour

Output 2.4.2: Study on the impact of social protection programs:

1. International conferences were also held to foster the dialogue on the linkages among child labour, vulnerabilities and social protection, including:
2. Conditional cash transfers as a tool to address child labour (April 2016, Manila): The workshop convened representatives of the major cash transfer programs, including Bolsa Familia (Brazil), Progresa (Mexico), the Pantawid Pamilyang Pilipino Program (4Ps, Philippines), and Program Keluarga Harapan (PKH, Indonesia), to identify lessons learnt and possible improvements. The workshop was complemented by a field visit and delivery of capacity building activities in Cebu, with a focus on the Family Development Session (FDS) component of the 4Ps.

Sub-component 3.1: Awareness raising and advocacy

1. The Rapid Situational Analysis on Child Domestic Work including a proposal assessing and addressing gaps in social services and proposing relevant solutions for child domestic workers protection in the Philippines was completed in February 2014.

Sub-component 3.2: Regulatory and Policy Frameworks

1. Legal review on the national framework on child domestic work
 - a. The legal review was carried-out in collaboration with Component 1 of GAP11.
 - b. A validation workshop was held in February 2013 with key stakeholders in Manila, which contributed to the final version of the legal review.
 - c. A Policy Forum on Strengthening Enforcement of Child Labour Laws was held on 23rd July 2013 for which the legal review served as a base document.
 - d. The Senior Advisor of Component 3 attended the Policy Forum and made presentation on the inter-links between Convention 138, Convention 182 and Convention 189, and on the main implications that the ratification of Convention 189 had for the Philippines.
2. Child domestic workers protective policy framework document
 - a. A workshop to present the results of analysis on the situation of child domestic workers and for the adoption of a Roadmap document towards strengthening the institutional and legislative response for the elimination of child labour in domestic work and the protection of young domestic workers in the Philippines was held in January 2015
 - b. The workshop was organised in collaboration with the USDOL funded CLEAR Project.
 - c. The Workshop was attended by 23 participants from several key public institutions in the fight against child labour, as well as representatives from the social partners and civil society organisations.
 - d. The senior advisor on child domestic workers protection (component three) carried out a mission to provide technical inputs to this exercise and attended the workshop.
 - e. The Rapid Situational Analysis on Child Domestic Work including a proposal assessing and addressing gaps in social services and proposing relevant solutions for child domestic workers protection in the Philippines (output 3.1.5+3.2.2) as well as the legal review (Outputs 1.1.1 + 3.2.1) served as a basis for the preparation of the Roadmap. The Roadmap to Eliminate Child Labour in Domestic Work in the Philippines Document identifies many areas for action such as:
 - i. Enhancing the knowledge base on child domestic work
 - ii. Disseminating relevant information and carrying out further advocacy actions
 - iii. Building capacity of relevant stakeholders to better deal with child domestic work
 - iv. Adopting further legislative and political action, including to improve access of enforcement and other agencies to the informal economy, especially to the domestic work sector
 - v. Paying particular attention to the situation of migrant child domestic workers and to the needs and vulnerabilities of child domestic workers in crisis and post-crisis situations
 - vi. Continuing strengthening the role of social partners to end child labour and to protect young workers of legal working age, in particular, in domestic work
 - vii. Strengthening protection, reception and reintegration mechanisms
 - viii. Promoting education and skills development for child domestic workers, especially for girls

- ix. Promoting social mobilisation to eliminate child labour in domestic work and providing decent work for domestic workers.
3. Key elements of the Roadmap have been captured by the Philippines Program against Child Labour (PPACL) 2016-2020, which has been updated in the framework of a workshop organised with the support of GAP11 and CLEAR projects in March 2016. The workshop had the participation of 60 people mostly from the National Child Labour Committee (NCLC), key units of the Department of Labour and Employment (DOLE), and members of the TWG on Decent Work. It is expected that the updated PPACL will be adopted and officially endorsed in December 2016 during a workshop organised for this purpose.
4. In October 2016 the Philippines received a study visit of senior Pakistani officials and key stakeholders to share with them national practices on the elimination of child labour in domestic work and the protection of young domestic workers of legal working age.
5. On 5 and 6 January 2017, around 30 members of the National Child Labour Committee (NCLC) coming from government, NGOs, employers' groups and trade unions gathered to finalise the different planning tables comprising the new PPACL) for 2017-2022. This was a requirement from the NCLC and DOLE before it could officially adopt the PPACL. The new plan targets the withdrawal of one million children, including child domestic workers, by 2025 in support of SDG Goal 8.7. The various elements in the CDW Roadmap developed under CLEAR and GAP were incorporated into the PPACL. Funding for the workshop was also provided by GAP.

The Philippines ratified Convention 189 on Decent Work for Domestic Workers on 05 September 2012

RWANDA

Sub-component 1.4: Policy Development

1. A desk review of social protection policies and programmes was conducted.
2. Following the International Conference on Graduation and Social Protection co-organised by UNICEF, DFID and IDS, a strategy to mainstream child labour into relevant social protection policies and programmes was outlined. Of prominent importance was creating ownership and capacity building. This is the key to ensuring that the social protection actors will implement the policy recommendations after the end of GAP11.
3. GAP11 produced a report on "Mainstreaming child labour concerns into social protection planning and programming: an assessment of the opportunities", which was validated at a national workshop in Kigali on 19 May 2015.
 - a. An opportunity arising from this workshop is to include information on child labour in the training and sensitisation manual of the Vision 2020 Umurenge Programme (VUP), the largest government led social protection programme in Rwanda.
4. A high-level workshop took place in Kigali on 14 January 2016 to discuss further the conclusions and recommendations of the report.

SIERRA LEONE

1. Consultations were held with stakeholders, with the support of LAB/ADMIN, and showed the need for a training of Labour Inspectors on child labour.
2. Training for labour inspectors and other stakeholders, including law enforcement officers (judiciary and police) was held in collaboration with the EU-funded IPEC-project (TACKLE)

from 22-26 April 2013. The added value of this co-operation being GAP11's emphasis on the linkages between child labour monitoring and labour inspection as well as the aspect of forced labour. While TACKLE covered the costs for the training (venue, travel, logistics), GAP11 provided technical input and recruited the technical consultant.

3. As a direct result of the training, the Child Labour Unit (CLU) developed a Child Labour Action Plan and provided updates on the action taken since the April training.
4. An urgent need expressed at the national training was to conduct the same training in the Eastern Region. This training was fully supported by GAP11 in September 2013. Regional participants developed a regional child labour action plan that feeds into the national one.
5. GAP11 met with the delegation from Sierra Leone at the 2015 International Labour Conference. A request was made by the delegation for further support by GAP11, especially post-Ebola.
6. Following up on this, GAP11 received a request from the Child Labour Unit (CLU) of the Ministry of Labour and Social Security to train newly recruited Labour Inspectors/Officers, OSH Officers on general labour administration and labour inspection, including child labour monitoring.
7. GAP11 raised additional resources from the ILO regular budget and in December 2015 organised capacity-building sessions for Labour Inspectors/Officers and OSH Officers on General Labour Administration and Labour Inspection, including Child Labour Monitoring in Kenema City, Eastern Region.

SOUTH AFRICA

Sub-component 2.5: Building capacity of local universities & non-profit research organisations

1. Collaboration with SALDRU continued and a workshop is currently being organised in Cape Town (March 28-29); the workshop will focus on human capital and the labour market and will offer the occasion to present and discuss the study "Do informal settlements help or hinder the progress of migrants?", developed as part of the collaboration with SALDRU

SOUTH SUDAN

In GAP11 design, activities in all four sub-components were planned for South Sudan. Due to the worsening of the political and security situation in the country, it was decided together with the donor, that sub-component 1.2 would be moved to Azerbaijan and sub-component 1.3 would be moved to Mongolia.

Sub-component 1.1: Legal and Regulatory Framework

1. At the outset of GAP11, an initial desk review of the legal framework was conducted and the feasibility of an awareness raising seminar on International Labour Standards and a training workshop on reporting to the directorates' officials under the Ministry of Labour was explored.
2. GAP11 funded the IPEC Legal Officer's mission to Juba on 26-30 November 2012 to participate as a resource person in the national workshop on International Labour Standards, including child labour and forced labour. As a result of this workshop, the government of South Sudan ratified ILO Conventions No 138 and 182.
3. In September 2014, the ILO conducted a training course on mandatory reporting in Cairo to support South Sudan in the elaboration of the first reports of the eight fundamental Conventions.
4. These reports, along with publicly-available information, were the sources used in a legal review which was conducted at distance from Geneva due to the political instability in the country.

5. The deterioration of the political and security situation in the country halted activities prematurely.

Sub Component 1.2: Monitoring and Enforcement

Output 1.2.1

Output moved to Azerbaijan

Sub-Component 1.3: National Action Plans and Other Policies

Output 1.3.1 and 1.3.2

As agreed with the donors, funds have been reallocated to Mongolia. If the security situation allows it and if there are savings, GAP11 will envisage conducting activities that would both support the design of the humanitarian response and build the foundation for future policy work in the country

Sub-component 1.4: Policy Development

1. A rapid assessment on child labour and education in selected pastoralist areas was conducted with the aim to inform the formulation/revision of education programmes targeting these communities (October 2013). The report is publicly available at: http://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_24057/lang--en/index.htm.
2. In June 2013, GAP11 supported a consultancy to facilitate a meeting of the technical steering committee to validate the Study on Child Labour and Education in Selected Pastoralist Communities and prepare national stakeholders' workshop to mainstream Child Labour into Education Policy and Strategies for Pastoral Communities in South Sudan. Besides the meeting of the technical steering committee, a number of stakeholders were met to plan a stakeholders' consultation workshop to mainstream child labour concerns into education policy and programmes for pastoral communities.

SWAZILAND

Sub-component 2.1: National or sub-sector child Labour surveys

Output 2.1.6

1. The sectoral survey of CL in herding is completed (the national partner generalised the survey from 'cattle herding' to 'herding' since child herders usually attended to a mix of livestock) and the tables have been prepared, but due to low capacity at the Swaziland Central Statistics Office which implemented the survey, the full draft report has not yet been prepared. The draft report is under preparation and after completion shall be sent to USDOL for comments. Thereafter, to CSO Swaziland and Ministry of Labour/ Child Labour Unit for review and approval for issue as an official CSO Swaziland report. The report is now expected to be finalised by July 2017.

TIMOR-LESTE

Sub-component 1.1: Legal and Regulatory Framework

1. At the outset of the project, GAP11 provided input to a legal study on Child Labour in Timor-Leste. The study outlined the relevant national laws and ratified international Conventions on child labour. The conclusions of the study recognised the efforts of the Government of Timor-Leste to eliminate child labour, but noted discrepancies in the minimum working age between the country's Civil Code and ILO Convention 182.

2. The study was validated at a legal review workshop that benefited from the participation of the Ministry of Justice.
3. A meeting was organised for the National Commissions against Child Labour (CNTI) to validate the hazardous work list for those below 18 years of age. On December 2, 2014, a list of activities considered hazardous for children below 18 was approved.
4. Due to the technical input of GAP11, the joint declaration and a related action plan signed by the CPLP delegates at the XIII Meeting of CPLP Ministers of Labour and Social Affairs on “The extension of social protection for all and its link to the job market aiming at development and poverty reduction” (27th April and 1st May 2015, in Dili), considered legal changes related to child labour including the adoption of the hazardous child labour list.

Sub-component 1.2: Monitoring and Enforcement

1. Law enforcement training was delivered between April 28th - May 8th, 2014. The first four days focused on child labour, with trainers from the Brazilian Ministry of Labour facilitating the sessions. The last four days were on Forced Labour with a SAP-FL team member as a trainer.
2. Materials, including PowerPoint presentations, were translated into Tetum as well as Portuguese.
3. Approximately 40 participants attended the training from the Timorese labour inspectorate, to Immigration and Community Police Officers.
4. A report fully outlining the agenda, curriculum, outcomes of the training was made available.
5. Sensitisation activities on child labour and forced labour were carried out in two districts in Timor-Leste (Ermera, Aileu) following the above activities.

