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IPEC

International Programme on the Elimination of Child Labour

IPEC Evaluation

**National Programme for the
Prevention and Elimination of Child
Labour in Mongolia Phase II**

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

Mongolia

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Note on the Evaluation Process Report

This independent evaluation was managed by ILO-IPEC's Design, Evaluation, and Documentation Section (DED) following a consultative and participatory approach. DED has ensured that all major stakeholders were consulted and informed throughout the evaluation and that its independence was not compromised during the process. The evaluation was carried out by a team of external consultants.¹ The field mission took place in June, 2005. The opinions and recommendations included in this report are those of the authors and do not necessarily reflect those of the ILO or any other organisation involved in the project.

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

¹ Mei Zegers

Executive Summary

ILO-IPEC carried out two phases of a project on child labour in Mongolia. Phase II started in August 2002 and is currently ending. The Final Evaluation concentrated on assessing the momentum achieved through the project towards eliminating child labour in Mongolia and on drawing general conclusions. Recommendations included in the report focus on identifying areas of improvement to address some concerns that were identified during the evaluation.

The final evaluation report serves to update and complement the Mid-Term Review which was conducted less than one year ago. The evaluation team is inclined to agree with the findings of the Mid-Term Review team. During the final evaluation an updating exercise assessing national commitment to the elimination of Child Labour led to a more positive interpretation of the country's readiness for a Time-bound Programme. The field work, a stakeholders workshop to discuss preliminary findings, and the drafting took place from 30 May to June 16.

The project succeeded on several levels and learned many lessons through the implementation of the project. The most important success is the raising of awareness at different levels of the society. Much more work is necessary, however, to reach more segments of the society and increase geographic coverage. The increased awareness has already led to the undertaking of concrete steps at the policy level. Policy development is now well underway. Child labour is mentioned in several relevant policy documents and a sub-programme on WFCL has been prepared and submitted to the Cabinet. A draft of a National Plan of Action on Child Labour was presented during a national workshop just after the Evaluation mission.

The project was able to test methods that led to the success of efforts to withdraw and prevent child labour at local government level. The ability of NGOs, local governments, schools, children and families to work together has been demonstrated. It has also been shown that Trade Unions, Employers Federations, and the police are capable of carrying out Action Programmes on CL.

The project was able to work towards improvements in the legal framework and implementation of existing laws but much remains to be done in this area. New laws and regulations still need to be prepared and existing ones applied to bring the country in line with the requirements under ratified ILO Conventions 138 and 182.

The project took the successful approach of including a combination of work on awareness raising, needs assessment, and concrete action in each of 18 individual Action Programmes. In this way the concerned partner agencies were able to gain experience and improve their capacities on different levels. A need still exists for further development of capacities in a number of different areas.²

² See recommendations for suggestions.

Much attention was paid by the project to improving access to and the quality of formal, vocational, non-formal, and skills development education. An impact assessment determined that education was key to effective withdrawal and prevention of WFCL. Learning materials were developed although some were said to need further improvement after utilisation through the project.

Collaboration between the IPEC project and partner agencies was good. Interviewees were satisfied with collaboration between their own agencies although some wished to have more opportunities to share experiences. The development of additional partnerships or networks with agencies working on eliminating some of the causes of CL is important for a future phase of the project.

Good progress was made on developing the knowledge base although most of the studies on specific types of CL were more qualitative than quantitative due to small sample sizes. A baseline child labour survey was carried out which can serve as a partial basis for future monitoring of progress on the elimination of CL.

The recommendations made during the Mid-Term Review are still valid although the final evaluation team differs on the subject of readiness for the Time Bound Programme. The final evaluation team has determined that the country is quite ready for the Time Bound Programme. The final evaluation team also made specific recommendations to addressing remaining issues on policy development, legal framework, coordination issues, awareness raising, capacity building, education, increasing the knowledge base, and management and internal coordination of the ILO-IPEC project.

In conclusion, the project was able to establish a good starting point for creating a more comprehensive national programme on the elimination of child labour. Development of effective policies, laws and regulations, an aware population, and implementing agencies with good capacities should lead to the elimination of child labour in Mongolia.

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ACRONYMS

CEO	Central Employment Office
CL	Child Labour
CMTU	Confederation of Mongolian Trade Unions
CPD	Crime Prevention Division of General Police Office
ESC	Equal Step Centre
FDC	Federal Development Centre
ESWSA	Employment and Social Welfare Services Agency
GEC	Gender Equality Centre
HRC	Human Rights Commission
HUVSG	Huvsgul Aimag Governor's Office
MCRC	Mongolian Child Rights Centre
MRC	Mongolian Red Cross
MEFTU	Mongolian Enlightenment Federation of Trade Unions
MNR	Mongolian National Radio
MONEF	Mongolia Employers Federation
MoSWL	Ministry of Social Welfare and Labour
MVA	Mongolian Volunteers Association
MYDC	Mongolian Youth Development Centre
NDC	National Department for Children
NNFEDEC	National Non-formal and Distance Education Centre
NSO	National Statistics Office
PTRC	Population Teaching and Research Centre, School of Economic Studies, Mongolian National University
WCUB	Women's Council of Ulaanbaatar
WDACL	World Day Against Child Labour
WFCL	Worst Forms of Child Labour

1. INTRODUCTION

ILO-IPEC carried out two phases of a project on child labour in Mongolia. The project focussed on withdrawing and preventing child labour in animal herding, mining, rural domestic service, informal sector, scavenging, and in commercial sexual exploitation.

The Phase II of the project started in August 2002 and is currently ending. The Final Evaluation concentrated on assessing the momentum achieved through the project towards eliminating child labour in Mongolia and drawing general conclusions. Recommendations have focussed on identifying areas of improvement to address some overall concerns that were identified during the evaluation.

The final evaluation report serves to update and complement the Mid-Term Review which was conducted less than one year ago. The evaluation team is inclined to agree with the findings of the Mid-Term Review team. During the final evaluation an updating exercise assessing national commitment to the elimination of Child Labour led to a more positive interpretation of the country's readiness for a Time-bound Programme.

The field work for the evaluation was primarily carried out from May 30 to June 8. A stakeholders workshop was held on June 9 during which the evaluation team presented a summary of preliminary findings. Joint additional discussions of key successes and constraints were also conducted during the workshop.³ Further meetings were held with some international partners on June 10 and 13.

The field work consisted of meetings with key implementing partners in Ulaanbaatar and during a 3 day field trip into rural areas.⁴ The evaluation team consisted of Mei Zegers and translator Undraa Suren. Accompanying the team on some of the interviews were two observer representatives of USDOL, Vivita Rozenbergs and Rachel Philips. Panudda Boonpala, Senior Child Labour Specialist, ILO SRO for East Asia, was also present for some of the meetings. The consultant took the lead role during discussions with the interviewees and the accompanying individuals did not compromise the independence of the evaluation.

The evaluation team was courteously and even enthusiastically received by all agencies. The interviewees were very cooperative and eager to share their experiences including successes and constraints encountered. The evaluation team studied relevant documents but some expected information was not yet ready at the time of the evaluation. This included the results of an impact assessment and lessons learned document. It was possible to draw conclusions based on the information provided through other sources to obtain a reasonable insight into the issues affecting the project. The project staff was cooperative and helpful despite their busy schedule preparing for a national workshop that took place just after the evaluation.

³ See Appendix 1-3, for a summary of details concerning the workshop, including the text of the presentation and discussions by the participants.

⁴ See Appendix 4 for details of persons met.

2. FINDINGS

2.1. Programme Design and Relevance

2.1.1. Socio-economic and cultural context

The project is well oriented to the socio-economic and cultural context of the country. Mongolia is a country that is still in transition from a socialist economy that endured an in-depth abrupt change to a market economy in the early 1990s. As a result of the transition, many of the social welfare projects that were in place collapsed. Unemployment increased when many factories closed because of herding collectives were privatised. The project considered these factors well in the design and focussed on geographic locations and Worst Forms of Child Labour in the country (WFCL).

2.1.2. Adequacy of problem analysis

The project document covers a thorough analysis of the major issues facing the country in terms of causes and types of child labour in the country. Existing policies with a link to CL are only briefly cited in the project document, primarily because relevant policies were very inadequate or non-existent. The education system and its constraints are well described. Additional information on health issues and the health care system would have been useful. In fact, the project included only minimal focus on health issues, which is one of the factors that could have received more attention. Attention to existing income generating and micro/small credit mechanisms is also somewhat limited leading to possible missed opportunities during implementation to network.

2.1.3. Participation of stakeholders, integration of prior experience

The project consisted of the second phase of an IPEC implemented programme on CL in Mongolia. The lessons learned from the beneficiaries and partners from the first pilot phase were integrated in the design of the second phase. Potential implementing partners and Government departments were consulted by the National Programme Manager who played a major role in writing the Project Document.

Needs assessments were carried out as part of the preparation of all Upstream and Downstream Action Programmes. This approach allowed for taking some local realities into account.

Parents and children were not directly involved in the planning of the overall IPEC project. The needs assessments carried out in preparation for the Direct Action Programmes focus primarily on identifying problem areas, location, number, and types of child labourers. While the content of the needs assessments was variable, each Direct Action Project did consider some issues raised by parents and children. The findings were then taken into consideration in the planning of each of the individual Direct Action

Programmes. In the future more direct involvement by children and their parents may improve efficacy and commitment to the elimination of WFCL.

The recent Third Congress of Working Children (organised by World Vision in Mongolia with technical collaboration with IPEC) resulted in a plan of action prepared by children that can be considered in the planning of the National Plan of Action and the next phase IPEC project in Mongolia.

2.1.4. Development and immediate objectives

The Development Objective was: “To contribute to the elimination and prevention of child labour in Mongolia”. The development objective remained general. In practice, however, the project focussed mostly on children working in the worst forms of child labour.

The objectives were clearly stated, describing solutions to the identified problems and needs. The project achieved remarkable success in meeting its three immediate objectives:

1. Society at large and key sectors aware of children’s rights and the negative consequences of child labour.
2. Key institutions (including local governments and communities) capable and coordinated to ensure law enforcement and to implement policies and programs.
3. Children withdrawn and prevented from entering child labour in specific locations.

Given the scope of the causal factors for CL, the project was unable to *fully* satisfy objectives 1 and 2. The term “society at large” assumes a nation-wide coverage, which given the size and dispersion of the population was beyond the practical implementation possibilities of the project. While it is true that mass media was included and attention was paid to the issues, it is not possible to state that the objective was entirely met. An objective assessment of awareness using random sampling would, in any case, be necessary to determine the extent of awareness raised.

While progress has been made on improving law enforcement to meet Objective 2 there are many police officers and other partners in the law enforcement area that have not yet been covered. In Ulaan Baatar, in particular, the police have made good progress on improving their understanding of the issues and have also taken some concrete actions including improved protection of rights of children under questioning.⁵ A good foundation has been established upon which additional awareness and capacity building efforts can build effectively. Local Governments have acquired the basic skills although additional support will be needed to maintain impetus and commitment.

Immediate Objective 3 was more than fully achieved

⁵ When children are questioned regarding child prostitution of their work in other illegal activities.

2.1.5. Overall validity of design

The project document is logical and coherent. It links inputs, activities, and outputs to each immediate objective. The indicators of achievement are clearly defined and describe the changes to be brought about.

Networking with agencies that have their own budgets for carrying out projects, such as in health (including adolescent sexual and reproductive health) and income generation, could have been more explicitly included. Reference is made in the project document to income generation activities and micro-credit. Activities related to income generation were carried out through a few implementers of the Direct Action Programmes. No assessment was made of the extent to which income generating activities were successful in improving the financial situation of the families involved. It is important to note that developing income generating activities is not an easy process and requires specialised skills including determining marketability of products and services. Other aspects such as financial and other basic management skills need attention in such support programs and are best carried out through specialised agencies. Some scope for future income generation support exists through collaboration with projects funded by different donors such as ADB and the World Bank.

The only existing partner with its own budget for improving employment/income generation is the Government Employment Generation Fund. Only individuals meeting certain basic educational criteria and who are officially registered in the locality can have access to the Fund which limits access. Support through the Employment Generation Fund is mostly limited to skills training.

The assumptions of the development and immediate objectives were well-identified and have been correct. The project contributed to ensuring that the assumptions were true. An assessment of the assumptions shows that national and local financial resources were made available although this could have been more evident at the national level.

Commitment of the Government to the process existed, particularly during the last 10 months. Employers Federations and Trade Unions have also shown strong commitment to the elimination of CL.

The roles of the various partners are referred to in the project document under various section headings but are not described in detail. The 18 Action Programmes that were implemented through the project compensate for this by clearly delineating the roles of all implementing partners. Several partner agencies noted that they were initially not completely sure of their role in a programme on CL. During the evaluation they stated emphatically that they have currently fully understood their role and the importance of fighting CL. Representative of Agencies such as MONEF (Employers' Federation) and the Confederation of Trade Unions, in particular, noted that their understanding of *why* and *how* they should participate in actions on CL has completely changed.

2.2. Implementation and Effectiveness

The overall execution of the project focussed carefully on the achievement of the objectives. A review of the project activities indicates that the logical framework served to closely guide the IPEC team in Mongolia. The team was flexible enough to be able to adjust the time frame and some of the activities in accordance with realities encountered.

The project organised its implementation to a large degree through the 18 Action Programmes that were carried out within the framework of the project. Eight of the Action Programs had an important focus on direct withdrawal and prevention of child labour. One Action Program had an equal emphasis on capacity building and on direct action. The remaining Action Programmes concentrated on developing capacities, increasing awareness, and developing training and/or educational materials.

Each Action Programme was carried out under the primary responsibility of a partner agency including Government Departments at national and local level, the Employers, Federation (MONEF), Trade Unions (CMTU), and NGOs. A wide variety of partners was able to raise awareness and increase their own capacities through this method.

The project concentrated on improving the enabling environment at local and national levels. Impact appears to have been greatest at the local level.

The task of creating a national enabling environment is extensive, particularly in a country such as Mongolia. The transition of the Government to a democracy and market economy means that a completely new legal and policy framework has had to be created. The time-frame within which this has had to occur is short. It is fair to say that, given the constraints, the country has made good progress on child rights, including child labour, so far. More work remains to be done to further increase awareness and capacities. Improvements in the policy and legal framework are also still necessary to bring the country in line with the requirements under the ratified conventions. A general conclusion that can be drawn is that the foundations have been established to take the country to the next level for effective action against child labour.

