INTERNATIONAL LABOUR OFFICE (ILO)

INTERNATIONAL PROGRAMME FOR THE ELIMINATION OF CHILD LABOUR (IPEC)

Multilateral Programme of Technical Cooperation

Countries: Brazil, Colombia, Paraguay and Peru

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- **Colombia**: Cali, Medellin and Bucaramanga
- **Paraguay**: Asuncion and communities of origin
- **Peru**: Lima, Cajamarca and Cuzco

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I. BACKGROUND AND JUSTIFICATION

1.1. Context

Children who work in a household other than their own belong to the group most vulnerable, exploited, and most difficult to protect within the realm of child labour. Although this type of work is not hazardous in all cases, children involved in it are often subject to a number of legal, physical, social and cultural abuses. The invisible nature of the employer-employee relationship and the lack of related and credible data in most countries result in unreliable estimates of the number of children working in such situations. The isolated nature of child domestic work makes obtaining reliable figures on the numbers of children affected even more difficult. Nevertheless, it has become clear that child domestic work (CDW) is widespread throughout Latin America.

The majority of CDWs in Latin America are girls under the age of 16. The specific reasons for employers' preference for girls and for parents' willingness to let their female children enter domestic service vary according to circumstances. However, in most cases, cultural and socio-economic factors, as well as the traditional distribution of gender roles, contribute to this phenomenon. It is considered natural for girls to undertake domestic tasks, both within and outside of their homes, and often at the cost of primary education.

Many CDWs are sent by their families of origin from poor rural areas to work in domestic service in urban centres. The most common pattern is to send the girls to live with and work for distant relatives or village acquaintances in the cities. There is often an element of charity and/or traditional practice in the relationship between the child and the employer.

The proposed program, Prevention and Elimination of Child Domestic Service in Latin America, is part of the ILO-IPEC regional and the individual countries' concerted efforts to reach out to this particularly vulnerable group of children.

1.2. The Problem

Public disinterest towards the issue of child domestic work and the resulting lack of public action stem from a deep-rooted cultural permissiveness and a lack of reliable data. In some instances, generally accepted customs blind the public, making people altogether unaware of the serious human rights violations being committed against children. In other situations, society may approve of child domestic work practices as a way to escape family poverty and the scarce alternate possibilities for such children. A shortage of appropriate complaint mechanisms and the authorities' reluctance and inability to intervene in the private sphere are other factors.

Child domestic working conditions are determined by employers. These employers often create situations similar to bonded labour in which children suffer from a lack of schooling,

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1 The project refers to child domestic labor as work done by children in households other than their own.
2 "Situación de la Niñez Trabajadora en Hogares de Terceros , Save the Children, September 1999.
4 In Latin America it is perceived as natural to send children to cities as CDWs, and society assumes this is normal and traditionally acceptable.
leisure, play, social activity, and emotional support from family and friends. In some cases, the child may be paid a meagre salary. In other cases, children work in order to receive a place to live, food and sometimes an education. The many CDWs who don’t receive an education are condemned to the poverty cycle from which they come and to equally limited opportunities as adults.

The informal nature that characterizes child domestic work makes formal sector labor norms irrelevant. As a result, CDWs are left legally unprotected, and frequent abuses in private households are rarely reported. In addition, child domestic work’s informal nature makes labour inspections and monitoring difficult to enforce because it impinges upon the privacy of households.

Within private households, girls are often exposed to psychological damage resulting from disciplinary measures, such as verbal abuse and physical/sexual violence imposed by employers who believe it to be a necessary step in the upbringing of the child. In more extreme cases, CDWs suffer from sexually transmitted diseases and early unwanted pregnancies.