Sub-component 1.3: National Action Plans and Other Policies

1. At the outset of the project, GAP11 supported the first meeting held by the CNTI. It is expected the CNTI will also play a key role in the development of the national action plan on child labour and forced labour.
2. GAP11 undertook a NAP background assessment on child labour and forced labour in Timor-Leste. This served as the “evidence-base” for the National Action Plan. It also provided a background for the preliminary discussions for the NAP and for training the CNTI on how to build a national action plan in the future. In June 2015, a validation workshop for this assessment was held with tripartite participation.
3. A scoping mission to Timor-Leste was carried out in late February/early March 2016 to conduct an initial partner orientation (technical workshop on the concept of the NAP), bilateral consultations and tripartite meetings on the development of the NAP.
4. During the scoping mission, a NAP development plan was developed detailing the work items/steps to be conducted, the expected results (products, timeframe, responsibilities and at what point ILO/project support was required).
5. It was agreed between the ILO, the constituents and the consultants that GAP11 national consultant would support the CNTI and its President and Secretariat to organise a stakeholder consultation for the NAP and that a drafting committee would be established to work with the support of the national and the international consultant immediately after the consultation workshop to produce a draft NAP.
6. The stakeholder consultation on the NAP was held in Dili, Timor-Leste on 3-4 August 2016 and involved over 90 representatives from stakeholders. This included CNTI members, representatives from district administration and civil society partners. Both workers’ and employers’ organisations were represented throughout and GAP11 also attended the workshop.

7. The NAP drafting committee had four members from SEPFOPE (representing a Labour Inspection Advisor, SEPFOPE Planning Director, SEPFOPE LMI Director and a National Policy Advisor). It worked under the supervision of the CNTI President and, with the help of GAP11 national and international consultants, produced the NAP for submission to the Council of Ministers. A full draft NAP was presented to the CNTI for review and comments on the 19th August by the CNTI President. The draft NAP has been translated into Portuguese and is now ready to be presented to the Council of Ministers for approval.
8. At the request of the CNTI, GAP11 provided a large variety of examples of existing awareness raising material (produced and developed by ILO in different countries). The intention was to adapt some of the material to the Timor-Leste context and for it to be produced for distribution. Several meetings took place between the CNTI secretariat, the president of the CNTI and GAP11 to decide on the development and production of the materials. Unfortunately, no clear results have been achieved yet. This is mainly due to the elections held in Timor-Leste towards the end of the reporting period (Oct 2016 – Mar 2017) as most CNTI staff were implicated in election-related activities. Due to the presidential and parliamentary elections there has also been a delay in submitting the NAP to the Council of Ministers and its subsequent approval.

Sub-component 1.4: Policy Development

1. During the scoping mission described in sub-component 1.3, it was proposed that the NAP should contain an annex about mainstreaming at national level. This was a result of discussions with stakeholders on mainstreaming opportunities during the scoping mission. This annex contains a number of recommendations and detailed information on mainstreaming opportunities in Timor-Leste. This proposal was accepted by GAP11 and was also communicated to USDOL in a telephone call in April 2016.

Sub-component 2.1: National or sub-sector child Labour surveys

Output 2.1.3 Timor-Leste (national CL & FL survey): The original scheme of a survey of FL in palm oil in Malaysia could not be implemented as the required government concurrence was not forthcoming. This was replaced by a national survey on CL and FL in Timor-Leste which has been implemented. The dataset has just been finalised and provided to the ILO, and is being assessed for whether or not reliable estimates of FL may be made. The basic estimates on working children were presented in August 2016 at a workshop on the development of the NAP on CL, and it is expected that the full report will be ready by end-June 2017. One reason is that the base language is Portuguese and translation is required at almost every stage.

TOGO

Sub-component 1.2: Monitoring and Enforcement

1. GAP11 developed child labour modules for the national training curriculum of labour inspectors of the l'Ecole National d'Administration (ENA). L'ENA already included the training modules in one of their national trainings in October 2012.
2. Comments from GAP11 as well as from other ILO departments (e.g. colleagues from LAB/ADMIN) were integrated into the final version of the manual.
3. GAP11 was able to expand the manual that had been developed for the training of labour inspectors by including modules for social workers, the police and magistrates/judiciary.
 - a. GAP11 established a working group of six professionals made up of two social workers, two from the judiciary and two from the police and developed relevant

modules for the national training curriculum, which has been used from November 2013 onwards.

4. GAP11 financed the printing of the final manual to facilitate the circulation of the manual and subsequent training sessions.
5. GAP11 financed the training of trainers that was held on 14-18 April 2014, in order to ensure that those responsible for integrating the modules into the official training curricula are familiar with their contents and the pedagogical approach used in the manual.

Sub component 2.3: Country situational analysis and policy appraisal reports

1. The development of a situational analysis report was followed by an analysis of priorities and of the role of government in the fight against child labour. A series of workshops, under the aegis of the Ministry of Labour, fostered national dialogue, validated and disseminated the results.

Sub-component 3.1: Awareness raising and advocacy

1. World Day against Child Labour (WDACL) June - 2013:
 - a. A training workshop was held on 24 May 2013 for tripartite constituents and civil society with a view of improving their knowledge on ILO Convention No. 189 and Recommendation 201 on Decent Work for Domestic Workers, and to present the theme of the WDACL2013 "No to child labour in domestic work".
 - b. GAP11 provided support to the MOL in the preparation and dissemination of a message on child labour in domestic work through main mass media (TV, Radio and Press). In the message, the Minister of Labour raised awareness on domestic workers situation and reminded the role and responsibilities of the civil society, along with public authorities, to fight child labour in domestic work and to promote decent work for young workers in domestic work.
 - c. A press conference was organised on the theme of the WDACL2013. Exchanges during the press conference, which was attended by the media, the tripartite constituents and civil society, focused on Convention No. 189 and especially on whether Togo should ratify it.
 - d. Studies produced under outputs 3.1.5, 3.2.1 and 3.2.2 were used, for awareness raising and information purposes, within the framework of the WDACL activities carried out in Togo.
2. International advocacy campaign on Convention 189
 - a. Within the framework of the International advocacy campaign on Convention 189, promoted, funded and supported by GAP11, the Global March against child labour identified three countries for country specific activities, including Togo. WAO Afrique was chosen as the local partner of the Global March in Togo.
 - b. WAO-Afrique, along with the Ministry of Social Action and National Solidarity, the Ministry of Labour, Employment and Social Security, and their partners organised two major mass mobilisation activities for promoting child rights with different religious groups in Lomé in the occasion of the WDACL 2013. The first major activity was the Muslim prayer, which took place on June 7, 2013 at the Great Mosque of Lomé. The second major activity was divided between the Protestant Evangelical Presbyterian Church of Togo, the Protestant School Parish of Lomé, and the Mass at the Holy Martyrs of Uganda Catholic Church, held on June 9, 2013. About 5,000 people participated directly in these activities. Indirectly and because of broadcast by both

public and private media, it is estimated that more than 15,000,000 persons have been reached through these activities.

- c. A country-based survey on the situation of child labour in domestic work was carried out in 2013.
- d. WAO-Afrique, with the support of the Global March, organised a 2-day sub-regional workshop on the reflection of strategies to be implemented for the ratification of the Convention 189 on 11th and 12th July 2013 in Lomé. The workshop was attended by civil society actors from Togo, Benin and Côte d'Ivoire. The report on the country-based survey was approved during this workshop.
- e. WAO-Afrique conducted a Needs Assessment on Child Domestic Labour in 2013. The RAA framework and the key indicators and analysis was developed by the Global March International Secretariat.
- f. WAO-Afrique undertook a field study with the objective of: i) collecting, analysing and interpreting data on the situation of child domestic workers in Togo, ii) identifying and evaluating interventions undertaken or planned by the government, and iii) developing strategies and concrete actions to address the phenomenon. Data was collected from three locations in the country, namely, Lomé, Adomi-Abra (Prefecture of Wawa - Plateau Region) and Agou (Prefecture of Agou- Plateau Region), covering child domestic workers, employers of child domestic workers; officials from the Ministry of Labour, Labour Inspectors, civil society organisations and trade unions, as well as local community leaders. The report of the field study was approved at a sub-regional workshop held in Lomé in 2013.
- g. To mark the celebration of the International Day of Human Rights (10 December 2013), WAO-Afrique along with its partners in Togo organised advocacy and community mobilisation activities on the issue of child labour in domestic work in Lomé and Adomi-Abra. The activities were carried out by children and youth to raise awareness about the need to fight against child labour under 15 years and protect children over 15 years in domestic work as stipulated in the ILO Convention No.189.
- h. In 2014, visits to different state authorities and concerned civil society actors were undertaken by the "reflection and action group of children and young domestic workers on the move" (this group was established by WAO-Afrique in 2013 with the aim of bringing together personalities from government institutions, trade unions, religious groups, child workers, civil society, etc. for seeking their contributions in favour of a new law/order to protect children in domestic work). The purpose of these visits was to present and seek the involvement of the group in different discussions about child domestic workers. The group visited the Ministry of Social Action, Ministry of Labour, Director General of Labour and Social Policy, Committee of Actions in favour of Children in Mobility, National Agency for Employment, etc. During these visits, the group received positive responses and commitments were made towards collaboration.
- i. As part of the celebration of the WDAFL 2014, WAO-Afrique held a working session with three children and youth clubs. The session included presentations from the participants followed by a discussion on this year's theme of "Let's eliminate child labour in extending social protection". Many suggestions were also put forth by the unions for the protection of young domestic workers.
- j. From 22nd to 24th July 2014, WAO-Afrique organised a training workshop on advocacy for child domestic workers and civil society in the Centre Hihéatro of Avédji. The workshop was attended by 40 people, including 25 children and youth, and 15 adults from children and youth clubs and partner institutions of WAO-Afrique. Using methodologies

such as group activities, the workshop helped the participants to understand the basics of advocacy, the difference between advocacy and awareness and how to carry out advocacy activities, especially for child labour and child labour in domestic work.

- k. A Trainer's Guide on Techniques on Sensitisation/Advocacy and Trainer's Guide on Techniques of Fund Raising were developed by GAP11. The training guides have been disseminated amongst stakeholders like government departments, civil society organisations, youth groups, and trade unions, among others.
 - l. Various advocacy and awareness raising materials/tools were developed under the Action Programme. These included stickers, posters and flyers. An on-line survey on child labour in domestic work was also developed for the purpose of awareness raising.
3. The National rapid situational analysis on child domestic workers in Togo was completed in December 2012.

Sub-component 3.2: Regulatory and Policy Frameworks

1. The review of the national legal framework on child domestic work in Togo was completed in December 2012.
2. A Study Assessing Gaps on social services for child domestic workers protection in Togo was completed in December 2012.
3. Child domestic workers protective policy framework document
 - a. The Child domestic workers protective policy framework document was adopted during a workshop organised from 10 to 12 March 2014.
 - b. The workshop was attended by 30 participants from governmental institutions, social partners and representatives from civil society organisations.
 - c. Within the framework of the protective policy framework document two activities were organised in 2014:
 - i. A capacity building workshop for workers organisation aiming at mainstreaming child labour in domestic work elimination concerns as well as young domestic workers (of legal working age) protection concerns, and
 - ii. A technical workshop with relevant public officers (General Labour Direction, National Employment Agency and Labour Inspectorate), domestic workers trade unions, domestic workers private placement agencies and civil society organisations, for the adoption of a model contract for domestic workers, as well as for the adoption of a cooperation agreement between private employment agencies, the National Employment Agency and the Labour Inspectorate.
 - d. The protective policy document was validated and officially endorsed by the National Steering Committee in August 2015.
 - e. Following requests received from several organisations of domestic workers and of young domestic workers in particular, to assist them in creating a representative national trade union, GAP11 has undertaken the following activities in 2016:
 - i. A mission to each of the country's five regions in order to identify domestic workers associations and raise awareness on the importance of trade unions
 - ii. A workshop targeting the representatives of the identified domestic workers associations, and
 - iii. Providing technical inputs and support towards the establishment of SYNATRAD.
4. As a result of the activities, nine organisations of domestic workers were identified, including two trade unions; 96 people from the identified associations, government, employment agencies, and

civil society organisations received training on the importance of organising in the domestic work sector; and the Syndicat National des Travailleurs Domestiques (SYNATRAD) was established. The next steps are the official registration of SYNATRAD, followed by the establishment of regional offices and training of their members. No further development has been achieved through GAP11.