The Direct Action Programmes to withdraw and prevent CL included a needs assessment of the children and parents in the targeted localities; awareness raising for all stakeholders concerned; and involvement of Local Government Representatives and other local authorities.

The Direct Action Programme implementing agencies indicated that the programmes served as excellent learning experiences to test approaches for withdrawing and preventing child labour.

2.2.1. Activities- Outputs

- Social Mobilisation

Awareness among agencies and the beneficiaries involved in the action programs has vastly increased including among:

- Government officials at national and local levels, including police
- Trade Unions and their members, including teachers
- Employers Federations
- Partner NGOs
- Children and their families

Stakeholders noted that in addition to an increase in awareness of CL issues, awareness of other related issues had also improved including increased:

- knowledge of the value of education, particularly by children and parents;
- understanding of teachers that drop-outs are mostly from vulnerable groups and that they can increase their education through NFE.

Participants in the stakeholders workshop also insisted that general public awareness has increased. Although some mass media methods have been used, the awareness of society at large will need further attention and monitoring of knowledge, attitudes, and practices carried out. A campaign using an integrated series of messages and visuals is desirable (see Section 4 Recommendations).

The implementing partners also indicated the need for further assistance to increase awareness of direct action beneficiaries well as with local communities.

Many agencies, Government bodies and NGOs, have not yet been included in any action programme awareness raising campaign and will also need attention. The Confederation of Trade Unions, for example, expressed the desire to extend their actions to more of the member Trade Unions.

The dispersion of the population across the vast territory makes it difficult to increase awareness and develop activities in all sizable population centres.

Awareness of the economic and social consequences of CL for the nation as a whole was not frequently mentioned. CL is mostly viewed as a human rights issue.

- Policy Development

Many different policies are aimed at directly or indirectly alleviating CL. Child Labour is mentioned in the general National Plan of Action. These include the National Plan of Action on the Development and Protection of Children and the National Plan of Action on Decent Work. The Ministry of Social Welfare and Labour has also submitted a 4 year sub-programme on eliminating WFCL to the Cabinet for discussion. The sub-programme

is being used as a starting point for the development of a National Plan of Action on Child Labour in Mongolia. The need for an overarching, coordinated, and effective policy framework at the national level became increasingly clear to all stakeholders during the current phase of the project. Stakeholders repeatedly asked for such a policy framework during the evaluation, which is an indication of their recognition of the importance of addressing CL.

Stakeholders noted during the evaluation that prior to their involvement with the project already *existing* state policy on CL was unclear but that they have now gained better understanding.

A national workshop for the development of a National Plan of Action on Child Labour in a Time Bound format was carried out just after the end of the evaluation mission. The Terms of Reference of the evaluation indicate that the time period to be covered by the current evaluation ends just prior to the workshop. As a result, the evaluation team can only comment to state that the National Plan of Action, when officially adopted by the Government, can potentially form a sound basis for the elimination of child labour in Mongolia.

The employers' federation (MONEF) and the Confederation of Trade Unions (CMTU) have included child labour in their own policy frameworks.

The Ministry of Education has changed policies on the reintegration of drop outs. In project districts (soums) awareness raising of CL and mercury poisoning has been included in the curriculum.

- **Legislation**

While some laws and regulations exist, additional laws and regulations are needed to bring the country in line with the Conventions that were ratified, in the case of CL most particularly 138 (minimum age) and 182 on the Worst Forms of Child Labour.

It is important that the gaps to bring the legal framework in line with the requirements under ILO Conventions 138 and 182 be identified within the shortest possible delay. Individual Ministries are responsible for developing proposals for laws in their own area. According to an interviewee from the Ministry of Justice, laws and regulations and their ramifications are best understood by the originating line ministries. An individual or agency that can easily access all of the concerned Ministries would, for this reason, need to study the gaps.

It is important to note that a law on artisanal mining, which includes a component on CL, is currently before the parliament.

In some cases difficulties exist in the application of *existing* laws because:

- Labour inspectors have no mandate to scrutinize the informal sector (a recent ILO mission (labour inspection system audit) has made recommendations in this regard)
- Police want and need further capacity building and extension of training to more officers particularly to raise awareness, increase knowledge of applicable laws, and effective methods for interacting with children involved in the worst forms of child labour (especially CSEC).

An updated list of hazardous occupations needs to be re-examined and national awareness program implemented.

The evaluator noted that, due to turn-over in Government staffing, not all responsible officials are apparently aware of already existing laws and regulations.⁶

- **Direct Action**

Many children that have been involved in the direct action programmes have successfully been withdrawn and prevented from entering child labour. In many cases the implementing partners were able to include more children in their direct action project than initially projected. The total number of children withdrawn was 2,280 and the number of children prevented was 894.

⁶ The proposed sub-project on CL which is currently before the Parliament does not mention some important existing legislation. One example is the official and relatively comprehensive 1999 list of hazardous occupations prohibited to minors.

Number of children withdrawn and prevented, IPEC Mongolia, Phase II**I. Children**
(Direct beneficiaries)**Withdrawn**
Prevented
Total

PART A: Children withdrawn (1) or prevented (2) from exploitative work(3) through the provision of “educational services or training opportunities” (4)						PART B: Children withdrawn (1) or prevented (2) from exploitative work (3) through the provision of “other non-education related services” (5)					
Male		Female		Total		Male		Female		Total	
Reporting period	Project duration	Reporting period	Project duration	Reporting period	Project duration	Reporting period	Project duration	Reporting period	Project duration	Reporting period	Project duration
	1246		866		2112		102		168		270
	370		413		783		47		111		158
	1616		1279		2895		149		279		428

Children received a number of different forms of services including:

- Non-formal Education emphasizing literacy and/or bridging training to the formal education sector depending on the abilities and/or age of the child.
- Assistance with mainstreaming into the formal school system if the knowledge gap is not too great or upon completion of NFE.
- Provision of clothes and school supplies such as notebooks, pencils, bags.
- Skills training, in particular for older children.
- Mediation and support for finding safer jobs for older children.
- Support to parents of children to find jobs.
- Awareness raising for children and families of the consequences of CL.
- Training on health issues.
- Counselling services, in particular for children involved in or at risk of child prostitution.
- Recreational activities.

Stakeholders noted that the Direct Actions are leading to the deeper understanding of the needs and problems of the people. They noted that they have gained experience on methods to prevent and remove children from CL

Local Governments have been shown to have the potential for a long-term effective role in eliminating CL. Local Governments are close to the people and have a permanent office in each locality. According to the authorities in the Aimag of Huvsgul the number of drop outs has substantially reduced.

Education was a primary focus of the direct actions and stakeholders noted a number of important improvements:

- Educational opportunities and re-enrolment of drop-outs was increased.
- Evidence has been acquired that it is possible to transfer drop outs from NFE to formal education.
- Access to and coverage of non-formal education (NFE) was strengthened
- Increased specific training materials including for teaching mixed grade groups of students were developed.
- Hand-outs for drop-outs were developed.
- Additional teachers were assigned to some localities.
- The contents of teacher training courses have been amended (increased teacher capacity to teach multi-grade students).

Several remaining issues related to education could be addressed for more complete success; these include further improvement of capacities of teachers and training materials; adapting education to labour market demands; and increasing local funding of schools. Details are presented in the Recommendations section.

Children's work in the gold and coal mining sectors clearly falls under the WFCL and several direct action programs were specifically oriented to address the problems of children in these sectors. Partner agencies were quite successful and made particular note of the fact that information on dangers such as mercury poisoning are now included in the

curriculum of the formal schools in respective project areas. The partners stated that the number of children directly working with mercury has decreased substantially.

A continuing and major problem is the registration of migrant children. Lack of registration prevents many from accessing social welfare and education. The registration problem is one of the causes of CL, particularly in Ulaanbaatar. It also impedes the easy implementation of withdrawal and prevention actions. One NGO was able to include training on registration procedures in their direct action program with successful consequences.

As stated in the previous section, the current lack of involvement of labour inspectors in identifying CL is an impediment to successful withdrawal of children from CL. Labour inspectors (LI), trade unions, employers' federations do not currently have any *official* association with the informal sector.

Certain categories of child labour/children at risk still need to be explored and effective methodologies to address them developed. (See Recommendations for partial list).

The impact assessment report was not available at the time of the field work for the evaluation. Nevertheless it is important to include some of the findings from the impact assessment at this time since they do further provide insight into important implementation issues:

- It is more effective to focus interventions on dropouts or children who have never been to school that can still be reinserted into some form of education as it keeps them away from work.
- Vocational skills provided to those over 16 years old were ineffective (children have no comparative advantage in the job market). Attention is needed to improve skills training and particularly to ensure a better fit between labour market needs and skills training.
- Socialising activities had a positive impact on children improving their self-confidence and communications skills.
- Awareness raising of parents was not always satisfactory (with the exception of training on the dangers of mercury poisoning) because of problems with methodology, lack of training skills of facilitators, and seasonal timing of the sessions.
- School materials and clothing provided to children were found useful but not essential and did not always correspond to the children's' needs.

- **Selection of Target Groups**

The children in target groups were selected based on previous project experience, input from stakeholders, and existing data on child labour. In some cases NGOs proposed sites for the implementation of their activities in accordance with their assessment of needs and knowledge of a particular locality and/or type of child labour. One Action Programme used poverty level combined with statistics on drop-outs and other relevant data for the identification of localities.

The children selected for Direct Actions were identified through a combination of an initial needs assessment, referral through local Government agencies, schools, and through other children. Several NGOs noted that children often brought friends whom they thought needed assistance. This is an indication of the positive experiences of participating children.

- **Collaboration and Coordination**

The National Steering Committee has a coordinating and policy development role. The National Steering Committee holds regular meetings. The Committee has, for example, held two meetings between November 2004-April 2005. Unfortunately only one representative of the NGO sector is on the Committee despite recommendations to increase the number in the Mid-term Review Report.

Practical coordination at the national level needs improvement. In some cases difficulties exist in the application of *existing* laws. At present, different Government Departments are involved in various aspects of CL programmes with no unified responsible body for implementation. An executing (executive) branch of the National Steering Committee is necessary for implementation and daily coordination of the policies

Foundations for collaboration between the tri-partite of Trade Unions, Employers Federations, and Government to implement policies and programs have been established.

In localities where action programmes were carried out, effective collaboration between the responsible NGO, Local Government units, children and their families has been developed in most cases. Aimag and Soum level Local Government units were able to include CL in their local action plans through the support of their respective Governor's Offices.

The Action Programmes are each related to the immediate objectives of the project. The disparate although complementary nature of the actions have, however, not allowed for a completely harmonised strategy to address CL. In the next phase of the project the existence of a National Plan of Action offers a framework for ILO-IPEC support to fit into. This should provide for improvements in harmonisation of actions to eliminate CL. The National Plan of Action is also expected to consider other existing policies, strategies and development interventions which should further improve chances for a harmonised approach.

Despite having made a good start on inter-agency coordination, several partner agencies noted that they would like to increase interaction and coordination efforts with other organisations working on CL (not just ILO-IPEC).

The project has made a start in networking with projects and agencies working in other areas that are related to alleviating *causal factors* of CL. Such agencies include, for example, UNICEF and UNDP. Additional impetus in this direction is, however,

necessary. In some cases the networking could consist of working together in the same locations to address poverty, education, and health issues. In other situations existing development programmes could include emphasis on CL issues. For example, USAID and GTZ together are the two largest providers of assistance in the development of the legal system in Mongolia and could integrate CL in their activities.

Lack of data on health issues related to the different forms of CL, including accidents as well as need for treatment of illnesses and accidents associated with CL, would also indicate a need for increasing the involvement of Health Officials.

- **Selection of Implementing Partners**

Partner Agencies were selected based on previous experience, adequacy of proposals, and representation of fields relevant to combating CL. In some cases agencies were selected not because of experience but because of the importance of their internal capacity building needs. Examples include the Employers' Federation, the Confederation of Trade Unions, National Authority for Children, and Radio station staff.

2.2.2. Improving the Knowledge Base

A start has been made to improve the knowledge base on Child Labour in the country. Financing from the first Phase of the project was used for exploratory studies on Children in Mining, Commercial Sexual Exploitation, Herding, and Market workers. A study of Domestic Labour was carried out through the IPEC Technical Cooperation Regional Allocation Mechanism (TCRAM) budget. A national Child Labour Survey was carried out by the National Statistical Office (with the technical assistance of IPEC SIMPOC). ILO-SIMPOC sought and obtained funding for the study from the Government of Norway. A more in-depth study on commercial sexual exploitation in the service sector (bars, saunas, massage parlours, hotels) and trafficking is currently underway. The existing studies do not cover substantial numbers of children but do provide valuable qualitative insight into the causes and types of problems of children in these sectors. In some cases the quoting of detailed statistics based on very small sample sizes could lead to misleading generalisations and should be avoided in the future.

A needs assessment was carried out in preparation of each individual Action Programme. While the needs assessments varied in quality and length, they do contribute to overall understanding. An integrated analysis of the existing needs assessments to determine useful information for improving the existing data based could be useful.

Certain categories of child labour/children at risk still need to be explored and effective methodologies to address them developed including:

- abandoned and homeless children
- abused children (victims of domestic violence and others)
- horse racing
- well digging and others identified by the stakeholders (including children)
- textile and garment sectors

- service areas (bars and restaurants, hotels)
- evolving behaviours and risks in gold mining and other WFCL.⁷

The National Statistics Office published a chapter on child labour in its national Labour Survey Report.⁸ The findings of the Modular Child Labour Survey undertaken within the National Labour Force Survey during 2002-2003 have also been published.⁹ The collection of basic child labour statistics can now be said to be mainstreamed in one of the principal data gathering exercises carried out by the Government. A national monitoring mechanism is not yet in place. Under the project pilot activities for a national CLM system were planned and were carried out; no national CLM system was expected to be put in place during this phase of the project.

IPEC staff has received training on CLM and should be able to assist in including comprehensive CLM during the next phase of the project.