As previously mentioned, traditional beliefs and cultural practices play a major role in girls becoming domestic servants. For boy child domestic workers, the overriding cause seems to be poverty. Consequences may differ too, as boys and girls are likely to perform different tasks based on gender roles and under different conditions. For instance, in some countries girl CDWs are more secluded and confined to the interior of homes than boy CDWs, making them more likely to suffer from isolation and loneliness. Girls often clean, cook, wash, iron, fetch water, and look after children. On the other hand, boy CDWs often receive more vigorous physical punishment through tasks such as bearing heavy burdens and cleaning high windows. Such physically strenuous work puts them at higher risk for physical injuries than girls.

The causes of child domestic work may vary from one country to another but some factors are likely to be common. There is a close link between poverty, geographic region, the lack of education, family size and composition. Experience shows that CDWs often come from large, rural families. A high percentage of them come from broken families which are often headed by mothers who have been abandoned by their husbands, are widowed, or are single and unable to support all of their children.

It is very difficult to give precise indications of the ages of child domestic workers. Generally, children in domestic service tend to start working between the ages of 9 and 11 years, some even as young as 8. Child domestic work violates a number of UN and ILO Conventions, among them:

- The United Nation Convention on the Rights of the Child includes the right to be protected against violence and abuse (Art. 19), the right to education (Art. 29), to health (Art. 24), to rest and leisure (Art. 31), the right to be protected against sexual exploitation and abuse (Art. 34), and the right to protection from economic exploitation (Art. 32) as imperative to the health and well-being of children.


6 Subregional information, SIRTI (to understand what SIRTI is, read footnote 55) South America. ILO-IPEC 1997.

7 See footnote 6

Although ILO Convention 182 on the elimination of the worst forms of child labour does not explicitly name domestic work as one of the worst forms of child labour, it is indirectly identified: Its nature and conditions "are harmful to the health, safety or morals of children" (Convention 182, Art. 2 (d)). Moreover, Convention 182 places special emphasis on the effects that child labor has on girls, (Art. 7.2(e)) who, in the case of domestic work, are a majority.

CDW also violates ILO Convention 138 on the Minimum Age for Admission to Employment. Convention 138 stipulates a General Minimum Age of 15 years and of 18 years for work considered as hazardous. It is common to find underage children working as domestic servants. A multi-disciplinary strategy is needed to tackle this multi-faceted problem. Such an approach must pay special attention to legal issues, awareness-raising, cultural practices, educational opportunities and income-generating alternatives. To avoid reproducing social stereotypes typically assumed in male and female roles, all areas should include a gender component given that domestic labour conditions of boys are different than those of girls.9

1.3. National Context

Colombia:

- The total population is now 42 million people.10
- 40% of the total population is under the age of 18.11
- More than one million children between the ages of 12 and 17 are economically active.12
- Studies conducted by Save the Children UK and the University Javeriana (1998) in Colombia estimate that there are over 323,000 child domestic workers between the ages of 5 and 18 throughout the country.13
- These same studies suggest that child domestic workers are about 5 grades lower than they should be for children of their age in the regular schooling system.
- Colombia has recently ratified ILO Convention 138. Convention 182 is still awaiting ratification by Parliament.
- Colombia has ratified the UN Convention on the Rights of the Child.
- Basic education is constitutionally free and compulsory between the ages of 6 and 12.14

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9 Programme Proposal: "Setting National Strategies towards a Time-bound Programme to Combat Child Domestic Labour", ILO-IPEC.
13 SIRTI: Sistema de Informacion Regional sobre Trabajo Infantil.
14 As in other countries Latin American countries, the cost "fee" refers only to the enrolment. Costs such as supplies, books, food are not included.
- The Code of Minors (decree law 2737) regulates child labour in Chapter 3. Child Labour is prohibited for children under 14 years and it is established that children under 18 need a written work permit from a labour inspector. Art. 242 of the Code of Minors sets forth that children between 14 and 16 years of age can only work 6 hours per day and those between 16 and 18 years, not more than 8 hours per day. Night work is prohibited and Art. 243 defines other employment guarantees. The Labour Code of Colombia, established in 1950, also regulates work done by children.