TURKEY

Component 2: Research

Sub Component 2.5: Building capacity of local universities & non-profit research organisations

Output 2.5.1

1. The workshop “Turkey Labour market network meeting” was jointly organised in January 2017 with BETAM and the World Bank. The workshop convened representatives of the academia, of government and civil society to discuss the labour market implications for Turkey of the Syrian refugees’ crisis.

Output 2.5.2

1. A workshop focussing on gender issues was jointly organised with SITES and ICID at the University of Rome Tor Vergata, convening students and mentors from China, Turkey and Brazil to present their research.

UGANDA

Sub-component 2.3: Country situational analysis and policy appraisal reports

Outputs on country-level situational analysis and policy appraisal were completed.

The report was disseminated and a national ministerial-level seminar to present report and implications for policy was convened. Report shared with DOL and available at www.ucw-project.org.

UKRAINE

Sub-Component 2.1: National or sub-sector child labour surveys

Output 2.1.1

1. The revised draft report on the Ukraine National Child Labour Survey, including on the rapid assessment of street children, was provided and shared with USDOL. Towards finalisation of the report, the comments by USDOL and the ILO shall be provided to the national implementing partner, State Statistical Service of Ukraine (SSS/U) by end-April 2017. The finalisation, printing and the official launch of the report is expected to be completed by June 2017.

VIETNAM

Sub-component 3.1: Awareness raising and advocacy

1. World Day against Child Labour (WDACL) June - 2013:
 - a. With a combination of funds from GAP11 and the Spanish-funded TBP projects, activities were organised in Vietnam in collaboration with the Youth Theatre.
 - b. A theatre play “Mum, I’m growing up” was presented on 11 June in Hanoi, in a hope to transform social attitudes and to address the acceptance of child labour in domestic work in Viet Nam. The play, by renowned director Si Tien, presented the fate of a child

- domestic worker who had to drop out of school and work for an urban family. The Youth Theatre developed a sixty-minute drama script with the integration of song and background music. The play involved well-known/famous actors/actress.
- c. Around 600 government officials, representatives from employer and worker organisations, social, political and mass organisations, international organisations, school teachers, children and parents attended the play.
 - d. In addition, correspondents from 40 newspapers and 5 Television stations also attended the activity.
2. Survey on Child Domestic Work in Hanoi city, Review of the national legal framework and current existing social protection services on child domestic work in Viet Nam (see below under 3.2).

Sub-component 3.2: Regulatory and Policy Frameworks

1. Survey on Child Domestic Work in Hanoi city, Review of the national legal framework and current existing social protection services on child domestic work in Viet Nam
 - a. This research combined outputs 3.1.5, 3.2.1 and 3.2.2 of GAP11 and was completed in 2013.
 - b. Initial findings of the study were presented during a workshop held in 2013, with participants from relevant central as well as provincial authorities, including the Ministry of Labour, Invalids and Social Affairs (MOLISA), relevant policy makers, researchers, government ministries agencies, workers' and employers' organisations, social and political organisations and concerned officials of provinces/cities in Vietnam where CDW exist.
 - c. The workshop was co-organised by GAP11 project and Spanish-funded TBP project in Vietnam. The main purpose was to present the overall framework on child domestic work (Convention 189 and R.201) as well as to discuss and validate the main findings of the draft report under preparation.
 - d. The workshop was attended by around 50 participants.
 - e. As a result of the workshop, Vietnamese authorities got acquainted with child domestic work issues, the provided relevant comments for the finalisation of the study.
 - f. Vietnam is in the process of developing a National Plan of Action (NPA) on the prevention and elimination of the WFCL. The findings from the report and the discussions that followed, as well as the training/information sessions provided by the ILO-IPEC HQ expert have contributed to change the thinking and perceptions of policy makers and the general people on CDWs. It is expected that as a result of this activity, relevant CDWs concerns may be better taken into consideration within the framework of the forthcoming NPA.
2. Guidelines for the protection of child domestic workers in Vietnam.
 - a. In 2014, a workshop was organised to adopt the "Guidelines for the protection of child domestic workers in Vietnam".
 - b. As the National Action Plan on the Elimination of the Worst Forms of Child Labour is still in process, the adoption of the guidelines has taken place within that framework.
 - c. The workshop was attended by 50 participants from the MOLISA Bureau of Child care and Protection, as well as from other relevant institutions and tripartite constituents from both central and provincial levels.

The workshop did not adopt a protective policy framework document as such but rather identified a number of actions to be taken into consideration within the framework of the adoption of the National Plan of Action

on the Elimination of the Worst Forms of Child Labour 2015-2020, for the protection of child domestic workers in Vietnam.

ZAMBIA

Sub-component 2.2: Child labour modules to existing impact evaluations

1. A study on the impact of the Child Grant Program (unconditional cash transfer) in Zambia, in collaboration with UNICEF and FAO

ANNEX 3: LIST OF DOCUMENTS

1. Alliance 8.7 – Facts and Figures
2. Alliance 8.7 – For a world without forced labour, modern slavery, human trafficking and child labour
3. Capacity Building and Strategic Policy Development: National interventions under Component 1 of the Global Action Programme on Child Labor Issues (GLO/11/11/USA)
4. Combating Child Labour: A Handbook for Labour Inspectors, International Programme on the Elimination of Child Labour (IPEC) – In Focus Programme on Safety and Health at Work and the Environment (SafeWork) – International Association of Labour Inspection (IALI); ILO
5. Comprehensive Monitoring and Evaluation Plan (CMEP) in Projects addressing Research, Advocacy and Policy (RAP)-related issues. Concept Paper. March 2013. Global Evaluation and Monitoring (GEM) Project – ILO-IPEC
6. Concept Note: Strategic Evaluations: Ex Post Sustainability Study of Action of ILO on Child Labour in Two Countries. ILO-IPEC – Evaluation and Impact Assessment Section
7. Child domestic work: Global estimates 2012 – Fact sheet
8. Child labour and domestic work. ILO-IPEC
9. Child Labour in Asia and the Pacific, ILO Factsheet on Child Labour
10. Decent Work Country Programme – Mongolia, 2006-2010; ILO
11. DFID Child Domestic Work Prevalence
12. Draft Sustainability Analytical Framework 7th November 2013
13. Ending child labour in domestic work and protecting young workers from abusive working conditions: New report on domestic work within the framework of the two ILO fundamental Conventions on child labour and the recently adopted instruments on decent work for domestic workers
14. Ex-post Sustainability Studies of ILO and ILO-IPEC interventions: Pilot studies in Tanzania and Dominican Republic based on a common initial analytical framework- Internal Experience Sharing (de-briefing) with country study team leaders and EIA staff. ILO-IPEC - Evaluation and Impact Assessment (EIA) section
15. External Independent Final Evaluation: Global Action Program on Child Labor Issues GAP11
16. Facilitators Guide: Roadmap for achieving the elimination of the worst forms of child labour by 2016. ILO
17. Factsheet on Commercial Sexual Exploitation and Trafficking of Children; UNICEF

18. 2015 Findings on the Worst Forms of Child Labour; Required by the Trade and Development Act of 2000: Bureau of International Labor Affairs, United States Department of Labor
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20. Fundamentals Technical Progress Report - GAP11 April 2017
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24. Global Action Program on Child Labor Issues (GLO/11/11/USA) Implementation Report On Component 2 – Research
25. III Global Conference on Child Labour - Brasilia, 8-10 October 2013
26. Guidance Note 3. Evaluation Lessons Learned And Emerging Good Practices. ILO-Evaluation Unit.
27. How-To Guide for the Preparation of Outcome Sheets -as part of GAP Project's Comprehensive Monitoring and Evaluation Plan (CMEP) - July 2012 (Part of the guidelines on CMEP for the GAP Project). Global Evaluation and Monitoring (GEM) Project – ILO-IPEC
28. How-To Guide for the Preparation of Outcome Sheets -as part of GAP Project's Comprehensive Monitoring and Evaluation Plan (CMEP) - July 2012 (Part of the guidelines on CMEP for the GAP Project)
29. Implementing The Roadmap For Achieving The Elimination Of The Worst Forms Of Child Labour By 2016: A Facilitator's Guide to the Training Course
30. Indonesia Decent Work Country Programme 2012 – 2015; ILO
31. Integrated strategy on fundamental principles and rights at work 2016-2020 – Document for Consultation
32. International Labour Organization Development Cooperation Programme Document: the IPEC+ Flagship
33. ILO Conceptual Framework: Child Domestic Work
34. ILO Indicators of Forced Labour: Special Action Programme to Combat Forced Labour
35. International Labour Organization – FPRW/ IPEC - Technical Progress Report - GAP11- April 2015
36. International Labour Organization – FPRW/ IPEC - Technical Progress Report - GAP11- October 2015
37. International Labour Organization – FPRW/ IPEC - Technical Progress Report -

GAP11- April 2016

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51. Rapport De L'examen Du Cadre Juridique National Sur Le Travail Des Enfants En Haïti
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61. TBP MAP Guidebook I: How to use the Time-Bound Programme MAP, 2003. ILO
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ANNEX 4: TERMS OF REFERENCE

Independent Final Evaluation

Global Action Program on Child Labor Issues - GAP11

March 2017

Cooperative Agreement Number: IL-22509-11-75-K

Financing Agency: US Department of Labor

Grantee Organization: International Labour Organization

Dates of Project Implementation: 30 September 2011 - 30 November 2017

Type of Evaluation: Independent Final Evaluation

Evaluation period: March - June 2017

Total Project Funds from USDOL Based on Cooperative Agreement: US \$15,900,000

1. Introduction

In September 2011, the ILO signed a three-year Cooperative Agreement with the US Department of Labor (USDOL) worth US \$15,000,000 to implement the Global Action Program on Child Labor Issues (GAP11). The purpose of the Project was to support the further elimination of child labour and forced labour through (1) improvements in legislation, enforcement, and policy coordination, and by building national capacity to implement policy initiatives to increase access to quality education and sustainable livelihoods for vulnerable populations; (2) promotion of innovative research and monitoring systems to aid with policy development and program design; and (3) support for new efforts to protect children from exploitation in domestic work.

In 2012 the project received a cost extension for \$900,000, which extended the end date to September 30, 2015, and in early 2015 a no-cost extension moved the end date to March 31, 2016. More recently, in October 2015, a no-cost extension of the end date to March 2017 was approved.

The project aims to build critical knowledge and capacity for accelerating progress against child labour and, where relevant, forced labour in targeted countries, with particular reference to the Child Labour Roadmap and the 2016 target date for eliminating worst forms. The project was designed and has been implemented by IPEC and SAP-FL, both of which were integrated into the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) in 2013. FUNDAMENTALS is part of the Governance and Tripartism Department (GOVERNANCE) and covers Child Labour, Forced Labour, Discrimination and Freedom of Association/Collective Bargaining.

FUNDAMENTALS mission is to serve as a centre of excellence on policies and action to support the realization of fundamental principles and rights at work. FUNDAMENTALS supports member States to fulfil their obligations to respect, to promote and to realise, in good faith, the fundamental principles and rights at work by facilitating the strengthening of relevant legislation and institutions including employers' and workers' organizations and the

commitment of national duty bearers, rights-holders and enterprises. Fundamental principles and rights at work provide the foundation on which equitable and just societies are built. They are the starting point for a virtuous circle of effective social dialogue, better conditions for workers, rising enterprise productivity, increased consumer demand, more and better jobs and social protection, and for formalising the informal economy.

FUNDAMENTALS has developed an integrated strategy that shows how the four fundamental principles and rights at work are interrelated, and how the Branch can work on them in an integrated manner. In addition, FUNDAMENTALS is also the driver behind the creation of Alliance 8.7, which is linked to the achievement of target 8.7 of the SDGs.