2.2.3. Capacity Building

All partners interviewed express satisfaction with the increase in capacities to address CL but almost all indicated a desire for further capacity building. Most agencies have acquired *basic skills* in the areas required for successfully implementing action projects. Partners particularly noted that they had increased capacities to broaden the scope and effectiveness of their activities.

Partners still need improved capacities for full effectiveness in a number of areas. Partners do not all have the same capacity building needs but common needs as expressed by the stakeholders and the evaluator's personal assessment include :

- planning methodology, strategy design;
- needs assessment methodologies;
- effective intervention methods to prevent and withdraw children from the WFCL (sharing of Mongolian and international successes and lessons learned);
- organisation and management of activities;
- participative management;
- methods for developing sustainable income sources to address CL (including budget management at the Local Government level);
- matching demand and availability of employment;
- psychological counselling and self-confidence building methods for children but also parents;
- increased knowledge of laws and regulations.

⁷ Due to its importance the list is reported here and repeated for the purpose of comprehensiveness in the recommendation section.

⁸ National Statistics Office of MongoliaN, Main Report of Labour Force Survey, Ulaanbaatar, 2004

⁹ National Statistical Office of Mongolia, Report of the National Child Labour Survey 2002-2003, Ulaanbaatar: 2004.

2.2.4. Management and Coordination

Stakeholders were unanimous in their positive opinion of the support and coordination provided through the IPEC project. Agencies ranging from Government, to NGO partners, and other international agencies with offices in Mongolia agreed that the staff made exemplary efforts to provide assistance and consultation at almost all opportunities.

Implementing partners in the project specifically indicated their close working relationship with ILO- IPEC for:

- development of action proposals;
- needs assessments and identification of target groups;
- development of training materials;
- awareness raising;
- withdrawal and prevention of child labour.

The evaluator agrees with the Mid-Term Review team that the work load of the IPEC team, particularly the National Project Manager but also her staff of 2, is excessive. The commitment and good will of the staff is exemplary but its sustainability is questionable over the long-term given the long hours worked. In some cases it is also possible that effectiveness is compromised due to overwork. Translation of documents to and from English by the NPM also takes an inordinate amount of time and could easily be delegated to specialised individuals.

Due to severe time constraints the project manager is constantly juggling her tasks and delays in the production of some documents occurs.¹⁰ It is difficult for the National Programme Manager to coordinate all daily activities while keeping focussed on the larger issue of developing the enabling environment at the national level. In the future her task should increasingly include networking with other agencies that can provide additional input in target locations. Such networking is vital given the cross-cutting nature of CL and the importance of maximising efficiency of resources.

In some instances project staff is asked by different agencies to provide assistance or attend meetings on activities not directly related to the project. While it is true that the project is multisectoral, the project staff needs to focus on the priorities identified in the project document. As such, they can not be expected to be personally involved in every type of workshop or development activity occurring in the country. Government departments can participate or provide assistance in accordance with their tasks. For coordination purposes ILO-IPEC staff could receive briefings upon completion of the activities.

Under the current project IPEC staff has clearly delineated their tasks. The current NPM has substantially more experience with IPEC than her staff, which has resulted in overwork on her part. As the existing and new staff gains experience and capacity this

¹⁰ i.e. assessment of legal issues, impact assessment study, other information for the evaluation.

problem should resolve itself. The NPM would need to ensure that he/she increasingly delegates some tasks to the appropriate staff.

The complexity of the approval process for the Action Programmes resulted in some implementation delays. Disbursement of financial input was also sometimes delayed for the same reasons. Communication with the ILO Beijing and Bangkok offices was smooth. Turn-around of e-mails requesting information was always within a reasonable delay.

- Project Monitoring

Progress towards reaching the project objectives is almost solely measured through the success of the Action Programmes. The monitoring system within the IPEC project is concentrated on the progress of the Action Programmes towards achieving their immediate objectives and outputs. It is important to note that continual and informal monitoring of the partners' activities by the National Programme Manager and Project Assistant was carried out throughout the project. An overall monitoring system that pulls all the information together in written form on a regular basis is needed in the next phase of the project. Report writing should not, however, become an end in itself but serve the purpose of integrating and sharing project experience. It is preferable that the frequency of such general reporting is limited to twice a year.

The Action Programmes that concentrate on reinforcing the enabling environment have been relatively successful. One of the main reasons is the continual and informal monitoring of the partners' activities by the NPM and the Project Assistant. These monitoring exercises are usually accompanied by in-depth consultation and advice from the IPEC staff. This input was very much appreciated by the partners working on all the types of Action Programmes.

The monitoring of successful withdrawal and prevention of child labour action programs appears adequate in most cases. Long-term sustainable monitoring still needs to become an integral part of the strategies of the implementing partners. Some local Government offices are beginning to try to incorporate Child Labour Monitoring (CLM) systems in their action plans.

2.2.5. External Factors and Government Commitment

Elections resulted in delays in policy making and, in some cases, action programme implementation. The uncertainty before the elections caused decision makers to postpone pronouncements on sensitive issues related to CL. This may be one of the reasons for the lack of clarity regarding Government commitment to the eradication of CL at the time of the Mid Term Review. Much progress has been made since the MTR and the Government as well as other stakeholders have been able to express firm commitment to fight child labour, particularly in its worst forms.

2.3. Performance

2.3.1. Relevance

Some of the problems that gave rise to the IPEC project still continue to exist although the project was the appropriate response to the problems when it started. The project was relatively small in scope and extremely low levels of awareness of CL issues existed at the time. While clear progress has been made many of the same issues that were pertinent at inception retain their relevance for the next phase.

The country has now developed substantial experience on creating awareness as well as withdrawing and preventing CL.¹¹ The country has ratified the main ILO conventions on Child Labour (138 and 182) but the overall policy and legal framework is still in the planning stages. More emphasis will be needed in the next phase to ensure that the overarching legal and policy framework is completely in place and functioning to ensure the continued effectiveness of direct actions. As a result the objectives will need to be re-formulated and/or their emphasis will need to be re-formulated in the next phase.

The emphasis on institutional capacity building will need the same level of prioritisation as under the current project.

2.3.2. Responses to changes in situation

Some types of WFCL have changed over time, particularly in the mining industry. As a result of increased awareness on mercury, one local government has responded by introducing a centralised mechanisation method for the recovery of gold. This has successfully led to decreases in the household use of mercury. Children have, however, currently been found to be involved in carrying the raw materials containing traces of gold to the centralised processing location. The existence of Child Sexual Exploitation is thought to continue to increase despite the successful withdrawal of children through the IPEC project. More children than planned for applied for participation in the Direct Action Programme in markets. The project has included consideration of these evolving situations in planning of the implementation of the Action Programmes but was not able to meet all of the changing requirements. More flexibility needs to be built in to Action Programmes in the future so that solutions can be found, particularly if demand for assistance exceeds planned input.

2.3.3. Efficiency

The project was able to carry out the activities as economically as possible. As a result it was possible to have a no-cost extension and include some additional activities. A second extension was obtained through a separate budget and justified because of the

¹¹ A sub-project on child labour is currently before parliament and provides a basis for further work in this direction. Further policy development will need to take existing laws and regulations carefully into account and determine gaps that need to be addressed to be able to comply with ILO Conventions 138 and 182.

goal of using an evaluation to assist in orienting the National Action Plan and next phase of the ILO-IPEC project.

Original estimates included in the budget justified the costs incurred. Savings were mostly made on budget lines such as stationary and not on the Action Programmes. Administrative efficiency could have been improved if office equipment was updated towards the latter part of the project.

The actions of the various partners were complimentary, particularly with regard to education. Close collaboration was included between the Ministry of Education, Trade Unions, the Employers' Federation, and the NGOs working on direct actions.

2.3.4. Sustainability

Individual Action Programmes have varying degrees of sustainability. The Action Programmes that concentrated on the enabling environment have made good progress, particularly on awareness raising and improvements in the education system. Many of the activities carried out can be scaled up and are sustainable.¹² Training programmes on increasing awareness for teachers, police, and others are particularly effective. Some materials to be used in NFE still need adjustment based on the results of the pilot projects for successful mainstreaming. Awareness raising materials can also benefit from a more unified approach to increase opportunities for scaling up and improving impact. This would mean using common messages and images that are easily recognisable. See recommendations for concrete suggestions.

Monitoring and gradual phasing out of support to Local Governments and their partners will be needed for some time to ensure sustainability. Extension of the methodology to other localities can now be undertaken using the experience gained in the project.

Evidence of sustainability and commitment can be found:

- Some agencies have assigned specific individuals to work on the CL issue, both locally as well as at a national level.
- Various Government Departments have been very actively involved in the IPEC project and have committed to continue to work on the issue
- Several agencies have noted that they have planned to change the structure of their organisation to be able to address the issues more adequately. The police, for example, plan to have Multisectoral teams to work with victims of abuse and child sexual exploitation.
- Some organisations such as MONEF (Mongolia Employers Federation), the CMTU (Confederation of Mongolian Trade Unions), and the Police Department have developed guidelines for their members and/or staff on dealing with CL
- Some Local Government units have included addressing CL in their local action plans.

¹² Including awareness raising

Many children have been withdrawn from CL and integrated into formal, vocational, skills, and non-formal education. Monitoring and continued counselling will be needed to ensure that they stay in the education system.

The conditions for long-term impact of the project will be supported through the impending National Action Plan which is expected to improve the policy and legal environment and other actions.

2.3.5. Alternative strategies

The project addressed the problems and satisfied the needs of the target groups in an effective manner within the context of the county. The project's strategy was valid but now needs to be reformulated in line with the new National Action Plan that is currently being developed.

2.4. Special Concerns

2.4.1. International Labour Standards

Mongolia is one of only 8 countries in the Asia-Pacific region to have ratified all eight ILO core conventions. As stated in Section 2.2.1 Activities- Outputs, Legal Framework above, more work is needed to ensure that the legal framework complies with the requirements of the Conventions. The National Policy Document on the Elimination of Child Labour, particularly in its worst forms, will need to be carefully tailored to be able to effectively address the issues. The ILO is also working with the Government on bringing legislation and policy in line with the requirements under the remaining core conventions.

2.4.2. Equality and gender issues

The project document included some analysis of gender issues. Mongolia is unique in that male drop-outs far exceed female drop out levels, especially in higher grades. Boys most commonly drop out because they are needed to provide labour of various kinds. The project has tried to address this problem by working with children and their families to find solutions to the specific problems of boys as well as girls. At the same time, it was noted by experts and NGOs that child victims of commercial sexual exploitation are almost always girls. The police and the NGO that has worked directly with this target group were able to include specific methodologies to assist the girls. The police have changed their view of children in prostitution from seeing them as criminals to victims and have allocated special space and counsellors.

2.4.3. Environmental factors

The main environmental factors that have been identified and partially addressed are concerned with gold and coal mining. The two main environmental risks associated with the project are the use of mercury in gold mining and the digging of holes for mining.

Informal work in mining often occurs in areas abandoned by formal mining companies. When informal miners work in abandoned mines, formal mining companies may state that they are limited in their obligation to restore the environment. A concerted effort was undertaken to address the mercury problem through the project and in cooperation with other relevant agencies/programmes. Schools in respective project areas included information on the risks of mercury in the national curriculum and the MONEF project has also worked on providing appropriate technology to limit household mercury use. Efforts are being made to work with the formal mining sector to address the problems related to the destruction of land.

3. CONCLUSIONS

The project has succeeded on several levels and learned many lessons through the implementation of the project. The most important success is the raising of awareness at different levels of the society. A nascent understanding of the risks associated with unprotected child riders in traditional horse races is a concrete sign of this success.¹³ Much more work is necessary, however, to reach more segments of the society.

While it is to be expected that Government become aware of the risks of CL because it has ratified ILO conventions 138 and 182, success in raising awareness of the Employers Federation and Trade Unions is another concrete sign of success. The increased awareness has already led to the undertaking of concrete steps at the policy level.

Policy development is well underway. Child labour is mentioned in several relevant policy documents and a sub-programme on WFCL has been prepared and submitted to the Cabinet. There has been some delay, however, in obtaining approval due to the position of the Ministry of Justice. The Ministry holds the position that it is necessary to update the previous list of hazardous work to be included and also to show how the sub-programme relates to the Plan of Action on the Rights of Children. Progress is being made through consultation with the Ministry of Social Welfare and Labour to solve these issues. A draft of a National Plan of Action on Child Labour was presented during a national workshop just after the Evaluation mission.

One lesson learned in the project is that training methods used to create this awareness are successful and can be adapted and replicated as needed.

Additional lessons learned include methods that led to success of joint efforts to withdraw and prevent child labour at the local government level. The ability of NGOs, local governments, schools, children and families to work together has been demonstrated. It has also been shown that Trade Unions, Employers Federations, and the police are capable of carrying to Action Programmes on CL.

¹³ As indicated in meetings during the evaluation including for example the Confederation of Trade Unions (CMTU) and the Second Periodic Report of Mongolia on Child Rights submitted on 26 May, 2005 (CRSC/C/Q/MNG/2) to the 39th session of the Committee of the Rights of the Child.

The project was able to work towards improvements in the legal framework and implementation of existing laws but much remains to be done in this area. New laws and regulations need to be prepared and existing ones applied to bring the country in line with the requirements under ratified ILO Conventions 138 and 182.

The project took the successful approach of including a combination of work on awareness raising, needs assessment, and concrete action in each of 18 individual Action Programmes. In this way the concerned partner agencies were able to gain experience and improve their capacities on different levels. Need for further development of capacities still exist in a number of different areas.¹⁴

Also successful was the concept of creating partnerships with local Government and other authorities for implementation. This approach was successfully applied for withdrawing and preventing child labour.

Much attention was paid to improving access to and the quality of formal, vocational, non-formal, and skills development education. Learning materials were developed although some were said to need further improvement.

Collaboration between the IPEC project and the partner agencies was good. Interviewees were satisfied with collaboration between their own agencies although some wished to have more opportunities to share experiences. The development of additional partnerships or networks with agencies working on eliminating some of the causes of CL is important for a future phase of the project.

Good progress was made on developing the knowledge base although most of the studies on specific types of CL were more qualitative than quantitative due to small sample sizes. It is important that conclusions from qualitative type studies not be generalised to large populations although qualitative studies have their own usefulness.¹⁵ A baseline child labour survey was carried out which can serve as a partial basis for future monitoring of progress on the elimination of CL.