IPEC has been working in Colombia since 1996. In 1997, a National Tripartite Commission for the Elimination of Child Labour was set up. The current (second) Plan of Action with regard to the matter on child labour covers the 2000 - 2003 period. Local and Departmental Committees have been established and mobilization campaigns have been developed with employers and workers. IPEC has implemented projects for child workers in the sex industry, in agriculture and in the urban environment. Proposals with respect to traditional mining and demobilization of child soldiers are being formulated.

Paraguay:

- The total population is estimated to be 5.3 million.17
- 41% of the population are under the age of 18.18
- It is estimated that one out of every three children are economically active.19
- A study20 reported a total of 11,500 CDWs between the age of 5 and 18 years in the capital city, Asuncion.
- Child workers are, on average, academically two grades below their elementary school peers, and there is a high dropout rate at the high school level21.
- ILO Conventions 138 and 182 are both awaiting ratification by parliament.
- Paraguay has ratified the UN Convention on the Rights of Child
- Education is constitutionally free and compulsory between the ages of 7 and 12.22
- The Labor Code created by Law 213 in 1993 regulates the work of children in its Third Title, Chapter Two. Art. 36 of this code recognizes the capability of children to start work at the age of 12 years. Art. 123 of the same code establishes that children between 12 and 15 years must not work more than 4 hours per day; those between the ages of 15 and 18 may not work more than 6 hours per day. The Code of Minors enacted by Law number 903 in 1981 also sets forth regulations related to child work.23

IPEC started its activities in Paraguay in 1997. A National Commission for the Elimination of Child Labour was created in February 1999. At the national level, seminars related to child labour have been developed by workers' organizations. Two different intervention programmes currently focus on the elimination of sexual exploitation of children in urban areas and the reduction of child labour in Asuncion's markets. A new program is being

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15 Guarantees such as access to the social security system when contracts exists, the principle of same work-same salary, and health benefits at work.
16 Commissions are created with the initiative of IPEC in order to push the elaboration of National Plans of Action (see footnote 39) for the elimination of child labour. These commissions are made up of representatives from government institutions, employers' and workers' organizations and NGOs.
20 “Las Criaditas de Asuncion”, Heisecke 1995
21 SIRTI: sistema de informacion regional sobre trabajo infantil de IPEC
22 See footnote 13.
23 The General Direction for child protection will follow up on the registry of child laborers as well as their accomplishments. Child laborers will have holidays for at least 20 days.
designed to eliminate and prevent the sexual exploitation of children in the border areas of Paraguay-Brazil.

**Peru:**
- The total population is estimated at 25.5 million inhabitants.\(^{24}\)
- 43% corresponds to children under the age of 18.\(^{25}\)
- It is estimated that approximately 1.5 million children between 8 and 17 years of age are economically active.\(^{26}\)
- According to the National Census (1993), 14.5% of child workers are working in domestic service.
- Studies carried out indicate that child workers' academic abilities are three grades below that of their elementary school peers.\(^{27}\)
- Peru has not ratified the ILO Conventions 138 and 182.
- Peru has ratified the UN Convention on the Rights of the Child.
- Education is constitutionally free and compulsory between the ages of 6 and 16.\(^{28}\)
- The Code of Minors and Adolescents enacted by Law 26102 in 1992, recognizes the right of adolescents to work provided that it does not imply any risk or prevent their attendance at school. Art. 54 of the same code stipulates that the minimum age for admission to work is 12 years. Art. 59 stipulates a working day of up to 4 hours for children between 12 and 14, and up to 6 hours a day for children between the ages of 15 and 17.
- Art. 60 prohibits night work and Art. 61 regulates the kind of work that is prohibited for adolescents.\(^{29}\) Underground work for adolescents is prohibited, and activities that are hazardous for their health. The Ministry of Labour and the Ministry of Human Development and Promotion of Women (PROMUDEH) are in charge of establishing the list for hazardous work and the conditions under which adolescent labour is forbidden.