2. Project logic

The project strategy is strongly aligned with ILO core work, particularly related to capacity building and policy support that is directed to the generation of knowledge and implemented through key specific (small and policy-oriented) strategic interventions in different countries.

The project implemented interventions across a total of 41 countries in 5 major world regions. The large number of countries covered lead at times to small interventions in some countries. The Project strategy was to create synergies between its different components whenever possible, especially for Components 1 and 3. The Project also attempted to sequence activities from the three components in such a way that they could contribute to each other. Moreover, the Project collaborated closely with other ILO or non-ILO projects on the ground as well as ILO Country Offices.

Project interventions were organised around three expected outcomes:

- *Outcome 1: Improved legislation, enforcement, and policy coordination on child labour and forced labour, as well as national capacity to implement policy initiatives to increase access to quality education and sustainable livelihoods for vulnerable populations.*

The first component involves assistance to identifying and addressing legal and regulatory gaps in the areas of child labour and forced labour, as well as to strengthening accompanying monitoring and enforcement mechanisms. It also supports national action plans on the two issues, and promotes mainstreaming of child and forced labour concerns into broader sectoral policies.

Component 1 covers Azerbaijan, Burkina Faso, Cameroon, Comoros, Dominican Republic, DR Congo, Ecuador, Ethiopia, Haiti, Indonesia, Laos, Liberia, Mali, Mongolia, Namibia, Paraguay, Philippines, Rwanda, Sierra Leone, South Sudan, Timor-Leste, and Togo.

- *Outcome 2: Innovative research and monitoring systems to guide policy development and program design.*

The second component seeks to improve information and statistics on child labour and forced labour in their various dimensions, and to apply this improved knowledge base in policy design. It forms part of the wider ILO strategy of using statistical information and policy analysis to guide scaled-up and accelerated action against child and forced labour.

Component 2 covers Belize, Brazil, Ghana, Honduras, India, Indonesia, Kenya, Jordan, Lebanon, Lesotho, Malawi, Malaysia, Mexico, Morocco, Mozambique, Philippines, South Africa, Swaziland, Togo, Turkey, Ukraine, Uganda and Zambia.

- *Outcome 3: Strengthened protections to children in domestic work.*

The third component helps strengthen protections for child domestic workers, and supports a variety of awareness raising and advocacy activities in line with the relevant international legal instruments. It also supports the formulation of enabling regulatory and policy frameworks and the development of pilot intervention models for protecting child domestic workers.

Component 3 covers Cameroon, Ecuador, Gabon, Haiti, Indonesia, Kenya, Namibia, Panama, Pakistan, Philippines, Togo and Vietnam.

3. External evaluations managed by the donor

A midterm external evaluation took place in April 2014. A final external evaluation took place in October-November 2015 (when the project was initially expected to end by March 2016).

The final external evaluation made specific recommendations to guide future evaluations:

- The final evaluation of GAP11 planned by ILO should have a particular emphasis on project sustainability-related aspects.
- In countries where GAP11 activities have ended, the ILO evaluation should look at whether or not, and for what reasons, stakeholders have taken up the issues according to their commitments. Examples may include the telephone hotline in the Philippines, the assessment of the NAPs, inspector training in Togo, the impact of the multi-stakeholder working group on coordination of child protection initiatives in Haiti, and more generally, the implementation of protective policy frameworks recommendations on child labour in domestic work in various countries.
- The evaluation may contrast the sustainability of interventions that were mainly focused on the national level with ones that extended capacity building to regions and specific sectors or interventions that were followed up by other programs such as CLEAR in the Philippines, with ones that were not.

4. Purpose and scope of evaluation

The following specific purposes should be addressed in the evaluation:

- a. Assess the project implementation model and its relevance in the broader framework of achieving the ILO's strategic goals.
- b. Identify complementarities and linkages between the project and the broader work within FUNDAMENTALS.
- c. Determine the achievement of the project's objectives, with a specific focus on the period that has not been covered by the previous evaluation, and the identified case studies that are addressed in this evaluation. Assess why and how these objectives have (not) been achieved.
- d. Examine the sustainability of outcomes and the level of appropriation by the key stakeholders.
- e. Provide recommendations for relevant stakeholders at national, regional and global levels on future work in similar initiatives.
- f. Identify lessons learned and emerging good practices for ILO and other stakeholders.

The strategic focus of this evaluation should be on organisational learning regarding the implementation modality of the programme and the contribution to sustainable action in the targeted countries for ILO its constituencies.

The scope of the independent final evaluation includes a review and assessment of activities carried out under the Global Action Program on Child Labor Issues (GAP11) from a strategic perspective, with respect to the effectiveness of the implementation strategy. Activities and outputs that have been implemented from the project launch until the moment of the evaluation should be considered. Seen the recent nature of the external final evaluation managed by the donor, this evaluation should address the OECD DAC evaluation criteria and specific purposes, covering the different components of the project, paying particular attention to the period not covered in previous evaluations, complementing and not duplicating the previous evaluation by focussing on a limited number of particular questions related to programme implementation and sustainability, and thematic issues/cases.

These issues/cases will be developed during the inception phase by the evaluator, based on desk review and interviews with key stakeholders, and approved by the evaluation manager, as a key element of the inception report. The previous evaluation already gives clear indications on the potential directions of future evaluations (see 3. External evaluations managed by the donor).

The evaluation should be carried out in context of criteria and approaches for international development assistance as established by OECD/DAC Evaluation Quality Standard and UNEG. The evaluation should follow the ILO policy guidelines for results-based evaluation and the technical and ethical standards for Evaluation in the UN System. Particularly the evaluation will follow the ILO EVAL Policy Guidelines Checklists 5 and 6: “Preparing the evaluation report” and “Rating the quality of evaluation reports”.²⁶

Gender concerns should be addressed in accordance with ILO Guidance note 4: “Considering gender in the monitoring and evaluation of projects”. All relevant data should be sex-disaggregated and different needs of women and men and of marginalised groups targeted by the projects should be considered throughout the evaluation process.²⁷

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

5. Intended users

The intended users are the ILO and its constituents, the donor, as well as other stakeholders working to combat child labour more broadly.

²⁶ http://www.ilo.org/eval/Evaluationguidance/WCMS_168289/lang--en/index.htm;
<http://www.unevaluation.org/ethicalguidelines>

²⁷ http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm

6. Evaluation questions

Note: most questions are focused on learning (i.e. lessons learned and good practices) for future interventions of ILO, particularly in light of FUNDAMENTALS integrated strategy.

Relevance

- Has the project worked in an integrated manner to the ILO and governments' national strategic frameworks such as DWCPs, NAPs, etc.?
- Has the project contributed to the CL Global Action Plan, beyond the individual targeted countries?
- Has the project been able to reflect the SDGs (i.e. impacts and data collection) and the Alliance 8.7 in its outcomes?
- Have the project interventions been responsive to unexpected external factors, taking into account that policy formulation and adoption is not a linear process?
- Has the project generated significant unexpected positive or negative results/side-effects?
- How has the project responded to the more integrated approach from FUNDAMENTALS, particularly with respect to the weaknesses and strengths where CL and FL topics were intended to be implemented in an integrated way?
- Has the project been able to leverage with other ILO interventions towards strategic long-term support beyond the life of the project?
- Has the project contributed towards laying the ground work towards the Alliance 8.7?

Efficiency

- Assess the implementation and strategic efficiency of working in one, two or three project components in one country at the same time, compared to other options
- Has the project been adaptive to changes in the context and priorities to address country needs in an efficient way?
- Has the project been able to work under the ILO structure (e.g. integration with Country Offices and other Departments)?

Effectiveness and potential impact

- How effective has been the GAP intervention modality considering the allocation of resources (amount per country/intervention) type of interventions (capacity building and knowledge generation), and level of coverage (regional, national and subnational)?
- Is an intervention more effective when multiple interventions apply?
- How effective has been the GAP intervention modality considering resources allocation and type of interventions to generate knowledge?
- How has gender considerations been reflected in the different interventions (i.e. outputs) and outcomes?
- Has the project addressed the recommendations from the external evaluation?

Sustainability

- Which elements of the project interventions contributed to, or hindered, the sustainability of project outcomes, considering those outcomes that have been in place for at least 2 years at the time of the evaluation?
- Is there evidence of ownership and commitment of ILO constituencies? If so, what are the indicators of such ownership or commitment, if not why?

7. Methodology

The evaluation methodology will be developed by the selected evaluator and approved by the evaluation manager, and will build further on the following activities/steps:

- *Document review* (e.g. project documents, previous evaluations, progress reports, collected data, etc.);
- Development of the *inception report* with detailed work plan;
- *Interviews and discussions* with the project team in Geneva at the beginning of the evaluation process to discuss the evaluation design (e.g. develop a list of interviewees, data collection methodology, identify case studies, etc.) and to interact with the key stakeholders (project staff in HQ, staff of FUNDAMENTALS, donor, etc.);
- *Semi-structured interviews* with key stakeholders (e.g. project staff, social partners and government officials, ultimate beneficiaries of the project, donor, etc.) in a selection of countries/cases;
- *2 country case studies* that will include country visits, focus groups, online surveys and/or telephone interviews. The evaluator will be responsible for developing criteria to select the case studies. Depending on the selected case studies, methods may include both qualitative and quantitative methods;
- *Criteria to select case studies* may include: coverage of 3 components, most relevant themes within each component for future ILO interventions, level of development of CL/FL policy in a country, themes not sufficiently addressed during the external final evaluation, or that have known important developments in the last 12 months;
- *Relevant themes by component* include the following: 1) legal reform, monitoring and enforcement through labour inspectors, NAP development and implementation; 2) national CL surveys, CL policy papers, work with universities; and 3) child domestic work;
- One *debrief workshop* in Geneva (with relevant stakeholders, including through Skype/VC) to present the major preliminary findings, solicit feedback, and obtain clarification or additional information as needed.

8. Timetable

The tentative timetable is as follows:

Action	Days team leader	Days team member	Date
Start of the evaluation	/	/	1/4/2017
Desk review	3	3	+ 1 week
Interviews at ILO HQ (discuss the evaluation design, interviews with project staff, etc.)	2	2	+ 2 weeks
Preparation of inception report (e.g. finalisation of questionnaires, list of stakeholders, preparation of case studies, online survey, etc.)	3	3	+ 2 weeks
Country case studies (2)	6	6	+ 3 weeks
Preparation of validation workshop (e.g. writing down of main findings)	2	2	+ 4 weeks
Validation workshop	1	1	+ 4 weeks
Writing of the report	4	4	+ 6 weeks
Delivery of draft report	/		14/05/2017
Circulation of draft report to stakeholders for their comments	/	/	+ 2 weeks
Integration of comments and delivery of the final report	1	1	31/05/2017
TOTAL NUMBER OF DAYS	22 days for the team leader and 22 for the team member		

9. Deliverables

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

- An *inception report* based on the desk review and interviews with key stakeholders. The inception report will include, among other elements, the evaluation questions and data collection methodologies and techniques, and, the evaluation tools (interview, guides, questionnaires, etc.), and a well-argued identification of the case and country studies;
- Prepare a *Powerpoint Presentation* and present the main findings and recommendations at the final validation workshop that will be facilitated by the evaluation manager;
- *Draft report* following the structure and guidelines of ILO evaluations. This should include an executive summary with key findings, conclusions and recommendations; clearly identified findings; clearly identified conclusions and recommendations (identifying which stakeholders are responsible); lessons learned; good practices; appropriate annexes including the TORs;
- *Final evaluation report* incorporating feedback from stakeholders. The draft final report will be circulated to key stakeholders, including project staff and the donor for their review. Comments from stakeholders will be consolidated by the evaluation manager and provided to the evaluation team leader. In preparing the final report, the team leader should consider these comments, incorporate them as appropriate, and provide a brief note explaining why any

comments might not have been incorporated. The total length of the report should be a maximum of 35 pages for the main report, excluding annexes.

Ownership of data from the evaluation rests jointly with ILO and the consultants. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement. The report will be available publicly once it is approved by ILO EVAL.

