



# Evaluation Summaries

## Skills Training Strategies to Combat WFCL in Urban Informal Sector in Sub-Saharan Anglophone Africa

### Quick Facts

**Countries:** Ghana, Kenya, Tanzania and Uganda

**Final Evaluation:** October 2007

**Mode of Evaluation:** Independent

**Technical Area:** Child Labour

**Evaluation Management:** ILO-IPEC Design, Evaluation and Documentation Section

**Evaluation Team:** Dominic Pealore, Charles Kiura and Winnie Bashagi

**Project Start:** August 2004

**Project End:** December 2007

**Project Code:** RAF/04/P50/CAN

**Donor:** Canada, USD \$ 1,527,606.00

**Keywords:** Child labour, informal sector, skills development

### Background & Context

#### Summary of the project purpose, logic and structure

The skills training strategies to combat worst forms of child labour (WFCL) in the urban informal sector in the sub-Saharan Anglophone Africa project was implemented in Ghana, Kenya and Tanzania as part of the ILO / IPEC support to the National Plan of Action on Elimination of child labour.

The project aimed at addressing child labour concerns through direct actions, policy dialogue, capacity building and awareness and sensitization of different stakeholders. It also complements the ILO / IPEC programme of support to the Time Bound Programme in the three countries.

#### Purpose, scope and clients of the evaluation

The primary purpose of the present evaluation is to assess in how far the objectives of the project were achieved. The evaluation was to assess the overall achievement of the project at different levels such as the policy level, organizational (partner) level, the level of beneficiaries, community level and household level. The evaluation is to assess the effectiveness of the project operation/implementation and management both at the implementing agency level and at IPEC level. It was to analyze strategies and models of intervention used, document lessons learned and potential good practices, and provide recommendations on how to integrate these into planning processes and implementation of future child labour interventions in the field of education and skills training. A particular focus was on identifying elements of effective models of intervention including their potential use and their strengths and weaknesses.

#### Methodology of evaluation

The evaluation adopted a participatory and consultative approach for data collection by employing a combination of the following:

The first activity was a preparatory desk review through the analysis of relevant project documents. At the end of the desk review, an interview guide/questionnaire for data collection was developed.

The second series of activities were interviews with key stakeholders. Field visits and focus group discussions as well as individual interviews with beneficiaries were also carried out. Withdrawn children under training and their trainers were also visited and interviewed.

The views of all categories were triangulated to enable more accurate conclusions to be drawn on the various issues under consideration in the evaluation.

National stakeholder validation workshops were held in the three project countries to discuss and validate the draft evaluation reports and conclusions reached used to finalise the draft reports.

The methodology called for country reports to be drawn up by national consultants. One of the consultants was designated team leader and had the responsibility of developing the synthesis report based on the national reports.

## Main Findings & Conclusions

The results of the evaluation indicated that, a total of 404 children were withdrawn (Compared to the target of 400) and were either trained or still undergoing training in various vocational skills. Out of the total 218 are boys and 186 girls. A total number of 11 drop outs was recorded in Ghana. The project also prevented 122 as against 250 as the target in Ghana and Tanzania. In total, 52 girls were trained in male dominated trade areas and 20 boys trained in female dominated trade areas. This shows that, the gender strategy has been very useful and efforts should be intensified to maintain the gender mainstreaming in vocational skills training.

The project has resulted in increased awareness on child labour issues as well as capacity building of stakeholders who participated in the project.

The strategy of using informal sector master artisan training service providers was very appropriate and meets the aspiration of stakeholders. Though the implementation period is too short, the objectives are being achieved.

## Recommendations & Lessons Learned

### Main recommendations and follow-up

1. The evaluation found in the three countries that all stakeholders agreed that, the project is very relevant to address the needs of the countries, and it supports the poverty reduction strategies as well as youth development and employment policies of these countries. It will therefore be very useful to extend and expand the project beyond the planned end date of December 2007. It is worth considering the implementation as a programme, not a project which will be much more sustainable. This will call for the leadership of the Ministries responsible for labour, youth and employment and mainstreaming implementation into the development plans of participating countries. The development of implementation action plans could be done in collaboration with local authorities to enhance ownership. This will enhance local/community

level empowerment and ownership. Demand driven skills training should be promoted.