In conclusion, the project was able to establish a good starting point for creating a more comprehensive national programme on the elimination of child labour. Development of effective policies, laws and regulations, an aware population, and implementing agencies with good capacities should lead to the elimination of child labour in Mongolia.

4. RECOMMENDATIONS

The recommendations made during the Mid-Term Review are still valid although the final evaluation team differs on the subject of readiness for the Time Bound Programme. The final evaluation team has determined that the country is quite ready for the Time Bound Programme. Oral commitments in private interviews and during public

¹⁴ See recommendations for suggestions.

¹⁵ Well done qualitative studies can provide depth and increased understanding of issues that can not so easily be found through quantitative studies.

pronouncements provide partial indications of commitment. Other indications include the design of a draft sub-project on Child Labour that is currently before the parliament and references to CL in other policy documents.

Policy Development, Legal Framework, and Coordination

- 1) The sub-project on child labour that is currently before parliament provides a basis for further work on policy development. Further policy development will need to take existing laws and regulations carefully into account and determine gaps that need to be addressed to be able to comply with ILO Conventions 138 and 182.
- 2) More emphasis will be needed in the next phase to ensure that the overarching legal and policy framework is completely in place and functioning to ensure continued effectiveness of direct actions. As a result objectives will need to be re-formulated and/or their emphasis will need to be re-formulated in the next phase.
- 3) A consultant or agency needs to be assigned to analyse all existing laws and regulations and determine the gaps to bring the legal framework in line with the requirements under ILO Conventions 138 and 182. Documents to include in the assessment are the Labour Code and the Criminal Code. It would also be useful to study other laws that have an impact on the existence of CL such as those regulating education, access to health care, child benefits, registration, Code of Conduct of Child Prostitution in Tourism, etc.
- 4) Listing all the causal factors of CL in the country and identify necessary resources, existing networks, agencies, that are outside the scope of any IPEC project is important. It is then possible to identify ways in which the IPEC project can reinforce and network with agencies to address them (i.e. poverty reduction, income generation/savings and credit projects etc.). The development of a National Plan of Action can form the basis for a more detailed analysis of this nature.
- 5) The impact of activities to fight CL can be improved by increasing networking with projects on entrepreneurship, micro-credit, Labour Inspection, occupational safety, gender, domestic violence, nutrition, HIV/AIDS and other STIs, etc.
- 6) It is recommended to explore the possibility of developing an MOU or other form of networking agreement with collaborating agencies that are not direct implementing partners.
- 7) There is a need for increasing the involvement of Health Officials. Health officials can be trained to be more aware and attentive to child patients' signs of accidents and injuries sustained in work situations. Two-way referral systems could be useful in this context. Health officials can refer suspected cases to officials addressing CL. Volunteers, SW, teachers and other community

representatives can also refer working children to health professionals for treatment of work-related illnesses and injuries. Subjects such as adolescent sexual and reproductive health and nutrition could receive attention in the Direct Action Programmes.¹⁶ Data from health professionals could be included in a national child labour monitoring system.

Awareness Raising

- 8) Awareness raising materials could benefit from using a unified approach including a national logo, a main key and only a few associated messages, and similar visual images. Impact can be reinforced by repeating the same key message(s) using different media. A good message needs to be clear in terms of the target, simple, *action oriented*, and motivating. A slogan may have less long term impact than a message containing an action to undertake (for example: Send all children to school not work).
- 9) Awareness raising within individual agencies or among specific target groups can be adapted and expanded to their needs but still refer to the national key messages.

Capacity Building

- 10) Recommended capacity building for participating partners:
 - planning methodology, strategy design;
 - needs assessment methodologies;
 - effective intervention methods to prevent and withdraw children from the WFCL (sharing of Mongolian and international successes and lessons learned)
 - organisation and management of activities;
 - participative management;
 - methods for developing sustainable income sources to address CL (including budget management at the Local Government level);
 - matching demand and availability of employment;
 - psychological counselling and self-confidence building methods for children but also parents;
 - increased knowledge of laws and regulations.

Education

- 11) Suggested improvements in the education sector:
 - Improved adequacy and appropriate content of learning material in Formal, vocational, and NFE/skills training.
 - Further increasing capacity to teach children of different ages and education backgrounds in NFE.
 - Improve labour market demand driven Vocational and NFE training contents at national and local levels.

¹⁶ For all adolescent Child Labourers, not only victims of commercial sexual exploitation.

- Increasing awareness that NFE is not a marginalised form of education but serves the purpose of educating children from vulnerable backgrounds or who are not in mainstream education for other reasons.
 - Increase budget allocations for students in NFE at local levels, including students added during the school year.
 - Increase financing for causal factors of drop outs including: heating in schools, school supplies, clothes, money for contributing to festivals and other school activities, transport. (determining exact needs prior to allocation of funds as per the results of the Impact Assessment)
 - Improve attitudes of teachers towards students with learning difficulties (sometimes encouraging them to leave school and work).
 - Improve children's self-confidence.
- 12) It will be useful if schools, vocational, and skills trainings centres also introduce subjects to the students such as worker's rights and responsibilities, employers' responsibilities. This will help ensure that children will be able to stay employed once they are eligible for employment (i.e. reach the appropriate age).

13) Increasing the Knowledge Base

- 14) Certain categories of child labour/children at risk still need to be explored and effective methodologies to address them developed including:
- abandoned and homeless children
 - child abuse (domestic and other)
 - horse racing
 - well digging and others identified by the stakeholders (including children)
 - textile and garment sectors
 - dump site workers
 - service areas (bars and restaurants, hotels)
 - evolving behaviours and risks in gold mining and other WFCL
- 15) Needs assessments for Direct Actions can be streamlined and core standard questions developed so that comparisons across locations and types of child labour can be made. Additional questions adapted to each subject area can be added.
- 16) An integrated analysis of the existing needs assessments included in the Action Programmes to determine useful information for improving the existing data based could be useful.
- 17) Needs assessments for capacity building of agencies can also be partially standardised to determine the importance of key types of training needs.
- 18) The establishment of a comprehensive Child Labour Monitoring system should be included during the next phase of the project.

Management and Coordination of the ILO-IPEC Project

- 19) In a new project Terms of Reference and responsibilities of staff should be very clearly defined and adjusted as changes in implementation occur. Translation services should be included in a new project since the NPM spends an inordinate amount of time on this task, sometimes translating documents several times back and forth between English and Mongolian. Scope for including local consultants for other tasks such as assisting partners to learn and prepare Action Programme proposals should be included in the next phase.
- 20) Additional staff will be needed in the next phase of the project. Adequate financing for specialised consultants and temporary staff should be included in the budget so that the project can avoid excessive overwork. Translation services for documents also need to be included in the budget.
- 21) Special care must be taken to ensure that the IPEC staff is not burdened with responsibilities that are not related to their immediate project tasks.
- 22) Reliance on reporting solely on the individual monitoring of Action Programmes should be avoided in the future. The design of a comprehensive monitoring plan is an integral part of all IPEC projects and is initiated at the start of every project by project management and should pull all data together. This includes an overview of all action plans including comparisons and reporting on work undertaken by the project staff to lend direct support to the National Plan of Action and the development of the enabling environment.

Additional Implementation Recommendations

- 23) Training for families in aimags with high rates of out-migration and in-migration on registration would be useful. At least one NGO has already included such training in their activities.
- 24) Other issues that could still be addressed are:
 - Children's work during school holidays
 - Registration of children to access health, education, child benefits.
- 25) Increasing child-to-child methodologies and mutual support groups in more action projects may be effective. The Third Congress of Children's Rights is a positive step in this direction.
- 26) Involving parents in the projects in all phases of the action projects is important for impact and sustainability.
- 27) Centres with residential services for the rehabilitation of children in CSEC are needed.

Appendix 1
Final Evaluation ILO-IPEC Project Mongolia- June 9, 2005
Outline Presentation Mei Zegers- Stakeholders Workshop

The presentation covers the overview of the spoken text that accompanied the presentation on Power Point. It includes more detail than was provided on the Power Point Slides.

Opening Slides:

1. Power Point Overhead Slide for Welcoming Participants:

Map of Mongolia

Mongolian Proverb:

“Thanks to labour human beings have been created!” In other words:
Creating a healthy, skilled, and happy adult labour force.

2. Slide with Mongolian horse rider and target.

“Targeting Child Labour”



Text Oral Presentation

Introduction

These are very preliminary points and we are here to assess the extent to which you think they are correct (!!!) and relevant. The evaluation is not a test to see how well you have done but a tool to see where:

- successes lie,
- implementation difficulties arose,
- causes of successes and difficulties,
- possible solutions so that lessons can be learned for the future (both within Mongolia and other projects worldwide, i.e. ILO, USDOL, and others can learn from your experiences)

Overview 3 Intermediate Objectives:

1. Society at large and key sectors aware of children's rights and the negative consequences of child labour.
2. Key institutions (including local governments and communities) capable and coordinated to ensure law enforcement and to implement policies and programs.
3. Children withdrawn and prevented from entering child labour in specific locations.

Details:**1. Society at large and key sectors aware of children's rights and the negative consequences of child labour.**

Awareness among agencies and their beneficiaries involved in the action programs has vastly increased among:

- NGOs
- Trade Unions and their members
- Employers Federations
- Government including police
- Children and their families

Several agencies noted that they themselves were initially not completely sure of their role in a programme on CL. Currently they have fully understood their role and the importance of fighting CL.

Although some mass media methods have been used the awareness of society at large will need further attention. The partners have indicated the need for further assistance in increasing awareness both with individuals and groups with whom they work directly as well as with society in general.

The dispersion of the population across the vast territory makes it difficult to increase awareness and develop activities in all sizable population centres.

Many agencies have not yet been included in any action programmes and awareness raising and will also need attention.

Awareness of the economic and social consequences of CL for the nation as a whole was not frequently mentioned. CL is mostly viewed as a human rights issue.

The multi-dimensional nature of CL and the multi-dimensional nature of the solutions could receive more attention.

2. Key institutions (including local governments and communities) capable and coordinated to ensure law enforcement and to implement policies and programs.**Capacity Building**

All partners interviewed express satisfaction with the increase in capacities to address CL but almost all indicated a desire for further capacity building. Most agencies have acquired basic skills in their areas required for successfully implementing action projects.

For full effectiveness partners still need improved capacities in a number of areas. Partners do not all have the same capacity building needs but common needs include:

Capacity building needs of participating partners:

- planning methodology, strategy design
- needs assessment methodologies
- effective intervention methods to prevent and withdraw children from the WFCL (sharing of Mongolian and international successes and lessons learned)
- organisation and management of activities
- participative management
- methods for developing sustainable income sources to address CL (including budget management at the Local Government level)
- matching demand and availability of employment
- psychological counselling and self-confidence building methods for children but also parents
- increased knowledge of laws and regulations

Cooperation and Coordination

Foundations for cooperation between the tri-partite of Trade Unions, Employers Federations, and Government have to implement policies and programs have been laid.

In localities where action programmes were carried out, effective cooperation between the responsible NGO, Local Government units, children and their families has been developed in most cases. Some Local Government units were able to include CL in their local action plans.

Several agencies have noted that they would like increased interaction and coordination efforts with other organisations working on CL.

Impact of activities to fight CL can be improved by increasing networking with projects on entrepreneurship, micro-credit, Labour Inspection, occupational safety, gender, domestic violence, nutrition, HIV/AIDS and other STIs, etc.

The National Steering Committee has a coordinating and policy development role. An executing (executive) branch of the National Steering Committee is necessary for implementation of the policies.

Effectiveness

Local Governments have been shown to have the potential for a long-term effective role in eliminating CL. The Local Governments are close to the people and have a permanent office in each locality.

Monitoring and gradual phasing out of support to Local Governments and their partners will be needed for some time to ensure sustainability. Using the previous experience extension of the methodology to other localities can now be undertaken.

Some agencies have assigned specific individuals to work on the CL issue, both locally as well as at a national level. Various Government Departments have been very actively involved in the IPEC project.

Several agencies have noted that they have planned to change the structure of their organisation to be able to address the issues more adequately. The police, for example, plan to have Multisectoral teams to work with victims of abuse and child sexual exploitation.

Some organisations such as MONEF (Mongolia Employers Federation), the CMTU (Confederation of Mongolian Trade Unions), and the Police Department have developed guidelines for their members and/or staff on dealing with CL.

Lack of data on health issues related to the different forms of CL including accidents as well as need for treatment of illnesses and accidents associated with CL would indicate a need for increasing the involvement of Health Officials.

Policy Development

Many different policies are aimed at directly or indirectly alleviating CL. CL is mentioned in the National Plan of Action. The Ministry of Labour has also submitted the sub-project on eliminating WFCL to the Cabinet for discussion. The central focus of the sub-project is on monitoring of CL.

A law on artisanal mining, which includes a component on CL, is currently before the parliament.

MONEF and CMTU have included child labour in their policy frameworks.

A need still exists for an overarching, coordinated, and effective policy framework at the national level. Such a framework could include references to existing policies in other areas that have an impact on CL (i.e. poverty alleviation, health initiatives etc.).

Legal Framework

While some laws and regulations exist additional laws and regulations are needed to bring the country in line with the Conventions that were ratified, in the case of CL most particularly 138 (minimum age) and 182 on the Worst Forms of Child Labour.

Given that individual Ministries are responsible for developing proposals for laws in their own area it will be important for an individual to be assigned to analyse all existing laws and regulations and determine the gaps. Documents to include in the assessment are the Labour Code and the Criminal Code. It would also be useful to study other laws that have an impact on the existence of CL such as those regulating education, access to health care, child benefits, registration, Code of Conduct of Child Prostitution in Tourism, etc.

In other cases there are still difficulties to apply existing laws:

- LI no mandate for informal sector (recent mission has made recommendations in this regard)
- Police want and need further capacity building and extend to more officers particularly to raise awareness, increase knowledge of applicable laws, effective methods for interacting with children involved in the worst forms of child labour (especially CSEC).

The list of hazardous occupations and its updated version needs to be officially recognized and nationally awareness program implemented.

Monitoring

Monitoring of children in the action programs appears adequate in most cases although strategies for long-term monitoring still needs to become part of the strategies of the stakeholders involved in the projects.