The following procedure is used for the submission of final documents:

- The evaluation team leader submits a draft report to the evaluation manager in Geneva.
- The evaluation manger forwards the draft report to key stakeholders for comments on factual issues and for clarifications.
- The evaluation manager consolidates the comments and sends those to the evaluation team leader.
- The evaluation team leader submits the final version to the evaluation manager for dissemination to the stakeholders, including the donor.

10. Evaluation team and support

The evaluation team will be composed of a team leader and an evaluator team member. The evaluation team should have experience in qualitative and quantitative data collection and analysis and research and survey design, and in evaluating the impact of research, and in the role of global partnerships. The evaluation manger will provide methodological support to the evaluation team and will be responsible for the overall management of the evaluation. The background and responsibilities of the evaluation team members are presented below.

10.1. Evaluation team leader

Responsibilities	Profile
<ul style="list-style-type: none"> • Desk review of project documents • Briefing with ILO/FUNDAMENTALS in Geneva • Telephone interviews with the donor • Development of the Inception report • Review of documents, interviews and electronic questionnaires developed and completed • Facilitate stakeholders workshop in Geneva • Draft evaluation report • Finalise evaluation report 	<ul style="list-style-type: none"> • <u>Not have been involved in the project.</u> • Relevant background in social and/or economic development. • Experience in the design, management and evaluation of multi country development projects that include research components, in particular with policy level work and institutional building. • Experience in evaluations in the UN system or other international context as team leader (7-10 years) • Experience in the area of children’s and child labour issues, gender and rights-based approaches in a normative framework and operational dimension are highly appreciated. • Experience facilitating workshops for evaluation findings.

	<ul style="list-style-type: none"> • Experience with global projects evaluations that include Americas, Africa and/or Asia • Fluency in English is essential, working knowledge of French and Spanish are an asset
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10.2. Evaluation team member

Responsibilities (jointly with the team leader)	Profile
<ul style="list-style-type: none"> • Desk review of project documents • Development of the Inception report • Review of documents, interviews and electronic questionnaires developed and completed • Draft evaluation report • Finalise evaluation report 	<ul style="list-style-type: none"> • <u>Not have been involved in the project.</u> • Relevant background in social and/or economic development. • Experience in the design, management and evaluation of development projects in particular with policy level work and institutional building. • Experience in evaluations in the UN system or other international context as international evaluator (5 years) • Experience in the area of children’s and child labour issues, gender and rights-based approaches in a normative framework and operational dimension are highly appreciated. • Experience with projects evaluations that cover at least one region of the following ones: Americas, Africa and/or Asia • Fluency in English is essential, working knowledge of French and Spanish are an asset

10.3. Evaluation manager

The evaluation is managed by an ILO officer, not member of the GOVERNANCE Department to whom the evaluation team will report.

The CTA of GAP11 is responsible for the overall support to the evaluation team, i.e. to assure access to information, to provide necessary support to contact stakeholders and to conduct the case and country studies.

The evaluator is responsible to organise his/her own travel arrangements and book accommodations in the framework of the evaluation, including country visits, with support of ILO.

ANNEX 5: SCHEDULE OF EVALUATION

Phase	Tasks	Outputs	Period of Completion
Document reviews and interviews with project stakeholders	Desk review and initial briefing in Geneva, with a debriefing meeting	Stakeholder meetings in Geneva	April 22- April 27
Design of study and tools	Developing the Inception report (i.e. evaluation methodology, indicators, questions, instruments, etc.)	Inception report	June 2
Data collection	<ul style="list-style-type: none"> • Interviews by phone/Skype • Visit to Philippines and Ecuador • Review of project documents and publications 	Inputs for the report	May 1 – July 15
Analysis of findings Validation workshop	One-day workshop in Geneva to present the preliminary findings to ILO HQ and donor and other stakeholders (by Skype/VC) and complete information and validate findings.	Agenda and methodology PowerPoint	June 23
First draft	Development of the draft report	Draft Report	July 20
Comments	Circulate draft report to key stakeholders Consolidate comments of stakeholders and send to team leader	Comments on Draft Report by stakeholders	August 18
Final report	Finalize the report including explanations on why comments were not included	Final Report	August 31

ANNEX 6: LIST OF PEOPLE INTERVIEWED

Person	Organisation
Peter Wichmand	Senior Evaluation Officer, ILO/EVAL
Laurence Dubois	Senior Project Officer, ILO HQ
Sophie De Coninck	Technical Specialist, ILO HQ
Leanne Melnyk	Partnerships Officer, ILO HQ
Mr. Rafael Peels	Research Officer, ILO HQ
Ms. Bharati Pflug	CTA, GAP11 Project, ILO HQ
Tina Faulkner	International Relations Officer, USDOL
José Roberto morales Salazar	CTA, PANADOR Project, Ecuador/ Panamá
Bladimir Chicaiza	Former staff of GAP11, Ecuador
Luz Dary Rojas	PETI, Ministry of Labour and Employment, Ecuador
Juan Pablo Narváez Vásquez	PETI, Ministry of Labour and Employment, Ecuador
Maria Belen Lopez Arietta	PETI, Ministry of Labour and Employment, Ecuador
Maria del Carmen Farfán Vásquez	PETI, Ministry of Labour and Employment, Ecuador
José ()	Head of the Department, Ministry of Labour and Employment, Ecuador
Charita Castro	Chief, Research & Policy Division, USDOL
Maureen Jaffe	International Relations Officer USDOL
Beate Andrees	Head, FUNDAMENTALS
Ricardo Furman	Senior evaluation officer, ILO/FUNDAMENTALS
Galo Ramón Valarezo	Director, Communidec, Ecuador
Leonel Orlando Quiñonez Sevillano	President, Cantonal Board of Rights, Quinindé
Alejandro Sacón	Communications officer, Cantonal Board of Rights, Quinindé

Bijoy Raychaudhuri	Consultant/Former SIMPOC & Research, ILO HQ
Furio Rosatti	Director, UCW
José Maria Ramírez Machado	Senior Programme and Operations Officer, ILO HQ
Arum Ratnawati	National Chief Technical Advisor, ILO Indonesia
Undraa Suren	GAP11 Consultant, Mongolia
Battuya Tsanlig	Head CYPPD, Mongolia
Azaa J	National Authority for Children, Mongolia
Gabriella Maria Breglia,	Research Officer, UCW, ILO Rome
Ahmma Charisma Lobrin Satumba	Director IV, DOLE – Bureau of Workers with Special Concerns
Adeline De Castro	Director IV, DOLE – Planning Service
Dr. Ma. Imelda Santos	Chief Labor and Employment Officer, DOLE – Bureau of Working Conditions
Aurora Halcón	OIC-Chief, DOLE – National Capital Region
Daniel Bristol	Head Statistician, DSWD – National Housing Targeting Office
Ismael Balano	Spl. Investigator, NBI – Violence Against Women and Children Desk
Girlie Grace Casimiro	Chief Economic Development Specialist, National Economic and Development Authority
Anna Clarissa Sunga	Senior Economic Development Specialist, National Economic and Development Authority
Julius Cainglet	Vice President, Federation of Free Workers
Maribeth Casin	Chief Labor and Employment Officer, DOLE – Bureau of Workers with Special Concerns
Dianne Lyneth Alavado	Labor and Employment Officer III, DOLE – Bureau of Workers with Special Concerns
Emilia De Guzman	Supervising Labor and Employment Officer, DOLE – Bureau of Working Conditions
Essodina Mibaféi Abalo	National Programme Manager ILO-CO Lomé, Togo
Ernesto Abdala	GAP11 coordinator in Asunción, Paraguay
Giovanni Soledad	National Project Coordinator, ILO CO- Manila, Philippines

Khalid Hassan	Director ILO CO- Manila, Philippines
Ms Brenalyn Peji	OIC Executive Director, Institute of Labor Studies, DOLE-ILS, Manila, Philippines
Lisa Grace Bersales	National Statistician, Philippine Statistics Authority, Manila, Philippines
Wilma Guillen	Assistant National Statistician, National Statistician, Philippine Statistics Authority, Manila, Philippines
Nelia Granadillos	Division Chief, Environment Control Division, Occupational Safety and Health (OSH) Center, Manila, Philippines
Noel C. Billang	Executive Director, Occupational Safety and Health (OSH) Center, Manila, Philippines

ANNEX 7: INCEPTION REPORT

Inception Report

Evaluation title:	Final Independent Evaluation of the Global Action Programme on Child Labor Issues - GAP 11
ILO TC/SYMBOL:	IL-22509-11-75-K
Type of evaluation:	Final independent evaluation
Country(ies):	Global with 6 country case studies
Evaluation period:	May-July 2017
Name of consultant(s):	Smita Premchander, Clara Ariza
ILO administrative office:	ILO Geneva
Date project ends:	November 2017
Donor country and budget:	USDOL, US\$ 15,900,000
Evaluation manager:	Rafael Peels

Inception Report

Final Evaluation of the Global Child Labor
Project GAP 11

June 2, 2017

Smita Premchander

Clara Ariza

Table of Contents

Abbreviations	ii
1. Introduction.....	1
2. Evaluation Objectives.....	1
3. Evaluation Methodology	2
3.1 The Evaluation Approach	2
3.2 Selection of Case Studies	3
3.3 Limitations.....	3
4. Work Plan.....	4
4.1 Implementation Phases.....	4
4.2 Deliverables and Timeline.....	4
Annexes	
Annex 1: Matrix of Case Study Selection	6
Annex 2: Question Bank for the Stakeholders.....	10
Annex 3: Matrix of Primary Stakeholders	20
Annex 4: Structure of Final Report	22
Annex 5: List of Documents	23

Abbreviations

C189	Domestic Workers' Convention
CL	Child Labour
CDWs	Child Domestic Workers
DWCP	Decent Work Country Programme
FAO	Food and Agriculture Organization of the United Nations
FL	Forced Labour
GAP 11	Global Action Program on Child Labor Issues
HQ	Head Quarters
ILO	International Labour Organization
MIS	Management Information System
NAP	National Action Plan
NGO	Non-Governmental Organization
SDGs	Sustainable Development Goals
TU	Trade Union
UNICEF	United Nations Children's Fund
WDAFL	World Day Against Child Labour
USDOL	United States Department of Labor

1. Introduction

This inception report outlines the plan for an independent final evaluation of the Global Action Program on Child Labor Issues (hereafter referred to as GAP 11), implemented by ILO and financed by the United States Department of Labor (USDOL). The purpose of the project was to support the further elimination of child labour and forced labour through a program comprising of three components

- 1) Improvements in legislation, enforcement and policy coordination, by building national capacity to implement policy initiatives to increase access to quality education and sustainable livelihoods for vulnerable populations;
- 2) Promotion of innovative research and monitoring systems to aid with policy development and program design; and
- 3) Support for new efforts to protect children from exploitation in domestic work.

The project began in September 2011, received a cost extension in 2012 for work until 2015. A first no-cost extension was received in early 2015, and a second in October 2015 to move the end date to March 2017. A comprehensive final evaluation of the project was completed in November 2016. This external evaluation, carried out in accordance with OECD/DAC evaluation criteria and approaches, will update the information on the achievement of key outputs and objectives, and assess the sustainability of project activities and their outcomes.

The objectives of this inception report are to outline the approach to the TOR, detail the process of selection of countries for visits and interviews, and to present the questions that will be asked of stakeholders. Main components of the study design including elaborated methodology, data collection instruments, and the implementation plan with the timeline, are included.

The evaluation will pay special attention to sustainability as suggested by the end term evaluation commissioned by USDOL, as well as looking at coordination aspects of the multi-country work carried out, with a view to identifying good practices and lessons to achieve long-term effectiveness through projects comprising of different components.

2. Evaluation Objectives

The specific objectives of this study are to cover the period between the last evaluation report and March 2017 comprehensively with respect to achievement of project objectives. The evaluation will prioritize attention to sustainability, as suggested by the final evaluation, by looking at success in terms of collaboration and ownership by the government and policy changes, as well as looking more broadly at whether the environment for interventions on child and forced labour have improved through appropriation by key stakeholders.