2. In the design of the expansion phase, cultural sensitivity must be taken into consideration. Local involvement in the design of the next phase of the project should be enhanced to ensure that the strategies respond to the local needs of participants. The length of the training should be determined by the trade skills being pursued by the trainees.
3. The resources provided for the training were adequate to cover basic training in the selected trades but not enough to support the transition from training to employment/ self employment. The project provided funds for payment of training fees, stipend for transport and feeding. Though this is good, it is not sufficient. It is therefore recommended that, other strategies like the economic empowerment of parents and mobilisation of local resources to support the programme be taken into consideration in expanding the project. This may include linking parents to micro financial service providers to access support to improve upon their economic circumstances and thereby support their children.
4. It is also worth considering the implementing project in the rural areas from where the youth migrate as another alternative. The justification is that most of the child labourers migrate from the rural areas. The implementation of the project in the rural areas will be a preventive measure which will also be cheaper and cost effective. Transportation costs, accommodation costs for trainees will be avoided.
5. The initial funding for the expansion could come from the development partners (ILO). Funding should be phased such that, the local authorities would contribute a percentage from their budget from the start, as sign of commitment. The quantum should progressively increase such that, by the end of the project, the local authorities assume full responsibility for funding to enhance ownership.
6. The roles of the National Steering Committees and the Core Technical Committee should be reconsidered. The NSC should be reactivated, their capacity should be built, and regular meetings should be held, and their involvement in the monitoring and evaluation of project should be enhanced.
7. To ensure marketability of trainees, arrangements should be made with well established firms to absorb them to polish up their skills.

### Important lessons learned

### *Identification of Children*

- Identifying the children using community committees and locating and talking to them at their resting places was very useful as it allowed their maximum attention to listen to you.

### *Training*

- Training of artisan service providers in handling child labourers was very useful in preparing them for the training. The informal sector is a strong engine in the elimination of child labour. There are many child labourers in this sector and the artisans are important entry points in the urban communities in combating child labour.
- Skills training leads to decent work through gainful employment or self employment. Post training is required to nurture the young graduates less than 18 years to prevent them from going back to WFCL.

### *Funding*

- The amount of money for the project activities related to the training and placement is inadequate. However, it is clear from the project that limited resources can get children out of child labour through the informal sector.
- Provision of health care for trainees should be taken into consideration to ensure that their health care needs are guaranteed during training. Trainees who fell sick during the training needed to be attended to.

### *Policy environment and other support*

- The Project is relevant and could be replicated but cultural sensitivity must be taken into consideration. Strategies must respond to the local needs of participants.
- Networking with specialized government/ non governmental agencies to provide support was very necessary in counseling and providing diverse support to the project. Effective coordination of all interventions taking place at local level is important because it maximizes resources mobilization, minimizes overlapping and avoids duplication of interventions. Multisectoral child protection committee at national, regional and district levels leads to effective implementation of existing policies that promote children rights.
- Gender awareness and mobilization can change attitude of community, employers and girls towards girls entering male dominate trades.
- The use of participatory approaches in the whole project cycle i.e. from project design, implementation to evaluation has helped to increase ownership and commitment to the project

### **Potential good practices**

- Establishment of a counseling centre in Ghana where the children meet every fortnight to share ideas, and experiences, learn about adolescent reproductive, rights and responsibilities of children, social harassment issues etc was very effective. Expert counselors are invited to teach the children. The centre has also given visibility for the project in the community which attracts people to learn about the project. This development has created a good image for the programme.
- Monthly socialization exchange programmes/study visits by trainees to their peers at other locations/sites helped to reinforce and sustain their interest in training. Each trainee was made to tell his or her stories to enable others to learn from it.
- The use of professional counselors in specialized agencies to counsel the children to accept to withdraw and undergo training was highly rated. A considerable amount of time was needed to counsel the children to prepare them for the training. Counseling should continue throughout the training.
- Training of artisan service providers in handling child labourers was very useful in preparing them for the training. The identification and training should be preceded by the withdrawal of children and who will have selected specific trade areas. This will enable the right artisans to be selected for the project. Further the development and use of curriculum for the training was useful because it will facilitate effective and efficient training.
- Networking with specialized government/ non governmental agencies made significant contributions in counseling and diverse support to the project. Effective coordination of all interventions taking place at local level is important because it maximizes resources mobilization, minimizes overlapping and avoids duplication of intervention. Multisectoral child protection committee at national, regional and district levels lead to effective implementation of existing policies that promote children's rights.
- The involvement of community based artisan training service providers was very useful because it was based on the use of local resources in the training which helped keep the trainees in their localities.
- A good targeting and selection strategy was the identification of beneficiaries through referrals by members of the community and community based organisations. The strategy ensured that the community had an opportunity to identify the most needy and vulnerable in society.

- Giving withdrawn children an opportunity to choose the vocational skills they want to acquire ensured that, the courses offered under the skills training project were demand driven rather than supply driven. This helped to sustain the interest of the trainees in the project and to complete the training.
- Keeping records on the performance of each trainee helped in monitoring the progress of the training as well as the specific needs of each trainee. This enabled specific solutions to be found for individual problems.