IPEC has operated in Peru since 1996. There is an Inter-Institutional Commission on child labour, and agreements with public institutions, NGOs and employers' organizations. Projects are being implemented for child labour in traditional gold mining, urban areas, traditional brick manufacturing and child sexual exploitation in Lima.

**Brazil:**
- The total population is estimated at 161 million inhabitants.\(^{30}\)
- 39% corresponds to children under the age of 18.\(^{31}\)
- According to the 1995 household-based survey, 20.5% of children between the ages of 10 and 14 are working.
- It is estimated that 1.4% of girls between the ages of 10 and 14 are working in domestic service.\(^{32}\)

\(^{24}\) 1993 National Population Census.
\(^{25}\) 1993 National Population Census.
\(^{26}\) 1997 National Survey on the Standards of living.
\(^{27}\) Walter Alarcón, 1998.
\(^{28}\) See footnote 16.
\(^{29}\) According the Peruvian Legislation children between 12 and 18 are considered adolescents.
\(^{30}\) 1995 Household-based Surveys – IBGE.
\(^{31}\) 1995 Household-based Surveys – IBGE.
\(^{32}\) 1995 Household-based Surveys – IBGE.
- Girl domestic workers represent 6.3% of the total of children between the ages of 15 and 17.  
- Two thirds (66%) of the domestic girl workers who live in their working environment do not attend school.  
- Brazil has ratified the ILO Conventions 138 and 182.  
- Education is constitutionally free and compulsory between the ages of 7 and 14.  
- Brazil has ratified the Convention on the Rights of the Child.  
- The Estatuto da Crianza e do Adolescente of 1990 prohibits children under the age of 14 from working.  
- The Compilation of Labour Laws stipulate from Art. 401 to 449 the different areas of protection for child workers.

IPEC has been collaborating with national groups to eliminate child labour in Brazil since 1992. The efforts of the National Forum and the PETI Programme have contributed to the increase in child workers' school attendance throughout the country. Initiatives have been implemented to remove children from working in the shoe, coal and sisal industries as well as from sexual exploitation. Strong mobilization campaigns have been implemented, supporting the efforts that workers' and employers' organizations are promoting in the country. The goal of these mobilization campaigns has been to promote the ratification of the convention 182 and the elimination of the worst forms of child labour.

### 1.4. Previous ILO and International Action

In the last decade, child labour has been addressed in International Conferences in Amsterdam, Oslo and Cartagena; in a Global March against Child Labour; in the Adoption of ILO Convention 182 on the elimination of the worst forms of child labour, and in other areas. In all of these meetings, the incidence of child labor has evoked widespread concern. The positive result has been an increase in the specific and selective treatment of child domestic labor, including labor that takes place in private homes.

The ILO, through IPEC, is already implementing important programmes related to the problem of child domestic workers in countries such as the Philippines, Tanzania, Kenya and Haiti. The main program strategies have been to strengthen the schooling systems, establish awareness-raising campaigns, improve the legal regulation and enforcement mechanisms, and provide other social services for children and their families. In addition, the IPEC office in Brazil has been supporting several research campaigns at the national level that have provided profiles and information on domestic child labour in that country.

In September 1999, Save the Children UK Programme for South America, in cooperation with IPEC-ILO and UNICEF, organized the "Sub-Regional Technical Meeting on Child Labour in Private Homes" in Lima, (Peru). Representatives of organizations from civil society, government and female domestic workers from Colombia, Ecuador, Peru, Bolivia, Paraguay, Brazil and Haiti met to discuss common lines of action and intervention methodologies.