Gathering learning based on the experience of the project is another important objective of the evaluation, with a view to see how future projects can be improved in design and implementation. Given that the project had three components, and included several countries'

internal governance issues, and project design with a view to promoting sustainability will also be addressed.

The project's implementation model and its relevance within the broader framework of strategic ILO goals will also be examined, with particular focus on identifying the complementarities and linkages between the project and broader work within the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS).

3. Evaluation Methodology

The evaluation will involve a stakeholder consultation process with the senior managers in ILO HQ and country offices, with representatives of the donor agency, and other stakeholders. A review of project documentation will be followed by in-person country visits, and supplemented by Skype interviews.

3.1 The Evaluation Approach

The evaluation will follow the OECD/DAC approach, and will address the following themes: 1) Relevance 2) Efficiency 3) Effectiveness and potential impact and 4) Sustainability.

The themes and special focus of the evaluation is represented in the following diagram.

Questions on relevance will largely help establish how the project has been integrated into the ILO and governments' national strategic frameworks, as well as how the project relates to the more integrated approach from FUNDAMENTALS and whether it has been able to leverage other ILO interventions towards strategic long-term objectives.

Questions on efficiency and effectiveness will assess the implementation of multiple project components across different countries looking, among other things, at whether the project has been adaptive to different contexts and priorities in different countries, as well as the integration of considerations around gender.

Sustainability is an important thematic, and questions will be asked to gauge whether there is evidence of local ownership of project objectives, and which elements of project interventions might have promoted sustainability of project outcomes.

A detailed list of questions, relating these four themes to country components is attached in Annexure II.

As this independent final evaluation follows a final project evaluation managed by the donor that was conducted in end 2016, it goes beyond the evaluation themes into an in-depth examination of sustainability of the outcomes of the project across the project countries. Sustainability is assessed in terms of the continuation of the activities initiated by the project, and the use of outputs created by the project. The sustainability is assessed at the policy level, in terms of use of research outputs, and actions taken by stakeholders at the country level.



3.2 Selection of Case Studies

Several criteria informed the decision of the selection of countries for visits by the evaluation team members, and countries for Skype interviews with the key stakeholders. 6 countries were identified, 2 for visits, and 4 for interviews. The criteria are as follows.

- 1) Countries where project activities were completed at least six months prior to the evaluation, by October 2016, were prioritized, in order to be able to assess to some degree the sustainability of the interventions. Even though there are countries with significant ongoing work under different components, an assessment of the sustainability of project work was considered most important.
- 2) The TOR put a strong emphasis on activities that took place after the previous evaluation. Therefore, Philippines was selected as that country has had activities in the past 6 months and Mongolia was selected for Skype interviews.
- 3) Countries where 2 or more project components were being implemented were prioritized in order to widen the scope of the interventions being evaluated.
- 4) The suggestions of the final evaluation commissioned by USDOL were taken into consideration. The suggestions were that the follow-up evaluation (this one) should focus on sustainability and give special consideration to Philippines, Comoros, Ethiopia and Haiti.
- 5) An effort was made to select countries which were not previously visited for evaluation.
- 6) At least one country was to be included in which child labour and forced labour interventions, were both carried out- Paraguay was selected in this regard.
- 7) Countries where there were partnerships and cooperation with other organizations and international agencies were prioritized.
- 8) Geographical diversity was a criterion, and it was ensured that the countries would be spread across the three continents in which project activities had been carried out.
- 9) We tried to find a balance between all these criteria without necessarily having to respond to all of them and feasibility was also an important component.

Based on these criteria Ecuador and Philippines have been selected for visits by the evaluation team while Skype interviews will be conducted for work in Indonesia, Togo, Paraguay and Mongolia. All of these countries had Component 1, Component 2 was implemented in 2 of the selected countries and Component 3 was implemented in 5 of the 6 selected countries, thus giving the best coverage of individual components, and the best opportunity to review the synergies across different components of the project. Further details are provided in Annexure 1.

3.3 Limitations

The evaluation needs to balance on the one hand countries fulfilling the criteria of work having finished 6 months ago to assess sustainability and those countries where some project activity had been implemented after the last evaluation. In order to do this, two countries are taken where activities were ongoing (Philippines and Mongolia), while other ongoing work was studied through documentation review and detailed discussions with the project team.

4. Work Plan

The step-wise processes and timeline to be followed by the study team are explained below:

4.1 Implementation Phases

The evaluation will be conducted and completed in five phases as follows:

Phase I: Preliminary Visit and Evaluation Design: The evaluation team undertook a preliminary visit to the ILO HQ in Geneva to familiarize themselves with the project design, implementation arrangements and processes, stakeholders of the project, and the experiences and perspectives of different stakeholders within the ILO.

Based on a review of project documentation and information gathered during the preliminary visit to ILO Geneva, the study team prepared this evaluation design, data collection tools and detailed implementation plan to conduct the evaluation.

Phase II: Interviews with Stakeholders: Phone and Skype interviews will be held with stakeholders, based on the questionnaire that has been prepared (Annexure 2).

Phase III: Data Collection in the Field: Each consultant will visit one country, selected according to the criteria given above. The consultants will collect primary data in each of the case study countries for 5 to 6 days and have discussions and interviews with the various stakeholders including ILO constituents. The team members will also interview representatives from other international organisations and non-government organisations as needed. The evaluators will hold debriefing sessions in the countries visited as needed.

List of Methods

- Interviews (In person, by Skype or phone)
- Focus Groups Discussion (FGDs)
- Stakeholder Analysis
- Case Studies

Phase IV: Sharing and Validation of Findings: The evaluators will analyse the information collected and prepare a presentation for ILO and other stakeholders in Geneva, by end June 2017. The stakeholder feedback will be taken into consideration while preparing the draft report.

Phase V: Preparation of the Final Report: The team will prepare the evaluation report and submit it by June 30, 2017 to ILO Geneva. In case any further inputs are received from the stakeholders, these will be incorporated by the evaluators and a revised report will be submitted if needed.

4.2 Deliverables and Timeline

The assignment will be completed in less than 2.5 months starting from April 23, 2017 to July 10, 2017. The time plan for each of the deliverables is given in the following Gantt chart:

Timeline of the Study

Weekly Plan												
Tasks	WK 1	WK 2	WK 3	WK 4	WK 5	WK 6	WK 7	WK 8	WK 9	WK 10	Wk 11	Wk 12
	April 20-23	April 24-30	May 1-7	May 8-15	May 16-23	May 24-30	June 1-7	June 8-15	June 16-22	June 23-30	July 1-7	July 8-15
Document review and interviews with project stakeholders (HQ)												
Designing of the study and tools												
Skype and phone interviews and Country visits												
Analysis of findings and Preparation of validation workshop												
Validation workshop and Report submission												

Inception Report- Annexes

Annex 1: Matrix of Case Study Selection

Countries Selected for Visits and Skype Interviews	Component 1 (C1)	Component 2 (C2)	Component 3 (C3)	Ownership and commitment at country level	Potential for lessons and good practices (e.g. South-South cooperation, Interagency cooperation, FL +CL)	Remarks (Visit 1 and Visit 2 for countries to visit, Skype 1 to Skype 4 for those to Skype with)
1. Ecuador	x		x	x	x	Visit 1. C1+C3 Work complete.
2. Philippines	x	x	x	x	x	All components. Suggested by the final evaluation. But dates are not feasible.
3. Paraguay	x			x	Work on CL and FL	Skype 1.
4. Indonesia	x	x	x	x	Child labour NAPs and district level NAPs	Visit 2. All three components.
5. Togo	x	x	x	x	x Lessons on use of tools for Lis, Tus. National level TU established for Domestic workers.	Skype 2. Definitely qualifies for interviews to complete the story of earlier evaluation, and cover a country with all three components. The previous evaluation has also suggested follow up in the current evaluation.
6. Mongolia	x			x	x Lessons on NAP mainstreaming, capacity building,	Only one component, activities ongoing. Many lessons to learn.

					advocacy, preparing lists for children in hazardous work in the artisanal sector	
7. Laos PDR	x			x	NAP approved in 2014. E learning tool. Capacity building	Skype 3. Only 1 component, but good from the perspective of exploring sustainability
8. Cameroon	x		x	x		Skype 4: The earlier evaluation has covered the experience in Cameroon extensively
9. Kenya		x	x		NAP developed. Involvement of many stakeholders	Skype 5: Additional Skype interview if needed
Countries where project activities were completed 6 months ago, but have few components or have been covered in the earlier evaluations						
10. Vietnam			x	x	Lessons for stakeholder involvement, NAP on worst forms of child labour	Only one component. Potential lessons for sustainability due to high awareness and stakeholder involvement
11. Lebanon		X				Only one component
12. Comoros	x					Could be covered by Skype, but has only one component.

13. DR Congo	x					Only one component
14. Ethiopia	x					Only one component
15. Gabon			x			Only one component
16. Morocco		X				Only one component
17. Rwanda	x					Only one component
18. Sierra Leone	x					Only one component
19. South Sudan	x					Only one component
20. Uganda		X				Only one component
21. Azerbaijan	x					Only one component
22. Philippines	x	X	x	xx	xx	All components. Suggested by the final evaluation. But dates are not feasible.
Countries where project activities are ongoing, where potential for lesson learning is high						
23. Timor-Leste	x	X		x	Lessons on CL and FL. NAP drafted and adopted. Lessons on South-South cooperation in capacity building	Good from lessons perspective. Work is still ongoing, so it does not qualify for ex-post assessment
24. Mali	x	X		x	ILO-FAO collaboration Many stakeholders brought together	Lessons on inter-agency cooperation
25. Mongolia	x			x	x Lessons on NAP mainstreaming,	Only one component, activities ongoing.

					capacity building, advocacy, preparing lists for children in hazardous work in the artisanal sector	Many lessons to learn.
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Criteria for selecting countries to visit

Given that the evaluation focuses on the sustainability of the actions undertaken under GAP11, we decided that good candidates for the mission were those countries where all the activities planned from the beginning had been finalized before October 2016. Further, to make the best use of the visits, we proposed to prioritize those countries where more than one component had been implemented. Based on the documentation reviewed, it was clear that only a reduced number of project countries fulfilled these two criteria, namely, Indonesia, Ecuador and Kenya. Additional criteria discussed with the ILO team in Geneva which were taken into account in the selection of countries to interview where there exists the potential to draw lessons and good practices as well as high levels of country ownership and commitment reported.

However, as the previous evaluation specifically recommended the following evaluators to visit Philippines, this country was added to the list. With the aim of giving regional diversity to the missions, we requested the ILO team to help us select between Philippines (first priority) and Indonesia and between Kenya and Ecuador. Kenya was considered a good candidate for the mission, as GAP11 has been implemented in many African countries. However, during the previous evaluation Togo and Cameroon were visited and we could consider that Africa was covered. Instead, Ecuador was selected, from among the Latin American countries, which were less represented in the missions of the previous evaluation.

The final decision, is to visit Ecuador and Philippines and hold 2 Skype interviews per country, with stakeholders from Paraguay, Togo, Indonesia and Mongolia.

Annex 2: Question Bank for the Stakeholders

The Stakeholders

The stakeholders that we will talk to may include the following:

1. ILO team;
2. Senior government officials, those in charge of policy formulation, improving implementation structures and set monitoring mechanisms;
3. Mid-level government officials, i.e. labour inspectors, who are part of the monitoring mechanism; their awareness and capacities greatly influence policy implementation, and outcomes;
4. Ministers/politicians, those who create the political will to make policy decisions, allocate budgets and monitor outcomes;
5. Trade union leaders, who voice the demands for policy change and improvement in implementation and monitoring mechanisms;
6. Other project partners in each country: FAO, UNICEF, NGOs.

Questions Relating to Project Outcomes

Component 1: Capacity building and strategic policy development

This involves assistance to identifying and addressing legal and regulatory gaps in the areas of child labour and forced labour, as well as to strengthening accompanying monitoring and enforcement mechanisms. It also supports national action plans on the two issues, and promotes mainstreaming of child and forced labour concerns into broader sectoral policies.