Monitoring mechanisms of child labourers not yet in the action programs are not yet fully operational.

Children withdrawn and prevented from entering child labour in specific locations.

Many children that have been involved in the direct action programmes have successfully been withdrawn and prevented from entering child labour. In many cases the implementing partners were able to include more children in their project than initially projected.

Several issues related to education could be addressed for more complete success:

- Improved adequacy and appropriate content of learning material in Formal, vocational, and NFE/skills training
- Improved capacity to teach children of different ages and education backgrounds in NFE (one NGO did say that as a result of training they did not have any difficulties with this)
- Vocational and NFE training can be oriented to market demand nationally but also locally (example, a small community does not need many hairdressers or welders)

- NFE is still considered a marginalised form of education by many who do not understand its importance; many localities still lack budget allocations for students in NFE.
- NFE and formal standards are not the same, which impedes mainstreaming
- Lack of heating in schools, school supplies, clothes, money for contributing to festivals and other school activities, transport.
- Attitudes of teachers towards students with learning difficulties (sometimes encouraging them to leave school and work).
- Children's lack of self-confidence.

Other issues that could still be addressed are:

- Children's work during school holidays
- Registration of children to access health, education, child benefits.
- Involvement of labour inspectors in identifying CL
- LI, trade unions, employers' federations do not currently have any official association with the informal sector.

A major problem is the registration of migrant children which prevents many from accessing social welfare and education. The registration problem is one of the causes of CL, particularly in Ulaanbaatar. It also impedes the easy implementation of withdrawal and prevention actions.

Training for families in aimags with high rates of out-migration and in-migration on registration would be useful. At least one NGO has already included such training in their activities.

Other Factors:

Certain categories of child labour/children at risk need to be explored and effective methodologies to address them developed including:

- abandoned and homeless children
- child abuse (domestic and other)
- horse racing
- well digging and others identified by the stakeholders (including children)
- textile and garment sectors
- service areas (bars and restaurants)
- evolving behaviours and risks in gold mining and other WFCL

Increasing child-to-child methodologies and mutual support groups in more action projects may be effective. The Third Congress of Children's Rights is a positive step in this direction.

Much emphasis is needed on involving parents in the projects in all phases of the action projects.

Centres with residential services for the rehabilitation of children in CSEC are needed.

Good coordination and back-up from IPEC project in the development and implementation of the action projects.

Partners in the project indicated their close working relationship with ILO- IPEC for:

- development of action proposals
- needs assessments and identification of target groups
- development of training materials
- awareness raising
- withdrawal and prevention of child labour

Closing slides:

Mongolia as a country that has already made a good start in several areas related to labour and working conditions:

It is the only country in the ILO region to have:

- completed the draft National Plan of Action on Decent Work
- ratified all 8 ILO core conventions

Now is the time to put them into practice and become a model of implementation for other countries as well.

Congratulations to the Mongolian IPEC staff and all of YOU for the successes achieved so far.

Appendix 2
Results of Stakeholder Workshop
Final Evaluation ILO-IPEC Project Mongolia- June 9, 2005

Causes of success:

- There was already demand among the population to address this issue.
- The legal framework to a certain extent was already created.
- Application of laws was enabled.
- Mechanism to address CL was quite stable: G and NGO to work on child protection
- National mechanisms we talk about trade unions and employers.
- Thanks to the law on establishment of NGOs certain capacity building was possible on CL
- The right selection of the organisation that implemented the projects by the ILO
- Motivation and interest by the target groups.
- Close collaboration and financial support from ILO-IPEC
- Managed to have good project management
- Each local project unit was working successfully
- All the activities of the project were coordinated by Mongolian coordinators
- Quite adequate training materials and information regarding the activities of eliminating CL
- Tri-partite structure of Trade Union, G, Employers
- Participation of mass media, they were actively involved
- Involvement and participation by professional and research institutions
- People from Ministry of Labour, Employers' Federation, Police and Dep. Prime Ministry involved

Group 2- Education and Training Task Force**Successes:****Causes of Success:**

- Based on real need and demand of children and parents (for example, materials developed based on needs)
- Financing is quite stable and consistent, disbursed on time
- We were able to also develop other activities based on demand
- We organised competition among teachers of multi-grade students. Conducted sharing of experience among multi-grade students
- Increased involvement of children by using child-to-child approach
- Close working relationship among the relevant organisations, Health Dept. Local Governor, Health Department, National Authority of Children and others including cooperation between project parties
- We identified the right timing to conduct training at the local level

Group 3- Mining Task Force:**Successes**

3 projects implemented in the mining sector

Causes of success:

- Awareness through mass media
- Created a project unit
- Public awareness training room was established
- Conducted training for project unit workers
- Training manuals were provided to decision makers
- Submitted official request to decision makers to find solutions and provided sufficient information to them
- Interest of G. in these activities
- Information network on child labourers and children at risk was established which created the opportunity to link with others
- Almost all projects had notebooks to record the situation of each child
- Project implemented tri-partite agreement with employers, parents, local decision makers
- Social motivation of the children increased
- Attitude of the children and parents, public changed
- Provision of income generation activities helped
- Support directly targeted to parents, worked closely with them
- Activities organised among children was effective (training, competitions)
- Permanent and temporary work for parents
- Monitoring on CL- system and team was developed
- Conducted assessment and survey of children's interest
- Thanks to the specific training on monitoring we had success with this.

Group 4- Informal Sector and Sexual Exploitation**Successes**

Task force included people from mining, informal sector, and child sexual exploitation

Successes	Causes of Success
Increased understanding of population of the causes of CL	<p>Right selection of the working partners</p> <p>Training and publicizing and agreement on partnership</p> <p>The process was quite stable- i.e. the building of public awareness. For ex. Targeting of market officials took place once a week</p> <p>Information sharing and monitoring/interval evaluations</p>
Changes in the behaviour of the working children	<p>Selected the right target, choice of children</p> <p>Identified the needs of the children correctly</p> <p>Good working team with high motivation was created</p> <p>Sufficient support was provided</p>

	<p>The implementation approach was based on the active participation of the children themselves</p> <p>We managed to create a favourable environment for the children to withdraw from work.</p> <p>The role played by the Children's Centre which was established where children can go whenever they go</p> <p>The process was steady and continuous</p>
Increased capacity of workers and officials to deal with working children	<p>The adequate level of education by IPEC and right management and organisation of the IPEC project unit.</p> <p>Close partnership between the different partners</p> <p>Most project units are members of the ECPAT network</p>
Increased information sharing	Exchanges
Increased partnership between Government and NGO	<p>Included the Government officials from the beginning.</p> <p>Availability of materials on awareness raising.</p> <p>The right selection of the target location of the project.</p> <p>Application of relevant Government policies in the plan of actions.</p> <p>Close linkage and mutual influence between the relevant G policies and project plan of action.</p> <p>Within the framework of the project we included some economic incentive to actively participate in the project, for example invited the health official. Cash incentives such as market inspectors were paid to provide training to the children. Also certificates to those working closely with the children.</p>

Discussion: participants had no comments on these presentations.

1. Presentations by sub-groups on constraints encountered during implementation (Enabling environment, direct actions)

Group 1- Capacity Building

- Biggest challenge was the lack of policy and legal framework. In some cases laws exist but application is inadequate.
- Lack of policy on informal sector.
- Poverty and unemployment, migration (made it more difficult to implement)
- Labour inspection system is not adequate.
- Provision of social welfare services were inadequate (lack of resources to meet the demand)

Constraints during implementation:

- Knowledge on CL was inadequate in the beginning (difficult starting phase)
- Public attitude including employers' attitude towards Mongolian traditions was not adequate (employers had the idea that children should work since childhood so they can become a more skilled workforce in the future); *(improved now, continue this in the future)*
- There are new WFCL.
- Lack of official statistics.
- Lack of specific surveys and assessments on CL.
- Lack of application of relevant laws and regulations. *(improved now, continue this in the future)*
- Private sector developed rapidly during the last 10 years. Employers work more for profit and do not stress labour, occupational safety and other factors. *(improved now, continue this in the future)*
- Lack of working experience. We had no experience in this subject. *(improved)*

Group 2- Education and Training Task Force

- Lack of policy framework
- No appropriate or enabling environment or legal framework to transfer drop-outs to formal education
- The beginning of the academic year the local government receives the budget for the number of students. If more students are received during the year who will pay for the costs.
- Formal schools do not fully implement the obligation to bring all the children to school and cover the children until the age of 15.

Problems in the implementation process:

- Bureaucracy at the G level
- No flexible policy
- There is a need to upgrade evaluation criteria for formal school teachers
- Low development of infra-structure and difficult climate also contributes to the difficulties
- To visit 6 aimags we had to travel more than 1,000 km
- Have to change the attitude of teachers in formal education because of their bad attitude the number of drop outs increases
- Teachers are not always receptive to receiving the drop outs back in school

Group 3- Mining Task Force:

- There is no enabling legal environment
- The relevant organisations are expecting the law to adopt a new law on artisanal mining
- There is no CL inspection officers
- Close collaboration from different sectors like health, social welfare, education exists but still needs strengthening.
- The initial stage of the implementation we encountered problems from local authorities they were not motivated to assist and wanted only support from the project even if they had resources. (*improved*)
- We still have a problem regarding effective monitoring system.
- No regular monitoring system on use of mercury

Constraints during the implementation process:

- Lack of official documentation of children and parents
- Festivals and elections caused delays
- Project was located in different locations and mining sites were dispersed lost time travelling
- Communication problems
- Visit each mining site regularly to address the problems (communications)
- People have very high expectations and that every problem can only be solved through projects
- Because of the elections there are regular changes of G officials
- A need to obtain professional and specific advice such as on mercury and that was difficult
- Lack of available permanent jobs for adults
- Because of the migration movement by local residents it is difficult to follow-up
- Lack of public involvement and active participation
- Lack of demand for products/labour
- Low level of salaries of G officials
- In some cases we had to work individually with children and households who had received assistance with income generating activities.
- Needs assessments should be done by professionals, many NGOs do not have the skills for this.
- To conduct more effective results from our awareness training we needed to work directly with children and parents and had lack of time and resources to do this.
- Create cooperatives but people lack understanding and willingness to work in a group
- Mentality to receive everything in cash (for support)
- Lack of involvement of male family members

Group 4- Informal Sector and Sexual Exploitation

- Lack of policy framework to regulate population movement
- Lack of enabling education environment

- The process to approve national sub-program on WFCL is slow
- Many national programs and projects exist but there is lack of financing and lack of good coordination
- No good quality terms of reference for social workers at horo level (local, smallest G unit)

Constraints of implementation:

- Different ages and levels of education of children makes it difficult
- Lack of facility to organise NFE, problem related to financing
- Changes in attitude have occurred but there are still some problems related to poverty and self-confidence
- We put more effort to send children to NFE but the courses are too short and need to change to content of the courses
- The development of children and their health is not good
- Poverty and vulnerability are basic conditions that make it difficult for the children to upgrade and improve their situations (discriminatory attitude towards children who are from poor families.
- Low salary levels of project staff causing turn-over
- Difficult to maintain staff after a funding ends, NGO staff are outside the social protection system because they are temporary hires during the duration of the project
- Access to employment services is limited by requirements such as criteria on level of education (must have at least 8th grade)
- Children who are unsupervised need to be placed in the shelter but there are regulation regarding age. G care centres only receive children referred directly by the police and not by NGOs.
- Children in the G centres who reach 18 often have no idea where to go and what to do next.

Plenary group discussion concerning presentations on constraints:

- Receiving environment in formal schools should be more favourable to receiving children
- Formal education system is shifting to 11th and 12th grade. So children in 1st grade need to go for longer education this also means there is a need for more teachers and textbooks.
- Space increases in dormitories in local areas
- When we transfer children to vocational systems they have difficulties because they have less capacity to be able to follow the level required. There is a need to extend the NFE courses to enable them to adapt more easily.
- Still face difficulties of other family members of children that have been targeted, so there is a need to determine what the situation is of the rest of the family members. Need to work with other siblings.
- We still need to work to build capacity and more responsible and capable 16 year old children.
- We should work hard to influence the employers to improve their attitudes and treatment of child workers (over 16)

- Another problem is related to the quality of the vocational education system.
- Children that are brought up in a poor household have an increasing demand in the market. But the quality of the product made may not be as required by the employers resulting in difficulties.

Project Design Gaps Identified

- Lack of involvement of youth NGOs (child rights NGOs are involved but not enough youth NGOs)
- Before the project is implemented a needs assessment is done on the children involved in the action programs but the data can not be properly analysed.
- Did not adequately assess the cost increases over time (budget problem)
- The number of students in mixed groups should not exceed more than 20 but in some cases more than 45 children are included and it is difficult for the teacher to manage
- There is a burden for SW and teachers to work with a large number of children, staffing has not been properly assessed in the projects.
- When designing the project proposal did not assess sufficiently the extent to which parents should be involved in the design process.
- Migration problems were not adequately considered.
- Appropriate time period to complete the project activities needs to be carefully determined (i.e. take into account the vacation periods). Flexible linkage needed concerning timing to transfer children from NFE to formal schools.
- Development for specific terms of reference, remuneration, incentives for SW who work in the market places. Many do not want to work in those conditions.
- The title of the project has to be well-considered. If it is too narrow all the objectives and activities have to be related to the title and people will not accept it if you do anything else.
- Special approaches are needed for children from the poorest households.
- Lack of strategy to retrain SW and teachers to work with working children and parents.
- The projects in local areas target only one specific group of children.