This joint effort has resulted in an important increase in the number of activities aimed to prevent child labor in private homes in the aforementioned countries. Save the Children

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33 1995 Household-based Surveys – IBGE.  
34 National Investigations on domicile samples.  
35 See footnote 13.  
36 PETI: programa de erradicación del trabajo infantil
and UNICEF continue to collect data on CDWs in different areas of Colombia, Peru and Paraguay, documenting their conditions and the causes and consequences of their situations.

2. PROGRAMME APPROACH AND STRATEGY

In order to achieve its main objective, the program proposes to custom design its country strategies in response to prevailing local factors and cultural patterns. Each strategy will focus on the main goal, which is to prevent the early involvement of children in domestic labor and to promote the withdrawal of CDWs from harmful and highly hazardous working conditions. Strategies will also contain a component that provides CDWs and their families with economic alternatives.

The overall program will build on the base knowledge and understanding of the problem, providing educational responses to domestic child labour. These responses will include both the gradual integration of working children into the regular public school system (mainstreaming) and the provision of vocational training for older children who may legally work, as well as helping to replace the children's incomes and improve overall family income with economic alternatives for the beneficiaries' families.

An integrated system of communication (through a database managed by the project at subregional level) between countries will be established to facilitate the exchange of experiences and information on the progress being achieved in each country. Regional workshops will be planned at the start of the program to explain both the intervention methodology and the information exchange system to all parties involved.

The common strategic components of the Programme are detailed below:

2.1. Studies and analyses:

The following studies and analyses will be conducted:

- **Incorporation of CDW in National Statistics**

  An attempt will be made to include qualitative and quantitative means of measuring CDW in official statistical instruments (such as household-based surveys and population censuses). In the programme countries where ILO Statistical Information and Monitoring Programme on Child Labour (SIMPOC) agreements exist (Colombia and Brazil), child labor data will be included as a specific variable in the module on child labour. In the case of Peru and Paraguay where SIMPOC agreements do not yet exist, the programme will work with the National Institutes of Statistics to incorporate specific questions aimed at obtaining statistical and reliable data on the nature and extent of CDW.

- **Analysis of the Target Group and assessment of institutional capacities**

  The ILO rapid assessment methodology will be carried out by specialized technical teams from local NGOs and/or universities. This study will identify such factors as the CDWs' age, sex, standards of living, access to social services, types of work and level of schooling completed. It will also collect information on families of origin and recipient families including socioeconomic conditions, their perception of child work and their schooling levels. Data pinpointing the social, economic and cultural factors related to CDW will be obtained from municipalities, educational centers, labour inspectorates and

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37 Through a database managed by the project at sub-regional level..
38 Methodology of data collection prepared by ILO and UNICEF.
the families of CDWs. Data pointing the social economic and cultural factors related to
CDW will be obtained from municipalities, educational centers, labour inspectorates and
the families of CDWs. Data concerning extreme cases of CDW exploitation will be
gathered from the information provided by the police, Minors' Courts, the ombudsman's
office, and from private accounts and complaints made by the victims themselves

Second, the ILO-IPEC Active Search\textsuperscript{39} Model will be used to gather all the existing
information on resources (health, education, skills training and legal recourse) in
participating countries in order to identify their availability and access to the target
population. Likewise, provincial public institutions and NGOs participating in the
Programme (Labour Ministries, Minors' Courts, Police, Universities, Municipalities) will be
selected to provide additional social, technical and legal services to the target
population.

The information obtained will be used as a basis for the design of direct action programs
in each country, allowing for the revision and reformulation of the objectives if necessary.

At the start of the program, specific methodologies will be discussed at the sub-regional
level in order to develop and standardize the data collection process and criteria for the
studies and analyses. The Chief Technical Advisor (CTA) will organize this workshop in
conjunction with the National Programme Coordinators (NPCs), the various
implementing agencies, and participating universities. Once the studies have been
completed, the NPCs will organize a national workshop in each country to present the
results to programme implementing and collaborating agencies, NGOs and others
working in this sector. The aforementioned studies will be published and disseminated to
NGOs, competent public agencies, the Minors' Court, local Universities, etc. The CTA
will be responsible for the dissemination of the studies to all of the countries and relevant
agencies participating in the Programme.