Improved Legal and Regulatory Framework to prevent child labour and forced labour:

1. a. Does your country have a clearly articulated policy on child labour/ forced labour elimination?
 - a. b. If it does, are the issues of women CL/FL taken into consideration in the policy formulation?
2. Country specific questions, based on what activities have been done
 - a. A stakeholder workshop was conducted on child labour/ forced labour. Did it result in any further workshops in your country?
 - b. Was it followed up by making a NAP?
 - c. If not, what were the reasons why the workshop discussions were not taken forward?
 - d. If a NAP has been drafted, has it been validated? If not, why?
 - e. If a NAP has been drafted and validated, has it been adopted at the country level as a policy level? Is this planned and work being conducted to its achievement? If not, what have been the barriers?

Strengthened enforcement mechanisms in target countries:

- What are the measures that have been taken to strengthen enforcement mechanisms?
- Where have trainings of labour inspectors been conducted, have these trainings been repeated for other labour inspectors in the country?
- Have the labour inspectors changed their methods of identifying and mitigating of child labour? Do you have statistics or records of child labour identification after the

trainings took place? Can you cite any case in which the training led to improved child labour identification?

- Where child labour or forced labour surveys have been conducted, have the findings been widely disseminated? If yes, how/by what means? Which stakeholders have used the data? And how has the information been used?

National action plans and other policies to address CL and FL, effective and improved national institutions in charge of national action plans:

- Has a NAP been developed in your country to address CL and FL?
- Which institutions are responsible for implementing the NAPs (National Child Labour Committee, National Standing Committee, etc.)?
- How does the monitoring mechanism operate in the country?
- Has there been an increase in identification and rescue since the development of the NAP and the implementation mechanism? Which are the means of verification?

Policy development:

- Have any pilot projects to reduce vulnerability to child labour and forced labour been mainstreamed into development policies? If yes, which? These may include projects or plans which raise household income and increase children's participation in schooling.
- If yes, how have the projects been scaled-up or if they are new, what has been their coverage (in numbers)?
- Has the performance of these projects been evaluated, and if yes, what have been the key findings? (For instance, a study on the impact of CCTs for sending children to school showed that the incentive was too low to make an impact, with a recommendation that such incentive be increased). If the projects have not been evaluated, is there a plan to do it? When?

Global actions

Component 1 has some global outputs which are relevant for all the project countries. These include the development of a Global Slavery Database, an E-Learning Tool, and Global NAP Tools. This work has not yet been completed, and these outputs are expected to be available by the end of the project period. The questions relating to this would be:

- Are you aware of the tools that are under preparation with the results of the project by ILO?
- Have you contributed to these tools?
- In which way can these tools be used in your country and by which stakeholders?

Component 2: Innovative research and monitoring systems to guide policy development and program design

- a. Has any research been conducted on systems for monitoring child labour and forced labour in the country?
- b. How has this knowledge been disseminated?
- c. Which key stakeholders can best utilise this output, and for what purpose?
- d. Have the statistical information and policy analysis undertaken been used to influence policy, monitoring or implementation of mechanisms to reduce child and forced labour?

Component 3: Strengthened protections to children in domestic work

This component helps strengthen protections for child domestic workers, and supports a variety of awareness raising and advocacy activities in line with the relevant international legal instruments. It also supports the formulation of enabling regulatory and policy frameworks and the development of pilot intervention models for protecting child domestic workers.

Sub-component 3.1: Awareness raising and advocacy

The questions relating to the activities under this component are:

Celebration of World Day Against Child Labour (WDACL)

- a. Do you celebrate the WDACL every year? If no, why not?
- b. If yes, have you started preparing something for the 2017 WDACL? What?
- c. Which organization leads the coordination of the WDACL in your country?
- d. Is there a campaign organized for WDACL 2017?
- e. Have you received already an invitation to attend?
- f. Who are the stakeholders that you expect will attend?

Rapid Situational Analysis

- a. Are you aware that a rapid situational analysis on domestic child labour was completed in your country?
- b. If yes, do you know what were the major findings? How did you learn about those findings?
- c. Have you, or any other organisation that you know, used these findings in any way?
- d. If yes, for what purpose (to produce papers, info graphics, advertisements, national policies, project proposals, in training programmes, etc.)

Sub-component 3.2: Regulatory and Policy Frameworks

- a. Have any studies been conducted in the country to identify gaps in legal protection and social services for child domestic workers (CDWs)?
- b. If yes, do you know what were the major findings?
- c. Have you, or any other organisation that you know, used these findings in any way?
- d. If yes, for what purpose (to produce papers, info graphics, advertisements, national policies, project proposals, in training programmes, etc.)

Subcomponent 3.3: Protection of child domestic workers

- a. In what ways has the project helped influencing policy to protect CDWs? Has C189 (Domestic Workers' Convention) been ratified? What efforts have been made to make the country constituents aware of C189, and to adapt its provisions to the national context?
- b. Have any programmes been piloted in the country to protect CDWs?
- c. What steps have been taken to identify, analyse and disseminate good practices from successful countries?
- d. Are you aware that a legal framework on child labour and forced labour, with particular attention to child domestic work, was completed in your country?

Country Specific Questions

The above general questions will be contextualised for each of the countries selected for a visit and Skype interviews. This will be done on the basis of the work done under the project in that specific country.

Examples of this process are provided below for three countries, Indonesia, Ecuador and Philippines.

ECUADOR

Stakeholders:

Ministry of Economic and Social Inclusion (Ministerio de Inclusión Económica y Social) (MIES); and the Ministry of Labour, *CommuniDec*, Agricultural Chamber of the First Zone - CAIZ- and National Association of Oil Palm Growers –ANCUPA, Cantonal Board for Protection of Rights, Association of Home- Paid Workers (ATRH), Coordination Table on Domestic Work, CTA of the PANADOR project

Questions:

Component 1:

- In which ways have policies and programmes become more responsive towards the disadvantaged Afro-Ecuadorians and indigenous persons after GAP11?
- What are the key findings of this study? How and to whom have the study results been disseminated? Has any stakeholder taken any follow up actions based on the findings of this study? (To be asked especially to ANCUPA who are expected to support its implementation)
- How have the issues of forced labour and child labour been included in the work of the anti-trafficking mission?

(Anti trafficking mission members to be taken as a stakeholder to be interviewed.)

From recommendations:

- How can the work done under GAP 11 support the country constituents to respond to SDG 8.7?
- What is the request from the MOL for ILO support on forced and child labour? How does the ILO plan to respond to this request? (to be asked to ILO staff in country and HQ)

Component 3:

- What are the actions taken by the Association to support C189?
- What are the ways in which ATRH has mainstreamed child domestic workers protection concerns into its' activities?
- Which stakeholders have taken actions towards addressing gaps in social services for child domestic workers? Have any social protection schemes been designed or launched which cover families with child labour or forced labour?

- When was this group established? What is their responsibility, their activities, how is their work monitored, what are their key achievements over the past 2 years since they were established?
- What is the mechanism by which C189 is implemented in the country? What have been the key actions over the past months since the ratification of the Convention?
- In what way have the stakeholders used the GAP project's work on child labour and forced labour?

PHILIPPINES

Stakeholders:

Members of the National Child Labour Committee, members of the sub-committee on enforcement and compliance with laws, Representatives in DOLE, Bureau of workers with special concerns, Occupational safety and health centre, Institute of Labour Studies, Sagip Batang Manggagawa Quick Action Team (SBM-QAT), Provincial Social Welfare and Development (DSWD), Philippine National Police or National Bureau of Investigation, and the Department of Justice., Provincial Child labour Committees (PCLCs)

Questions:

Component 1:

- How is the hazardous worklist for children being monitored currently and by whom? Are there any examples of actions being taken over the last year?
- GAP11 helped to make a proposal for young workers in the construction and agriculture sector. Has it started? What are the lessons to be derived?
- Have the 4 provinces developed provincial plans after the training?
- Have the child labour rescue teams been active at the local level (4 provinces)
- What has been the number of children rescued? Actions taken? Any cases?
- What is number of labour inspectors in the country? Have all of them been trained in child labour and occupational safety and health issues?
- Has the school based CL monitoring and referral system been discussed/planned with the department of education?

Component 2:

- Have CL issues been mainstreamed in social protection mechanisms? (Are there any conditional cash transfer schemes? e.g. scholarships for school attendance? Grants to parents for school attendance?)

Component 3:

3.1 Awareness raising and advocacy:

- Are you aware that a rapid situational analysis on Domestic child labour was completed in your country?
- If yes, do you know what were the major findings? How did you learn about the findings?
- Have you, or any other organisation that you know of, used these findings in any way?

- If yes, for what purpose (to produce papers, infographics, advertisements, national policies, project proposals, in training programmes etc.?)

3.2 Regulatory and policy frameworks:

- Do child labour laws in Philippines contain a reference to CDW?
- What are the key proposals of the CDW protective policy framework in Philippines?
- What are the activities undertaken under the CLEAR project that address CDW protection?
- Does Philippines have a good knowledge base on CL and CDW? Which is the latest document and what are the latest figures on this? Post the GAP11 project, who has collected and disseminated information on CDW in Philippines/which are the institutions carrying out advocacy actions and what are those advocacy actions?
- Post GAP11 has there been any further legislative and political action to eliminate CL or FL in the informal economy (specially the DW sector)?
- Have any actions been taken specially to support migrant CDWs or CDWs in crisis and post crisis situations?
- Have any of the social partners taken steps to protect young workers of legal working age (especially in domestic work)?
- Does the government or any other stakeholder implement any scheme for education and skill development for CDW, especially for girls?
- Has the Philippines Programme against Child Labour (PPACL) (2016-2020) officially been endorsed? What have been the achievements/progress? If not, is there a plan or date set for endorsement?

INDONESIA

Stakeholders:

Pusat Studi Hukum dan Kebijakan Indonesia (Indonesian Center for Law and Policies Studies – PSHK), National Action Committee Members , PERDA, JARAK (Network of Non-Governmental Organizations for Elimination of Child Labour), General Director of PNKPA-Ministry of Labour and Transmigration (The Monitoring Division of Women and Children Working Norm), the Deputy Ministry of Women Empowerment and Child Protection, the Deputy Director of ILO office in Jakarta, the Trade Union Confederation, child domestic labourers, and street children, JALA-PRT (National Network of the Protection of Domestic Workers)

Questions:

Component 1:

Legal and Regulatory Framework

- Specific to Indonesia: What were the key findings and recommendations of the study on A Review on the Mechanism and Practice of Law Enforcement in Cases Related to Child Labour and Forced Labour in Indonesia?
- Have any of the stakeholders acted on any of the recommendations?

Monitoring and Enforcement

- Have any of the labour inspectors trained other labour inspectors at the national/province level?
- What are the structure and implementation mechanism for elimination of CL? How are the expenses met for the associated activities? Do these national and local structures get the community support?
- Is the NAC active? Have any steps been taken to re-establish the NAC? If yes, what steps have been taken?
- Has the government of Indonesia received support in analysing data on CL? Has there been any attempt to have a geographical (rural/urban) or a sectoral targeting for elimination of CL in the country?

Component 2:

Output 2.1.4: Survey dataset and survey report on child labour in informal mining

- What are the findings of the report on CL in informal tin mining? Which organisations are key on taking actions on this report? What are the key actions that need to be taken immediately on this?

Component 3:

3.1 Awareness raising and advocacy

- What are the provisions of the Bill of Domestic Workers Protection by the government? Has the bill been adopted in Indonesia?
- Over the past 2 years, what has been the progress in Indonesia on ratification of C189?

- What are the key findings of rapid situational analysis of CDW in Indonesia? Has any partner taken any action post this analysis?

3.2 Regulatory and policy frameworks

- What were the key findings of the legal review on CDW in Indonesia? What have been the actions taken (by NGOs/any ministries/embassies)?
- Has the sectoral action plan that was prepared by all the multiple stakeholders been implemented?
- What are the follow up actions taken by the PROMOTE project which carry forward the decisions and actions under the GAP11 project?