Appendix 3
Stakeholders Workshop
Analysis of Evaluation and Identification of Key Implementation Issues
9 June, 2005

Programme

9:00-9:30	Arrival and welcome of participants
9:30-9:45	Introduction
9:45-10:45	Overview of Preliminary Findings
10:45-11:00	Break
11:00-12:20	Discussion in sub-groups: Identification of major successes and identification of factors leading to success
12:20-13:00	Plenary presentations and discussions
13:00-14:00	Lunch
14:00-15:30	Discussion in sub-groups: Constraints encountered during implementation: 1) Enabling environment, 2) Direct Actions
15:30-16:10	Plenary presentations and discussions
16:10-16:25	Break
16:25-17:25	Discussion in sub-groups: Identification of gaps in the design of the action programmes
17:25-18:00	Plenary and closing remarks

Appendix 4 List of Individuals Interviewed

Date	Name	Title	Organisation
31 May	Mr. Ganbaatar	Project coordinator	MONEF – Capacity building project
	Mr. Baatar	Project advisor	
	Ms. Amarbayasgalan	Project officer	
	Ms. Ouyndari	Project coordinator	MONEF-Direct action project
	Ms. Uyanga	Project coordinator	
	Mr. Sharavsampil	Project officer	
	Mrs. Aruintungalag	Director	
	Mrs. Battuya	Project coordinator	Equal Step Centre
	Mrs. Khongorzul	Project manager	
	Mrs. Alimaa	Project worker	Khar khorin market
	Mrs. Navch	Lecturer/Researcher	Population Training and Research Centre
	Mrs. Munkhjargal	Lecturer/Researcher	
	Mrs. Kurelmaa	Lecturer/Researcher	
	Mrs. Davaakhuu	Head of	Family Development Centre
	Mrs. Tungalagtamir	Teacher	
	Mrs. Chimegee	Teacher	
	Mrs. Odonsuren	worker	
	Mrs. Enkhtuya	Governor	9 th khoroo of Bayanzurkh duureg
	Mrs. Bolormaa	Head	Mongolian Child Rights Centre
	Mrs. Batchimeg	Project manager	
Mrs. Geserbaatar	Project coordinator		
02 June	Mr. Bayarsaikhan	Head	Employment, Social Welfare Service Agency
	Mr. Batmunkh	Head of Division for Training and Vocational Guidance	
	Mrs. Narantuya	Project coordinator	
	Mrs. Batchuluun	Director	National Centre for Non Formal and Distance Education
	Mrs. Enkhtuya	Director of Social Protection Division	Mongolian Youth Development Fund Youth Development Centre
	Ms. Odontsetseg	Social worker	
	Ms. Tuul	Social worker	
	Mr. Amartuvshin	Coordinator of ECPAT network	
	Mrs. Gantugs	Teacher for wool crafts, UNV	

	Mrs. Altantsetseg	Director	Women's Council of Ulaanbaatar City
	Mrs. Erdenetsetseg	Head	Division of Social Development Policy of Nalaikh District Governor's Office
	Ms. Odgerel	Researcher	Gender Centre for Sustainable Development
	Mrs. Tserendolgor	Teacher	Non formal education centre
	Mrs. Narantsetseg	Social worker	Khoroo #3, Nalaikh district
	Mrs. Orgilmaa	Social worker	Khoroo #1, Nalaikh district
	Ms. Bayarkhuu	Project worker	
	Mrs. Enkhee	Officer in charge labour issue	Employment Department of Nalaikh District Governor's Office
03 June	Mr. Bat-Orgil	Director	Social and Economy Department , Confederation of Mongolian Trade Unions
	Mr. Chimiddorj	Vice-President	
	Mrs. Myadagmaa	Programme coordinator	Mongolian Red Cross Association
	Mr. Uuganbayar	Programme manager	Youth Red Cross, Mongolian Red Cross Association
	Mrs. Narmandakh	Teacher	
	Mrs. Khandbadam	Officer	Songino khairkhan district Red Cross Association
	Mr. Bayarsaikhan	Ministr	Social Welfare and Labour
	Mrs. Erdenechimeg	Officer	Ministry of Social Welfare and Labour
04 June	Mr. Dashnyam	Field coordinator	MONEF Cold mining project at Zaamar soum, Tuv aimag
	Mrs. Narantsetseg, G	Teacher	Non formal education

	Mrs. Narantsetseg.N	Teacher	Non formal education
05 June	Mrs. Baigalmaa	Project coordinator Executive Director	Mongolian Volunteers' Association
	Mrs. Ivshinkhorol	Officer	
	Mr. Ganbold	Head of the project team	Governor of Jargalant soum, Tuv aimag
	Mrs. Tsend-Auysh	Project coordinator	Jargalant soum, Tuv aimag
	Mrs. Davaasuren	Member of the project team	
	Mrs. Baasan	Project coordinator	Sumber soum, Tuv aimag
	Mrs. Zagalmaa	Project coordinator	Bornuur soum, Tuv aimag
	Mr. Gueynbaatar	Head of the project team	Governor of the Bornuur soum, Tuv aimag
07 June	Mrs. Togtokhnyam	Director	National Authority for Children
	Mr. Baavgai	officer	
	Mr. Baatarzorig	Deputy Governor	Ulaanbaatar city
	Mrs. Lkhamsuren	Officer	Social Development Department, NAC
	Mr. Sansareren	Officer of	International Relations Department, NAC
	Mr. Ulaan	Deputy Prime Minister	Mongolia
	Mr. Uvgunkhuu	Press Representative	Deputy Prime Minister of Mongolia
	Mrs. Javzankhuu	Advisor	
	Mr. Tsolmon	Head	Legal Policy Division of Ministry of Justice and Home Affairs
	Mr.Chinzorig	Vice Minister	Social Welfare and Labour
	Mr.Tumur-Ochir	Vice Minister	Ministry of Education, Science and Culture
	Mr. Batbold	Head of General Education Division	
	Mrs. Otgonjargal	External Relations Officer	
Mr.Dagvadorj	Chief of Public Relations Division	General Police Department	

	Mr.Boldbaatar	Head of Juvenile Department	
	Mr. Zagdragchaa	Officer	
	Ms. Otgonbayar	Officer	Uvurkhangai aimag Governor's office
	Mr.Bayarsaikhan	Officer	Huvsgul aimag Governor's office
09 June	Mrs. Nyamaamaa	Project manager	ADB Social Security Sector Development Programme PMU
	Mr. Alexander Menamkat	Project Management Advisor	
	Ms. Undrakh	Project manager	UNIFEM project office in Mongolia
	Mr. Richard Prado	Resident Representative	UNICEF
	Mr. Bandii	Programme manager	ADB Second Education Development Programme
	Mr. Warren Ferdinandus	Country Representative	World Vision
	Mr. Tserendorj	Chief Commissioner	National Human Rights Commission of Mongolia
13 June	Mrs.Pagma	Programme director	Household Livelihoods Support Programme
16 June	Ms.Melaia Vatucawaga	DeputyResident Representative	UNDP

Appendix 5
Progress towards reaching the outputs in action programmes

IPEC, MONGOLIA
Phase II

Objectives and anticipated outputs	Progress in % and words	Explanations/remarks
<p>1. CMTU. "Strengthening the role and capacity of the Trade Unions in the combat against worst forms of child labour"</p> <p>Start: 05.11.2003 Completion: 28.02.2003 Duration: 16 months</p>		
<p>Objective 1. By the end of this Action Programme the awareness, needs and opportunities of the trade unionists for the combat against child labour will have been assessed.</p>	<p>Output 1.1 Training on techniques of social research is organised for the researchers of the Training and Research Centre and Labour Institute</p>	<p>100%</p> <p>Training material purchased and training undertaken in Dec. 2003</p>
	<p>Output 1.2 Assessment of the awareness, needs and opportunities of the trade unions is undertaken.</p>	<p>100%</p> <p>Assessment undertaken. Involved 500 people in Darkhan Uul Uvs aimag and 9 districts of UB</p>
<p>Objective 2. By the end of this Action Programme the understanding and role of trade union members on combat against child labour will have been improved.</p>	<p>Output 2.1 Workshop to discuss the Trade Unions strategies on the elimination of child labour is organised.</p>	<p>100%</p> <p>Trade Unions strategies approved</p>
	<p>Output 2.2 Meeting is organised to discuss public labour inspection on child labour monitoring</p>	<p>100%</p> <p>30 labour inspectors participated the meeting</p>
	<p>Output 2.3 Trade Unions strategies are approved</p>	<p>100%</p> <p>Trade Unions strategies approved</p>

	Output 2.4 Training are organised among representatives of the selected sectoral trade union organisations	100%	235 people trained
	Output 2.5 Training are organized for representatives of the territorial trade union organisations	100%	The training undertaken
Objective 3. By the end of this Action Programme strategies developed for trade unions work against child labour will have been disseminated to the general public.	Output 3.1 Awareness raising posters are printed.	100%	*3000 copies on child labour monitoring at community level *3000 copies on combat child labour *5000 copies of flyers on Trade Union activities on combat against child labour
	Output 3.2 Trade Unions strategies on child labour are printed	100%	Printed in 3000 copies
	Output 3.3. Photo exhibition on child labour and working children is developed.	100%	done
	Output 3.4 TV and radio programmes on trade unions efforts against child labour are developed and broadcast	100%	6 radio and one TV programs were broadcasted
	Output 3.5 Final evaluation meeting is organised	100%	Organised among coordinating agencies
2. FDC. Increasing the role of pre-school education for the prevention and elimination of child labour			
Start: 28.03.2004 Completion: 30 April 2005 Duration: 13 months			

<p>Objective 1 Opportunity of the very young working children and siblings of the working children at the risk of child labour to enroll in education will have been increased in the selected district of Ulaanbaatar.</p>	<p>Output-1.1 Pre-school education is provided to 40 target children.</p>	100%	Served 72 children
	<p>Output-1.2 Children received pre-school education are enrolled in elementary school.</p>	100%	40 children enrolled in elementary school.
<p>Objective 2. The role of pre-school education institution for the prevention and elimination of child labour will have been piloted.</p>	<p>Output-2.1 Pre-school training curriculum is adjusted for shorter duration of pre-school education to prepare children for further schooling.</p>	100%	The curriculum developed in July 2004
	<p>Output-2.2 Training programme and education materials on child labour for pre-school teachers and children are developed.</p>	100%	Education material developed in September 2004
	<p>Output-2.3 Training of pre-school teachers is organized on child labour and on how to organize education classes on child labour with the developed materials.</p>	100%	157 local people were attended the training
	<p>Output 2.4 Training on child labour is organized among the target children, the other children of the pre-school and their parents</p>	100%	Training is undertaken

	Output-2.5 Meeting is organized to identify pre-school teachers role for the prevention of child labour	100%	The meeting taken place in March, 2005
	Output- 2.6 Evaluation of the project impact is undertaken with the involvement of teachers and parents.	100%	Done May, 2005
	Output- 2.7 Experience sharing workshop of directors of other pre-schools in the district is organized.	100%	organised
<p>3. ESC. Rehabilitation and socialisation of working children at marketplaces and improving awareness of marketplace public on the problem of child labour</p> <p>Start: 10 October 2003 Completion: 30 April 2005 Duration: 19 months</p>			
Objective 1: Increase awareness of the working children, parents, school teachers, social workers and marketplaces' employees on child labour.	Output 1.1 Awareness raising materials on consequences of child labour are developed.	100%	developed
	Output 1.2 Awareness raising training on child rights and child labour is organised for employees of the relevant marketplaces.	100% achieved according to progress report.	Based on the progress made child labour monitoring systems at targeted markets will be set up

	Output 1.3 Awareness raising training on consequences of child labour are organised for working children and their parents.	100% achieved. 8 trainings have been undertaken for children (87) and parents (62). Activities for this output will continue to the end of the year.	The training resulted in raised awareness but not directly in decrease number of working children. Family problem noticeable (violence and alcohol abuse). Most children from single headed households. Referral started.
	Output 1.4 Awareness raising training is organised for school teachers and social workers at the selected marketplaces.	100%	done
	Output 1.5 Awareness raising activity is organised for the marketplace community.	100%	Difficult to involve all traders as they don't want to leave their working place to participate in the activities.
Objective 2: Remove young children from child labour and provide the education and training opportunities to the older working children.	Output 2.1 NFE training is provided to 120 children.	96.1 % achieved (87children)	173 trained
	Output 2.2 Skills training are provided to 60 children	100%	61 children trained 21 are employed
	Output 2.3 Training on health education and other liveskills are provided to the target children	100% achieved	Every fortnight health and life skills training organized to prevent haz work and protect health. Survey show very poor nutrition.

	<p>Output 2.4 Training on basic skills for starting business are organised for the parents of the targeted children.</p>	100 %	Training organized for 77 people.
	<p>Output 2.5 Support for increased income is provided to families of the targeted children.</p>	100%	Revolving fund becomes dissolving funds as the poor families must use the fund and its profit for medicine, school items and food for their children. 63 families got it.
	<p>Output 2.6 Socialisation and recreational activities are organised among the targeted children.</p>	100%	Organized on regular basis. Plan for activities developed together with the children.
<p>Objective 3: Initiate the social work function at the selected marketplaces in Ulaanbaatar</p>	<p>Output 3.1 Tasks of the social work function at the marketplace are developed.</p>	100%	The job description was drafted and discussed among collaborated agencies. The possibilities to have a social worker was proposed to market authorities
	<p>Output 3.2 Meeting on project self-evaluation is organised.</p>	100%	Done with participation of collaborated agencies and beneficiaries.

4. MONEF. Increasing the role and involvement of employers in the combat against worst forms of child labour			
Start: 01.05.2003 Completion: 31.12.2004 Duration: 20 months			
Objective 1. The awareness of employers on child labour issues will have been increased.	Output 1.1 Report is produced on the awareness and practice of employers with regard to child labour.	100%	Done
	Output 1.2 Employers' consultative meeting is organised to determine employers' strategy for the combat with child labour.	100%	The strategy was approved
	Output 1.3 Employers' training manual is produced.	100%	Developed and printed in 1400 copies
	Output 1.4 A poster and developed and printed.	100%	Developed and printed in 2000 copies
	Output 1.5 Training are organised among employers.	100%	Conducted the training for 341 employers
	Output 1.6 A short video for employers' training is produced.	100%	30 minutes long video was produced and transmitted by Sansar TV channel
Objective 2. The efforts of employers in selected sectors	Output 2.1 Reports are produced on activities of employers after the training	100%	A review of the training impact was done and the report compiled.

will have been increased for addressing the child labour issue	Output 2.2 Pilot Taskgroup activity is organised to support selected employers in addressing their child labour problems.	100%	A task force was formulated
	Output 2.3 A meeting is organised to improve national legislation and rules for increasing employers' role in the combat against child labour.	100%	Conducted
5. NFEDEC. Improving the quality and delivery of NFE training for the prevention of child labour Start: 01.12.2003 Completion: 30.01.2005 Duration: 14 months			
Objective 1. Improve the commitment and capacity of the educational organisations to organise NFE training using basic education equivalent programme.	Output 1.1 Meeting of concerned organisations to discuss the strategies of the BEEC implementation	100% achieved	
	Output 1.2 Basic Education Equivalent Programme textbooks and audio tools are printed and copied.	100% achieved	7 textbooks developed and printed (Mongolian, English, Mathematics, Drawing, Russian, Nature and Social Science.