\textbf{2.2. Legislation:}

At the legislative level, legal experts hired for the Programme will perform legal analyses to
identify all existing legislation related to child labour. The program strategy will incorporate
the results of the legal study and will determine how each country can improve and expand
on its legislation and coverage to protect children from the worst forms of child labour in
accordance with international conventions. Particular attention will be paid to the promotion
of the ratification of ILO Conventions 138 and 182 in the countries where this has not yet
taken place.

Furthermore, training workshops at the national level will be organized for legislators, labour
inspectors, the ombudsman's office, municipal government representatives and NGOs in
order to inform them of the laws regarding CDW and their responsibilities to implement and
enforce such laws.

Finally, services for the protection of children's rights will be strengthened to broaden their
specialization on CDW issues and help them focus on the plight of CDWs. This will be done
through the creation of complaint mechanisms and the improvement of reporting on CDW
cases by municipalities, Minors' Courts, labour inspectorates or other competent agencies.\textsuperscript{40}

\textsuperscript{39} Search model prepared by IPEC South America in order to classify information about services and institutional capacities
to address child labor.

\textsuperscript{40} See capacity building.
2.3. **Capacity Building:**

The Programme will collaborate closely with public agencies, NGOs and other organizations involved in CDW issues in order to improve their level of specialization in this sector.

The proposed strategies are:

- The CDW issue will be included in the National Plans of Action developed by the national commissions for elimination of child labour created in the countries at the IPEC initiative.  
- Strategic networks or alliances of different private and public sector institutions involved in the issue, such as municipalities, labour inspectors, State Attorney's Offices and/or NGOs, will be created at the local level where the direct interventions are implemented.
- Specific training sessions designed for various specialized agencies (judges, the police, the ombudsman's office, teachers, technicians, staff from health centres and Ministry of Labour representatives), will be developed. This would be not only to inform them of the nature of this programme but also to increase their knowledge about child domestic workers, the target group, and the corresponding mechanisms of supervision, control and social services to which they have access.

2.4. **Awareness-Raising:**

Possessing a clear understanding of the risks and effects of child domestic work is a necessary precursor for the development of sustainable interventions aimed to gradually eliminate it.

These activities focus on presenting the problem and trying to prevent its increase. In general, societies within the four target countries are not familiar with the particular national legislative frameworks related to the protection of children. This poses a serious challenge to the identification and implementation of strategies for the elimination of child labor.

The dissemination of CDW-related information and other forms of awareness raising will serve to inform the public on: 1) the scope and character of child domestic work; 2) its impact on education, health and the future of children, and 3) the need to prevent and eliminate child domestic labour. The prevention aspects will be specifically emphasized in campaigns designed to be launched in the child workers' communities of origin.

Particular campaigns for media, teachers and the public at large will be implemented. Posters, newsletters, TV spots, radio slots, etc. will be utilized with the goal of communicating to the different societies the CDW problem through a clear and concise message. Families that have hired CDWs will be a part of the general audience to which these various awareness raising campaigns will be directed. As such, they will receive materials identifying and clarifying the rights of children. These campaigns will also serve to inform child domestic workers themselves of the problem and provide them with the means to channel their demands, complaints or needs to the relevant institutions within the system.

2.5. **Direct Action:**

Within the general strategy of the Programme, this component is specifically designed to render services to CDWs and their families of origin.

To clarify the methodology of intervention, three levels are distinguished in the target group:

41 National Plans of Action are prepared with IPEC methodology in each country and include the objectives, aims, activities and results foreseen in combating child labour.
under 14 years old\textsuperscript{42}

The intervention for this group is mainly aimed at the withdrawal of CDWs from employment. Once the CDWs have been identified through the above-mentioned rapid assessment, there are two possibilities for action:

- They will be reintegrated into their original families where possible.\textsuperscript{43} This would be the ideal solution. A constant effort to contact these families and raise their awareness about the problem will be made.