Questions Directed at Consolidation of Findings on Evaluation Themes

In addition to the questions relating to the specific components of work, thematic questions will be addressed to the key country constituents and ILO team at the HQ and in country. These are detailed below:

Relevance of Design

Questions for all Stakeholders

- Were the activities well formulated and the project well designed to obtain the expected results?
- If not, what would be the project components you would suggest, specific to your country?
- Was there any specific aspect of the original design that you had to change to make implementation?
- In what way have the project outcomes contributed to the SDGs (i.e. impacts and data collection) and the Alliance 8.7?
- Has the GAP11 project been integrated to the ILO and governments' national strategic frameworks such as DWCPs, NAPs, etc.?
- Have any unexpected external factors affected the project, considering that policy formulation and adoption is not a linear process?
- Has the project been able to leverage other ILO interventions towards strategic long-term support beyond the life of the project?
- Has the project been able to leverage other government, civil society or private interventions towards strategic long-term support beyond the life of the project? If yes, which?
- In what way have the project outcomes contributed to the SDGs (i.e. impacts and data collection) and the Alliance 8.7? Has the project contributed towards laying the ground work towards the Alliance 8.7?

Additional Questions for ILO Team at HQ and Country Offices

- How has the project responded to the more integrated approach from FUNDAMENTALS, particularly with respect to the weaknesses and strengths where CL and FL topics were intended to be implemented in an integrated way?

Effectiveness and Potential Impact

Questions for all Stakeholders

- Which components of the project implemented in your country were synergistic?
- Were there additional activities which would have increased the achievements or impacts of your project?
- Detailed questions about Components 1, 2, and 3 are given in section 2 above.

Additional Questions for ILO Team at HQ and Country Offices

- Was the approach followed effective for achieving the objectives of the project? (i.e. many countries, small country-budgets, and many small interventions) -
- How effective has the GAP intervention modality been considering the allocation of resources (amount per country/intervention) type of interventions (capacity building and knowledge generation), and level of coverage (regional, national and subnational)?
- Is an intervention more effective when multiple interventions are undertaken?
- How effective has the GAP intervention modality been considering resources allocation and type of interventions to generate knowledge?
- How have gender considerations been reflected in the different interventions (i.e. outputs) and outcomes?
- How has the project addressed the recommendations from the external evaluation?

Efficiency

Questions for all Stakeholders:

- Assess the implementation and strategic efficiency of working in one, two or three project components in one country at the same time, compared to other options
- Has the project been adaptive to changes in the context and priorities to address country needs in an efficient way?

Additional Questions for ILO Team at HQ and Country Offices:

- Has the project been able to work under the ILO structure (e.g. integration with Country offices and other Departments)?

Sustainability

Questions for all Stakeholders:

- Which elements of the project interventions contributed to, or hindered, the sustainability of project outcomes, considering those outcomes that have been in place for at least 2 years at the time of the evaluation?
- These questions are elaborated for each component, in Section 2 above.

Additional Questions for ILO Team at HQ and Country Office:

- Which countries and which aspects of the project do you think offer lessons for the sustainability of the programmes on child labour?

- Is there evidence of ownership and commitment of ILO constituencies? If so, what are the indicators of such ownership or commitment, if not why?

Good Practices, Lessons and Recommendations

Questions for all Stakeholders:

- What are some of the key achievements of the GAP 11 project as implemented in your country/ globally?
- What are the challenges that have been faced in the implementation of this project?
- Are any other aspects about the design, implementation or management of the programme, or any other aspect, that you would like to draw our attention to?
- Do you have any suggestions or recommendations for future programmes on child labour and forced labour?

Additional Questions for ILO Team at HQ and Country Offices:

- Which countries and which aspects of the project do you think offer lessons for programmes on child labour, so make for interesting case studies?
- Was there a request from the Ministry of Labour for ILO support on forced and child labour? How does the ILO plan to respond to this request?

Component 3:

- What are the ways in which ATRH has mainstreamed child domestic workers protection concerns into its' activities
- Which stakeholders have taken actions towards addressing gaps in social services for child domestic workers? Have any social protection programmes been designed or launched which cover families with child labour or forced labour?
- When was this group established? What is their responsibility, their activities, how is their work monitored, what are their key achievements over the past 2 years since they were established?
- What is the mechanism by which C189 is implemented in the country? What have been the key actions over the past months since the ratification of the Convention?
- In what way has the have the stakeholders used the GAP project's work on child labour and forced labour?

Annex 3: Matrix of Primary Stakeholders

Countries Selected for Skype Interviews	Stakeholders		
	Component 1	Component 2	Component 3
1. Paraguay	Ministry of Labour, Labour inspector from Chaco region where there is a lot of forced labour		
	One member of the tripartite committee of fundamental rights and eradication of forced labour (preferably a Trade Unionist)		
2. Indonesia	General Director of PNKPA-Ministry of Labour and Transmigration (The Monitoring Division of Women and Children Working Norm)		The Trade Union Confederation
			Child domestic labourers, and street children, JALA- PRT (National Network of the Protection of Domestic Workers)
			JARAK (Network of Non- Governmental Organizations for Elimination of Child Labour)
	The Deputy Director of ILO office in Jakarta		
3. Mongolia	Ministry of Justice,		
	National Authority for Children		
	Network on WFCL		
	AFCYD		
4. Togo	Director of ILO TOGO		

	L'ENA	Ministry of Labour	WAO Afrique
			National Domestic Workers Trade Union (SYNATRAD)

Annex 4: Structure of Final Report

Title Page

Abbreviations

Acknowledgements

Executive Summary

Detailed Report

1. Background and Objectives

2. Approach and Methodology

3. Evaluation Findings

3.1. Project Progress and Completion

3.2. Country Case Studies

3.3. Relevance of Project Design

3.4. Efficiency

3.5. Project Results and Effectiveness

3.6. Sustainability

3.7. Good Practices

3.8. Lessons Learned

4. Conclusions

5. Recommendations

Annex 5: List of Documents

1. ILO. Facilitators Guide: Roadmap for Achieving the Elimination of the Worst Forms of Child Labour by 2016
2. Global Evaluation and Monitoring (GEM) Project – ILO-IPEC. Concept Paper. Comprehensive Monitoring and Evaluation Plan (CMEP) in Projects addressing Research, Advocacy and Policy (RAP)-related issues
3. Global Evaluation and Monitoring (GEM) Project – ILO-IPEC. How-To Guide for the Preparation of Outcome Sheets -as part of GAP Project’s Comprehensive Monitoring and Evaluation Plan (CMEP) - July 2012 (Part of the guidelines on CMEP for the GAP Project)
4. ILO-IPEC - Evaluation and Impact Assessment (EIA) section. Ex-post Sustainability Studies of ILO and ILO-IPEC interventions: Pilot studies in Tanzania and Dominican Republic based on a common initial analytical framework- Internal Experience Sharing (de-briefing) with country study team leaders and EIA staff
5. ILO. Integrated strategy on fundamental principles and rights at work 2016-2020
6. ILO-IPEC - Evaluation and Impact Assessment (EIA) section. Concept Note on Strategic Evaluations: Ex Post Sustainability Study of Action of ILO on Child Labour in Two Countries
7. Strategic evaluation framework on sustainability of ILO-IPEC interventions at country level, November 2013
8. External Independent Final Evaluation: Global Action Program on Child Labor Issues GAP 11
9. Global Action Program on Child Labor Issues: Technical Proposal
10. ILO- Evaluation Unit. Guidance Note 3. Evaluation Lessons Learned and Emerging Good Practices
11. ILO. Final Report. Promoting Decent Work for Domestic Workers: A Situation Analysis In Pakistan
12. Rapport De L’examen Du Cadre Juridique National Sur Le Travail Des Enfants En Haïti
13. Workshop Report: Adopting a Roadmap to Eliminate Child Labour in Domestic Work in the Philippines. ILO and Dept. of Labour and Employment, Philippines
14. ILO Conceptual Framework: Child Domestic Work
15. Road Map to Protecting Child Domestic Workers in Kenya: Strengthening the Institutional and Legislative Response- A Rights Based Approach.
16. Road Map to Protecting Child Domestic Workers in Kenya: Strengthening the Institutional and Legislative Response- Report on Stakeholders Workshop

17. Pakistan Report on Study Visit to Observe Systems and Programmes to Support Domestic Workers in Philippines (October 11-13, 2016)
18. DFID Child Domestic Work Prevalence
19. Relatoría del Taller para adoptar un documento marco en Panamá para la eliminación del trabajo infantil en el trabajo doméstico y la protección de los jóvenes trabajadores domésticos en edad legal de trabajar
20. Renforcement De la Réponse Pour L'élimination Du Travail Des Enfants & La Protection Des Jeunes Travailleurs Domestiques En Haiti – Rapport de l'atelier tenu au Prince, Haiti, Salle Horizon, Hotel Montana 22,23 & 24 février 2016
21. Fundamentals Technical Progress Report - GAP 11 April 2017
22. Global Action Program On Child Labor Issues [GAP 2011] - GLO/11/11/USA
23. Strengthening action to accelerate the eradication of forced labour, modern slavery, human trafficking and child labour in West and Northern Africa: Opportunities and Challenges - Discussion paper for the West and North African sub-regional consultation on the Alliance 8.7
24. Alliance 8.7 – Facts and Figures
25. Alliance 8.7 - For a world without forced labour, modern slavery, human trafficking and child labour
26. South Asia Initiative To End Violence Against Children [SAIEVAC] SAARC Apex Body “In Solidarity with the Children of SAARC”: Report Regional Consultation SDG Alliance 8.7 – South Asia Launch 19-20 July 2016
27. International Labour Organization – FPRW/ IPEC - Technical Progress Report - GAP 11- April 2015
28. International Labour Organization – FPRW/ IPEC - Technical Progress Report - GAP 11- October 2015
29. International Labour Organization – FPRW/ IPEC - Technical Progress Report - GAP 11- April 2016
30. International Labour Organization – FPRW/ IPEC - Technical Progress Report - GAP 11- October 2016
31. International Labour Organization – FPRW/ IPEC - Technical Progress Report - GAP 11- April 2017
32. CAPACITY BUILDING AND STRATEGIC POLICY DEVELOPMENT: National interventions under Component 1 of the Global Action Programme on Child Labour Issues (GLO/11/11/USA)

33. Global Action Program on Child Labour Issues (GLO/11/11/USA) Implementation Report On Component 2 – Research
34. Integrated strategy on fundamental principles and rights at work 2016-2020 – Document for Consultation
35. International Labour Organization – FPRW/ IPEC 05.12.2016
36. International Labour Organization Development Cooperation Programme Document: the IPEC+ Flagship
37. How-To Guide for the Preparation of Outcome Sheets -as part of GAP Project's Comprehensive Monitoring and Evaluation Plan (CMEP) - July 2012 (Part of the guidelines on CMEP for the GAP Project)
38. Comprehensive Monitoring and Evaluation Plan (CMEP) in Projects addressing Research, Advocacy and Policy (RAP)-related issues Concept Paper – March 2013
39. ILO-IPEC - Evaluation and Impact Assessment (EIA) section Ex-post Sustainability Studies of ILO and ILO-IPEC interventions: Pilot studies in Tanzania and Dominican Republic based on a common initial analytical framework: Internal Experience Sharing (de-briefing) with country study team leaders and EIA staff
40. Outcome Sheet for Comprehensive Monitoring of GAP Outcome 1 in Cameroon
41. Implementing The Roadmap For Achieving The Elimination Of The Worst Forms Of Child Labour By 2016: A Facilitator's Guide to the Training Course
42. ILO-IPEC – Evaluation and Impact Assessment Section - Concept Note: Strategic Evaluations: Ex Post Sustainability Study of Action of ILO on Child Labour in Two Countries
43. Draft Sustainability Analytical Framework 7th November 2013
44. ILO- IPEC Child labour and domestic work
45. Ending child labour in domestic work and protecting young workers from abusive working conditions: New report on domestic work within the framework of the two ILO fundamental conventions on child labour and the recently adopted instruments on decent work for domestic workers
46. Child domestic work: Global estimates 2012 – Fact sheet
47. No to child labour in domestic work - World Day Against Child Labour, 12 June 2013
48. Tackling child labour and protecting young workers in domestic work - A resource manual
49. III Global Conference on Child Labour - Brasilia, 8-10 October 2013