	Output 1.3 Training of NFE methodologists of Aimag and Districts is organized.	100%	69 specialists were trained
	Output 1.4 Launching of BEEC textbooks nationwide is organised.	100%	Done in 2004
	Output 1.5 Training of NFE instructors of Soums and Districts' Enlightenment Centres is organised.	100%	450 teachers were trained
	Output 1.6 NFE training are provided to school dropout children by using BEEC and textbooks (funding not provided by IPEC)	100%	8222 learners study at NFE centres by using 32400 textbooks of 5400 packages
	Output 1.7 Evaluation of the NFE training using BEEC is implemented.	100%	Done
6. Governor Office of Huvsgul Aimag. Providing educational and training opportunities for school dropout herding children			
Start: 11.04.2003 Completion: 30.01.2004 Duration: 10 months			
Objective 1. The capacity and commitment of	Output 1.1 Training of selected NFE teachers is organized.	100%	61 teachers were trained

Huvsgul aimag for addressing the issue of increasing educational opportunities for school dropout herding children will have been strengthened	Output 1.2 Meeting of selected soum governors and school principles is organized on child labour and effective organisation of education and training to herding children	100%	601 people participated the meetings.
	Output 1.3 A consultation of all soum governors and schools in Huvsgul aimag is organized to re-define educational goals for herding children.	100%	24 soum authorities participated the consultation
Objective 2. Awareness of herding parents on child labour and education value will have been increased.	Output 2.1 Radio programmes developed and broadcast.	100%	
	Output 2.2 Awareness raising meetings organised among parents of the herding children, regular school teachers.	100%	320 representatives of target communities were involved
Objective 3. Herding children are provided with educational and training opportunities and mainstreamed into regular school.	Output 3.1 NFE training textbooks are re-printed in 650 copies.	-	
	Output 3.2 NFE training is organized for 800 school dropout herding children.	99.5%	796 children trained, 385 of them mainstreamed into regular school
	Output 3.3 Skill training are organized to older children from poor families	100%	302 children trained

<p>7. Mon.Radio. Participation of Mongolian National Radio in improvement of the public understanding on child labour and on the need to address the problem</p> <p>Start: 10.07.2003 Completion: 10.07.2004 Duration: 12 months</p>			
<p>Objective 1. Journalists of the MNR will have been sensitized on the child labour problem.</p>	<p>Output 1.1 Training and planning meeting is organised for radio journalists from relevant sections of the MNR</p>	Not achieved	But discussions on child labour has been held
<p>Objective 2. Public understanding and awareness on the worst forms of child labour will have been increased.</p>	<p>Output 2.1 Radio spots (8 types) for improving public awareness on WFCL and the need to address them are developed.</p>	100% Achieved	
	<p>Output 2.2 Radio programmes on child labour are developed and transmitted.</p>	100%	9 radio programmes broadcasted
	<p>Output 2.3 Pre- and post questionnaire on public awareness is implemented.</p>	100%	Done in November 2004
<p>8. MoSWL. Capacity building of the Government officials in the implementation of the child labour prevention and elimination policies</p> <p>Start: 01.08.2003 Completion: 31.12. 2004 Duration: 17 months</p>			
<p>Objective 1. By the end of the action</p>	<p>Output 1.1 National policy on child labour is printed in 1500 copies.</p>	-	The government policy not yet approved by Government Cabinet,

programme, the capacity of the government institutions to implement and coordinate child labour policies will have been increased.	Output 1.2 Compilation of the national legislation related to child labour is printed in 1500 copies.	100%	Printed in 1350 copies
	Output 1.3 Regional training are organised targeting local level government officials in various areas.	50%	The training were conducted in 3 regions, other 3 have planned to be conducted
	Output 1.4 Study of the educational and training needs of the working children and their parents is undertaken	100%	Conducted and presented
	Output 1.5 Coordination meetings are organised with Relevant Ministries.	100%	Done
	Output 1.6 Training of Poverty alleviation loan fund secretaries is organised	100%	45 people trained

<p>Objective 2. By the end of the action programme, the capacity of labour inspectors for legislation enforcement will have been improved</p>	<p>Output 2.1 Tripartite workshop is organised to define the national policy on labour inspection and child labour enforcement strategies.</p>	<p>The IPEC, in consultation with the ILO Sub-regional office for East Asia, decided to undertake Labour Inspection System audit, by the team lead by an international consultant, to assist to the MoSWL and the State Specialized Inspections Agency, to undertake management and practice analyses, develop comprehensive labour inspection policy and strengthen the tripartite consultations and mechanism for enforcement of labour protection legislations. The labour inspection audit has been successfully undertaken from 23 May-34 June,2005 and the tripartite meeting has discussed the initial outcomes and recommendation s of the audit. The LAbour inspectorate and Ministry top officials have very positively accepted the audit outcomes and willing to revitalize the labour inspection system. It is</p>	
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	Output 2.2. ILO handbook on child labour for labour inspectors is translated and printed.	100%	Printed in 500 copies
	Output 2.3 Training of safety and health inspectors on child labour enforcement strategies is organised.	100%	95 people trained. The training also contained the principles and practices of modern labour inspection.
Objective 3. By the end of the action programme, the understanding of local media representatives on child labour issues will have been increased.	Output 3.1 Training of local media representatives is organised.	100%	28 people were trained
9. Governor Office of Uvurkhangai aimag. Preventing child labour by enhancing educational opportunities for the school drop out children			
Start: 08.10.2003 Completion: 01.09.2004 Duration: 11 months			
Objective 1. Strengthen the capacity and commitment of Uvurkhangai aimag for addressing the issue of increasing educational opportunities for school dropout children	Output 1.1 Training of selected NFE teachers is organized.	100% achieved	Conducted 28-29 October 2003
	Output 1.2 Workshop of selected soum governors, school principles, social workers, NFE methodologists and local media representatives is organized.	100% achieved	Conducted 30 October 2003

	Output 1.3 Consultation is organized to identify lessons and good practices from the first phase of the training in 6 soums.	100%	conducted
	Output 1.4 Workshop is organized for project self-evaluation, identification of good practices and lessons and developing further strategies.	100%	Done
	Output 1.5 Booklet of good practices, lessons learnt and local strategies is printed.	100%	Printed and distributed in target soums
Increase the community awareness on child labour and the value of education	Output 2.1 Radio programmes (3 times) are developed and broadcast.	100% achieved	Radio programmes developed and broadcasted on: the workshop and training; IPEC and the project; and NFE and child labour in the soum
	Output 2.2 Awareness raising flyer on child labour and education value is developed and printed.	100% achieved	In Feb 2004
	Output 2.3 Awareness raising meetings are organized among regular school teachers and students.	100% achieved	Plus regular monitoring visits to follow up
	Output 2.4 Awareness raising meetings are organized among the parents of the targeted children.	100% achieved	In Nov. 2003 and Feb. 2004

Objective 3. Provide school dropout children in the selected soums with educational opportunities for their re-integration into formal schooling.	Output 3.1 NFE training textbooks are re-printed in 800 copies.	100%	Printed in 600 vopies
	Output 3.2 NFE training is organized for 800 school dropout herding children.	99.1% achieved	793 children were trained
	Output 3.3 Targeted children are examined by soum doctors and given primary health care and appropriate medical treatment if necessary.	100% achieved	
	Output 3.4 Children are mainstreamed into regular school.	97% of the target for mainstreaming.	543 children were mainstreamed
10. MVA. Awareness raising of the local community and removal of children from hazardous work in gold extraction and processing			
Start: 26.09.2003 Completion: 30 April .2005 Duration: 19 months			
Objective 1: Improve awareness and capacity of the local organisations on addressing child labour issues	Output 1.1 Training of project Taskforce members and local government service personnel is organised.	100 achieved	In Nov. 2003 for 4 days in each of the 4 soums
	Output 1.2 Training of soum health personnel on mercury hazards and health prevention and monitoring is organised	100% achieved	
	Output 1.3 Training of local volunteers is organised.	100%	Achieved

	Output 1.4 Mid-term experience sharing workshop is organised.	100%	Achieved
	Output 1.5 Final self-evaluation and documentation workshop is organised in each soum	100%	Achieved
	Output 1.6 Project evaluation, documentation and local sustainable actions workshop is organised in Ulaanbaatar	100%	Achieved
Objective 2: Improve awareness of children, parents, teachers and local communities on the problem of child labour and harmful consequences of hazards related to the gold mining	Output 2.1 Awareness raising poster and flyers on the hazards of child labour in gold mining are developed and printed.	100% achieved	Posters published
	Output 2.2 Awareness raising materials on hazardous effects of mercury are printed.	100% achieved	Material for adult and children developed and printed
	Output 2.3 Awareness raising and Child Recreational Centre will be set-up.	100%	Achieved
	Output 2.4 Awareness raising activities on child labour are organised among targeted children, their parents, school children and miners.	100%	Achieved
	Output 2.5 Training of school teachers on hazards of child labour in gold mining is organised.	100%	Achieved

	Output 2.6 Assessment of the level of the awareness of local communities is implemented (2 times in each soum).	100%	Achieved
Objective 3 : Improve information on children working in gold mining and children at risk of hazardous work through setting up child labour monitoring system	Output 3.1 Training on child labour monitoring is organised.	100%	Achieved Achieved
	Output 3.2 Data on working children and children at the risk of child labour are collected in each soum	100%	Identified 322 children at risk
	Output 3.3 Regular monitoring is organised on child labour		Achieved to certain extent, but needs further improvements
Objective 4: Remove working children from the hazardous work in gold extraction and gold processing	Output 4.1 NFE training is organised for the target children	100.6%	181 children attended
	Output 4.2 Support is provided to school attending working children from poor families	100%	180 children were supported
	Output 4.3 Socialisation and recreational activities are organised for the targeted children.	100%	
	Output 4.4 Business skills training is organised for the targeted families	100%	140 people trained
	II. Output 4.5 Skills training are organised among targeted children	100%	25 children trained

	Output 4.6 Skills training of parents are organised.	Achieved.	127 people trained
11. MYDC: Removal, rehabilitation and prevention of the young girls from sexual exploitation			
Start: 28.03.2003 Completion: 30 April .2005 Last progress report cover the period 28 November 2003 to 28 March 2004 Duration: 25 months			
Objective 1. The capacity and involvement of the governmental organisations in addressing the problem of children in prostitution will have been increased	Output 1.1 Training for district officials and social workers (140 persons) is organized in order to increase their involvement in measures for protecting children in prostitution	100%	348 officers were participated in the training
	Output 1.2 Training of project workers and teachers of the government shelter on improving their basic counseling skills is organized.	100%	conducted
	Output 1.3 Meeting of the police officers to improve their attitude to the protection of children is organized.	100%	conducted
	Output 1.4 Training of project volunteers is organized.	100%	conducted

	Output 1.5 Meetings for establishing the network of concerned organizations for the protection of children involved in or at the risk of sexual exploitation are conducted.	100 % achieved	ECPAT lead org. task force established with the leadership of the MYDC.
Objective 2. Girls involved or at the risk of prostitution will have been removed and prevented from the worst form of child labour	Output 2.1. NFE training and literacy training are provided to 250 children	107.6%	269 children involved
	Output 2.2 Skills training are provided to 100 children	95%	95 children trained
	Output 2.3. Street children are provided with shelter.	100%	35 children trained
	Output 2.4 Girls' Development (Drop-in) Centre is set-up	100% achieved	The center was established
	Output 2.5 Child labour, health education and child right training are organized among the targeted children and their parents	100%	reproductive health lessons
	Output 2.6 Health treatment and psychological counselling services are provided to the 80 girls involved in prostitution.	100% achieved	Medial check ups and treatment + counseling for 125 girls.
	Output 2.7 Life skills training are provided to the targeted girls.	100% achieved	4 times a month. This also for mothers of the girls.