- If the first option is not possible, CDWs will be referred to public, specialized care centres (provisional, brief and permanent foster homes).

Both strategies will include two service components:

Schooling: The Programme will establish agreements with formal education centres in the zones of intervention. Workshops will be designed for teachers and staff and specific programmes of educational reinforcement\textsuperscript{44} will be offered to the target group. A "scholarship" will be offered to all target children, covering the expenses of enrolment\textsuperscript{45}, food and educational materials.\textsuperscript{46} Recreational and sport programmes will also be designed and offered, especially during vacation periods, by specialized staff selected by the programme. Education quality development, such as skill-improvement training and tool enhancement for teachers, will be provided to encourage children to stay in school and to not drop out. A good example of this is a current IPEC project in PERU in which the educational system is gradually being improved.

Health: Agreements with public health centres in the zone of intervention will be established in order to provide free or very low cost health and first aid services to CDWs. In addition to providing periodic personal medical check-ups, the Programme will also provide the CDWs with prevention campaigns and workshops on reproductive health and sexuality.

Agreements established during the program with the education and public health authorities will encourage NGOs or government centres to assume the responsibility for continuing to provide services rendered to the CDWs after the programme has finished.

Ages 14 to 18 under a situation of exploitation

The strategy with this target group is to integrate them into vocational training\textsuperscript{47} programmes for non-hazardous jobs. In this regard, the Programme will establish agreements with public and private centres of vocational training to reserve quotas in

\textsuperscript{42} Fourteen years old represents an age at which most countries (except Brazil) have specified as the legal minimum age to work. (In Brazil, this age has been established at 16 in their constitution). The age of 14 coincides with the minimum age of Convention 138. For programme purposes, in the case of Brazil the minimum age of 16 will be considered.

\textsuperscript{43} When the CDW is not associated with abuse, maltreatment, or abandon by his/her own family.

\textsuperscript{44} Educational support to CDWs outside of the school schedule, in order to improve their academic level.

\textsuperscript{45} Although education is constitutionally free in the four countries, in most cases families pay a parents' contribution through the Parents' Association (Asociación de padres de familia-APAFA).

\textsuperscript{46} Notebooks, books and diverse didactic materials.

\textsuperscript{47} Training courses in vocational skills credited and validated by national educational authorities.
previously identified specialties (computer sciences, sewing industry, food industry, etc.). A "scholarship" covering enrollment in centres, food and 50% of the minimum wage which will sustain former CDWs' independence will be provided to the target population. The Programme will also gradually establish agreements with employers' groups in these countries in order to achieve the labour market entrance of this target group once the former CDWs have completed the vocational training process.\(^{48}\)

- **Families of origin**

  The Programme will establish contacts with families of origin of the under 14-year-old target group to attempt family reunification. In cases where the factors causing children to work are economic, the Programme will establish a system of training in alternative income generating activities and of granting micro-credits to the families of origin. A micro-credit management system will be developed to define the selection criteria of beneficiary's families, amount granted, refund terms, and monitoring system.\(^ {49}\)

- **Integrated reference service centre**

  For the general coordination of the previously described activities and services of the Programme (micro-credits, health care and education) an "integrated reference service centre", managed by a counterpart in each country (see executing agencies), will be established. This centre will have a specialized staff that will offer specific legal and psychological guidance, as well as information regarding the general activities of the Programme.

  The integral reference service centre will serve as a guide for all direct beneficiaries (CDWs under 14, CDWs between 14 and 18 and families of origin). The specialized staff at these centers will offer legal and psychological services/guidance and will provide information to all programme beneficiaries and agents involved in the sector about additional services offered by the programme. Beneficiaries will be referred to the appropriate education and health agencies, and the center will act as general coordinator for all activities.