	Output 2.8 Vegetable growing skills training are provided to the families of the targeted children	100%	30 families got supported in their income generation
Objective 3. Public awareness on the situation and consequences of children in prostitution will have been improved	Output 3.1 Promotional activity among selected small hotels to increase their involvement against child sexual exploitation is tested.	100% achieved	Achieved
	Output 3.2 TV Awareness raising programmes are prepared for improving public awareness on child sexual exploitation problem.	100%	Achieved
	Output 3.3 Awareness raising materials to be used for project activities are printed.	100% achieved	Printed in copies
Objective 4. The system of tracking project beneficiaries will have been strengthened	Output 4.1 Workshop is organized for social workers and police officers of the relevant districts on the issue of tracking the status of project beneficiaries.	100%	Module to develop personal change and development developed
	Output 4.2 Database is established on the status of the project beneficiarias	100% achieved	(125 girls)
12. Police: Increasing the capacity of the juvenile police officers in the combat against the worst form of child labour Start: 01.07.2003 Completion: 30 April 2005			

Objective 1. Understanding and capacity of the police officers in combating the worst form of child labour and protecting child labourers will have been increased.	Output 1.1 Assessment of the current practice of the police officers in handling cases of child prostitution and sexual exploitation of children is undertaken.	100%	Done in April, 2004
	Output 1.2 Proposals on improving relevant legislation are developed.	100%	Developed, but the amendments into the law have not been passed yet. The progress on law amendment is mandated with the Ministry of Justice and Home Affairs.
	Output 1.3 Meeting of stakeholder organisations is organised to discuss the strategies and clarify institutional responsibilities for the removal and rehabilitation of children.		Not Achieved yet
	Output 1.4 Training material for police officers is developed.	100%	Developed and printed in 150 copies
	Output 1.5 Training of the police officers are organised (6 times)	100%	Trainings organized. ?? People participated
	Output 1.6 Project evaluation meeting is organised.	-	Planned to be done
13. WCUB. Providing education alternatives and rehabilitation to working children and children at the risk of hazardous work in Nalaikh coalmines Start: 01.04. 2003 Completion: 30 April .2005 Duration: 25 months			

Objective 1 The capacity and involvement of the district officials to address the child labour problem will have been increased	Output 1.1 Training workshop is organised for relevant district officials to increase their capacity for effective tackling of child labour problem in the district.	100%	Done in February, 2004
	Output 1.2 Meetings are organised among NGOs active in the district.	100%	Local NGOs are trained and very supportive for the project activities
Objective 2 Awareness of the targeted children, their parents and local communities on worst forms of child labour will have been increased.	Output 2.1 Awareness raising campaign is conducted at district schools.	100%	Through whole project life
	Output 2.2 Local teachers' conference is organized.	100%	Done in March, 2004
	Output 2.3 Local media and press releases are developed to improve the awareness of the local communities on hazardous child labour	100%	Duureg TV and radio broadcast the progress of the project activities periodically
	Output 2.4 Awareness raising flyer is printed to explain the hazards and consequences of child labour in coalmines	100%	Printed in 2 languages, Mongolian and kazakh
	Output 2.5 Awareness raising meetings are conducted among informal miners	100%	Achieved
	Output 2.6 Awareness raising activities are organised targeting the residents of selected khoroos	100%	Achieved

Objective - 3 Working children and children at the risk of getting involved in hazardous work will have been removed and prevented.	Output 3.1 NFE training is organised for 120 working children and children at the risk of child labour.	120%	192 children involved
	Output 3.2 40 older children are provided with skills training	100%	40 children trained
	Output 3.3 Training are organised for parents to improve their skills for income generation	100%	51 people of the target families were training in skills training and business administration.
	Output 3.4 Health education and child rights training are organised for the targeted children and their families	100%	Achieved
	Output 3.5 Socialisation activities are organised among the targeted children	100%	Achieved
Objective - 4 Child labour monitoring system will have been strengthened and project beneficiaries' tracking system will have been established	Output 4.1 Training on project monitoring and tracking system is organised among key players.	100%	The project included in tracking
	Output 4.2 Meetings are organised to review the monitoring group and the tracking system reports	100%	Achieved
	Output 4.3 Child labour monitoring and tracking information system is put in place	100%	Implemented with success

14. MCRC. Preventing child labour by improving and facilitating access to non-formal education for children who has dropped out of school in Ulaanbaatar			
Start: 17.09.2003 Completion: 30 April .2005 Duration: 19.5 months			
Objective 1: Prevent child labour through providing educational opportunity to children who have dropped out of school and are at risk of child labour, especially the worst forms of child labour in Ulaanbaatar	Output 1.1 NFE training is organised for 400 children.	111.8%	447 children trained
	Output 1.2 Awareness raising materials for children and parents are developed.	100% achieved	
	Output 1.3 Training of NFE teachers on child labour and child rights issues is organized.	100% achieved	(10 teachers)
	Output 1.4 Training on child labour, child rights and health education are organised among targeted children and their parents	100% achieved	(5 trainings)
	Output 1.5 Socialisation and recreational activities are organised among the targeted children	100%	Achieved
	Output 1.6 Training of school principles, teachers and social workers is organised.	100% achieved	Achieved
	Output 1.7 Contest of child friendly environment is organised among the targeted schools.	100%	A criteria was integrated into the school contest among all schools of the city

	Output 1.8 Children are mainstreamed into regular schools or NFE classes of Enlightenment centres.	100%	107 children mainstreamed
	Output 1.9 Handbook for school social workers on child labour is developed.	Not Achieved	Cancelled due to numerous of developed handbooks for the school social workers
Objective 2: Prevent child labour through awareness raising among governmental authorities and organisations as well as NGOs on the need of facilitation access to education in particular for poor and disadvantage children, such as children who are migrants.	Output 2.1 A study is conducted on educational needs of the children from migrant families	100%	Conducted and presented to the public
	Output 2.2 Meeting of key stakeholders in the area of education and social issues of the city is organised to discuss access of disadvantaged children to education	100%	The participants were initiated to build up a network among stakeholders
	Output 2.3 Watch group on education of children in Ulaanbaatar is established	100%	A network set up, but needs further development and progress.
	Output 2.4 Policy workshop is organised with relevant stakeholders on innovative approaches and good practice to be reflected in formal schooling system and NFE training and their linkage	Not achieved yet	Planned to be organised

15. MEFTU: Improving the role and involvement of teachers in the prevention of child labour			
Start: 15.02.2004 Completion: 26.02.2005 Duration: 12.5 months			
Objective 1: Actions of the teachers and schools against child labour will have been increased.	Output 1.1 Meeting is organised to discuss the strategies of the schools and teachers for the combat against child labour.	100%	Achieved
	Output 1.2 A handbook for teachers on child labour is developed and printed.	100%	Achieved
	Output 1.3 A poster for teachers and schools is designed and printed	100%	Printed in 3000 copies
	Output 1.4 Training of trainers is organized.	100%	29 trainers prepared
	Output 1.5 Training of MEFTU branches leaders in aimags is organized.	100%	34 people trained
	Output 1.6 Training of teachers in aimags are organised trained trainers.	100%	1024 teachers were trained
	Output 1.7 Radio movement is organized to mobilize teachers and schools	100%	12 radio programmes were transmitted for parents and teachers
	Output 1.8 A newspaper issue on child labour is printed and distributed.	100%	A issue of "Gegee" newspaper

Objective 2: The government policy for improved enrolment will have been positively influenced.	Output 2.1 Meetings are organised involving officials of the Ministry of Education, Science and Culture	100%	Conducted meetings with the ministry officials
	Output 2.2 A sectoral agreement is concluded to address education issues.		Postponed, not achieved yet, due to the reason not controlled by the IA.
	Output 2.3 Project evaluation meeting is organised.	100%	32 people participated
	Output 3.7. Awareness raising activity is organized at the marketplace	100%	350 people involved
18. MRC. Removing children from scavenging and preventing children at the risk of hazardous work			
Start: 12.02.2003 Completion: 12.02.2005 Duration: 24 months			
Objective 1. At the end of the project, the capacity of the local authorities to address the child labour problem will have been increased	Output 1.1 Training of district and horoo officials on issues of addressing the child labor problem are organized	100% achieved	
	Output 1.2 A test of the impact of in-kind direct support on the removal of children will be undertaken.	100%	
Objective 2. At the end of the project, the awareness of working children their parents and	Output 2.1 Health study of the children and adults working at the dumpsite is conducted	100% achieved	In addition to the study, 4 health check ups and medical treatment were undertaken

local communities on the consequences of child labour will be increased	Output 2.2 Meetings of district health workers, family practitioners, MRC volunteers and community leaders on conducting awareness raising among the local community is organized.	100%	
	Output 2.3 Campaign on increasing the awareness of the local community, including adult scavengers on hazards scavenging is organized	100% achieved	Campaign included audio message and flyers
	Output 2.4 Training on consequences of child labour, hazards scavenging are organized for working children and their parents.	100% achieved	Training organized twice a month for children and once a month for parents
	Output 2.5 Awareness raising brochure for Mongolian Red Cross volunteers is developed and printed.	- Not achieved	
	Output 2.6 Training of the leaders of Mongolian Red Cross branches in aimags and districts on child labour is organized.	- Not achieved	
Objective 3. At the end of the project, children working at the	Output 3.1 Non formal education and training is organized for the targeted children	100%	153 children involved

dumpsite and those at the risk of hazardous work will have been removed and prevented and provided with educational and training opportunities	Output 3.2 Skill training is provided to targeted children	100%	23 children trained
	Output 3.3 Training on health education to targeted children parents are provided	100%	
	Output 3.4 Training on vegetable growing is organized among targeted families.	100%	54 families involved in business orientation training
	Output 3.5 Educational and socialization opportunities are provided to the targeted children.	100%	Undertaken twice a month
Objective 4. At the end of the project, child labour monitoring and tracking system will have been introduced	Output 4.1 Training on project monitoring and tracking system is organized among key players.	-	Not achieved fully.
	Output 4.2 Regular meetings are organized by key players in child labour monitoring and tracking to improve and sustain the system	-	Not achieved fully.
<p>19. CEO Pilot project for increasing access and relevance of employment services for working adolescents and increasing the role of employment agencies for addressing child labour problem</p> <p>Start: 01.08.2004 Completion: 30.04.2005 Duration: 8 months</p>			

At the end of the project, the commitment of the Central Employment Office will have been increased for expanding employment services to working adolescents.	Output 1.1 Analyses of the adequacy of current training courses and the needs of working children and key stakeholders are undertaken.	100%	Recruited a local consultant. The consultant undertook the review of current situation and needs (by focus group discussions with children, staff of training institutions and employers representatives) for implementing a new approach Discussed the findings of the analyses by a project taskforce meeting.
	Output 1.2 Working children's and their families' needs assessment tool is designed	100%	Designed and piloted the needs assessment tool
	Output 1.3 Detailed strategies of the pilot skills training for children are developed by local consultant.		Identified training types
	Output 1.4 Awareness raising materials for children and parents are printed.	100%	Designed the awareness raising materials and printed in 3000 copies
	Output 1.5 Awareness raising materials for training institutions and employers are printed.	100%	Designed the awareness raising materials and printed 3000 the materials
	Output 1.6 Training of project implementers in the field is organised.	100%	Organised the training covering 40 officers at duureg level

	Output 1.7 Meetings and the training are organised among training institutions.		Organised meetings and training covering 20 people
	Output 1.8 Meetings and the training are organised among employers.		Organised meetings and training covering 12 people
	Output 1.9 Awareness raising trainings of target children and their parents are organised.	100%	Organised the trainings for 60 people
	Output 1.10 Skills training are organised for selected children.	100%	Organised the training for 57 children
	Output 1.11 Impact of the new approach is assessed by the local consultant.	On going	National consultant is assessing the project impact and developing recommendations
	Output 1.12 Meeting involving all stakeholders: ministries, staff of employment offices, employers, training institutions is organised.		Not yet implemented, bt will be done.
20. MONEF. Elimination and prevention of child labour in informal gold mining in Mongolia			
Start: 1 June 2004 Completion: 29 Feb 2005			

By the end of the action programme, opportunities for children working in hazardous child labour in informal gold mining in Mongolia will have increased.	Children removed from hazardous work with support of employers	100%	40 children are being provided with the NFE classes at the mining site in Zaamar. The project is continued with the funding from ACT-EMP. 12 children are expected to be mainstreamed into regular school in September 2005. 50 Children aged 17 who were working in gold mining are provided with skills training in Mining Technology College in Erdenet.
	Skills training and apprenticeship network of employers is established/developed		Ongoing
2: By the end of the project the role of employers in preventing and combating child labour will have been improved.	Families and communities, including employers, have a better understanding of the consequences of child labour and are mobilized and supported to take action against the worst forms of child labour		Ongoing
21. SESNUM. Training on Design, management and evaluation of IPEC Action Programmes for the staff of governmental and non-government organisations, employers' and workers' representatives Start: 01 December, 2002 Completion: 30 May, 2004 Duration: 18 months			
At the end of the	A training curriculum is developed	100%	Achieved

project, staff from different governmental organisations all potential implementing agencies of ILO/IPEC Action Programmes will be capable of designing managing and evaluating ILO/IPEC Action programmes	Training course on DME of IPEC Action programmes is conducted	100%	The training was organised during 18-22 December, 2003 for 34 representatives of 16 governmental and non governmental organisations.
	One-stop consultation on the perceived needs of the IPEC partners agencies	Not achieved fully, because the partners and agencies preferred to come to IPEC for advise and consultation.	Only 3 organisations were provided with consultation.
	Additional output produced: 4 hours of curriculum was on child labour was developed for the bachelor training and implemented.		
	Additional output produced: Training on “Sampling methodology of small –scale research” was conducted for 24 people from research institutions.		
	Additional output produced: Training on survey methodology was organised for 15 researchers.		

17. NDC. Increasing the capacity of government child protection and welfare officials in addressing child labour problems and rehabilitation of working children

Start: 01.10.2003

Completion: 30.04 .2005

Duration: 19 months

Objective 1. Improve the capacity of the government officials in charge of children 's issues in implementing actions to address the problem of child labour	Output 1.1 NDC staff workshop is organized to discuss the content and draft of the handbook	100%	Done
	Output 1.2 Handbook on child labour for government officials in the area of children is developed and printed	100%	Printed in 2000 copies
	Output 1.3. Training workshop for directors of Aimag and City Centres for Children is organised	100%	40 people participated
	Output 1.4. Training of local officials in the area of children's welfare and protection are organised	100%	478 people participated
	Output 1.5 Project evaluation workshop is organised	100%	done
Objective 2. Integrate child labour issues into social work curriculum at high education institutions	Output 2.1. Workshop to discuss the content of the curriculum is organised	100%	Discussed among social work lecturers of 10 universities
	Output 2.2 Social work curriculum on child labour is drafted, piloted and approved	100%	Piloted in 3 universities, State Pedagogical University, University of Technical and Science Education, Teachers' College in Dornod aimag
Objective 3. Increase awareness of the working	Output 3.1 "Information center" for working children is set up at Narantuul marketplace	100%	Established and served working children at Narantuul market

children, parents, and marketplaces” employees ion child labour	Output 3.2. Awareness raising training on consequences of child labour is organized for working children	100%	done
	Output 3.3 Training for employees of the marketplace on child rights and child labour issues is organised	100%	Several training were organised
	Output 3.4. Training of district NFE teachers and NFE methodologists on child labour is organised	100%	Conducted
	Output 3.5. Workshop is organized to discuss awareness raising strategy at the marketplace	100%	conducted
	Output 3.6 Awareness raising materials are developed for working children, parents and marketplace community	100%	Under printing
	Output 3.7. Awareness raising activity is organized at the marketplace	100%	350 people involved
Objective 4. Remove young children from child labour and provide education and training opportunities to the older working children	Output 4.1 Training and meeting of concerned districts’ Governor office officials is organised	100%	conducted
	Output 4.2 .NFE training is provided to 120 children	100%	196 children trained
	Output 4.3. Skills training are provided to 30 children	100%	28 children trained

	Output 4.4. Socialization and recreation activities are organized among the targeted children	100%	conducted
	Output 4.5 Families of the working children are assisted with skills training by Employment Office		