  In every country there will be an integrated reference service centre. In Colombia there will be one in Medellin, in Peru it will be established in Lima, and in Paraguay, in Asuncion. In Brazil, due to the large size of the country and the high expenses of domestic flights, there will be three centres: in Belo Horizonte, in Belem, and in Recife.

2.6. Monitoring and Follow-up Mechanisms

It is envisioned that monitoring will be undertaken in collaboration with partner organisations. Monitoring teams will be set up in each country. These will be multidisciplinary, covering labour, economic, legal and social aspects. Representatives will be chosen as follows:

- A Labour Inspector from the Ministry of Labour, specialized and trained in child labour issues.
- A representative from the Minor’s Court.

\(^{48}\) Specific contacts will be established with the CONFIEP in Peru, ANDI in Colombia, Organización Paraguaya de Empleadores (Employer’s Union of Paraguay) and the Abring Foundation in Brazil which are the strategic allies of IPEC in the countries. Once the children in the target groups have been removed from hazardous activities, the programme will facilitate their enrolment in public education centres, but only the vocational training scholarships will be given. The programme must provide the enrolment fee and the educational materials needed, as well as an economic support for those between 14 and 18 years.

\(^{49}\) The outline related to microcredits implemented by IPEC will be used.
- A representative from the Ministry of Education.
- A representative from the Ministry of Health.
- A representative from the NGOs.
- The National Programme Coordinator or the Programme CTA.

A detailed plan covering frequency of visits, areas and sectors to be covered, formats, reporting procedures etc. will be developed in consultation with the partners. Six-monthly review meetings to discuss progress between partners will also be held.

**Inspection and Monitoring Mechanisms**

In order to understand the monitoring system, it is necessary to define the main objective of the programme: the prevention of the early entrance of children under 18 years into exploitative and hazardous domestic work and the withdrawal of children and adolescents already involved in such work. The inspection and monitoring components of this programme should measure the capacity of the activities developed by the programme to meet the stated objective.

Based on the ideas mentioned before, this section will be developed in three aspects: First, the composition and characteristics of the monitoring team; second, its work plan and the activities to be developed, and finally, the type of information gathered, its use, and measures to be adopted according to such reports.

- **Team Composition and Characteristics:** 4 teams will be necessary: one in each country. Given the characteristics of this programme, each team should be multidisciplinary since the issue affects labour, economic-legal and social aspects. In this sense, the composition of the team is the following:
  - A representative from the Ministry of Labour who is a specialised and trained Labour inspector in child labour issues.
  - A representative from the Minors’ Court.
  - A representative from the Ministry of Education.
  - A representative from the Ministry of Health.
  - A representative from the NGOs.
  - The National Programme Coordinator or the Programme CTA.

- **Activities to be developed:** Once the team is formed, a detailed work schedule will be made to include the following aspects:
  - Areas and places to visit in each country.
  - Frequency of visits. As a guide, a visit would be proposed every month, to begin six months after the programme is started.
  - Aspects to be monitored and responsibilities:
    - **Labour.** The representative from the Minors’ Court will analyse the legal situation of each child beneficiary of the programme.
    - **Education.** The representative from the Ministry of Education will visit the schools and record school enrolment information, educational support, school drop out rates, and quality control regarding teacher training. The representative will also assess the scholarship system.
    - **Health.** The representative from the Ministry of Health will visit the integral reference Centre as well as the local public health care centres. Such representative will also
supervise the prevention and immunisation campaigns, the primary care provided to children beneficiaries of the programme, the transfer of emergency cases to hospitals, the infrastructure and equipment used, and the performance of the centres’ medical staffs.

NGOs. The representative of the local NGOs will establish specific approaches with all NGOs participating in the programme. Such representative will also assess performance, grade of involvement of beneficiaries, management of services and activities developed, and the staff attitudes and capacities of such counterparts.

The National Programme Coordinator will go with the rest of the team on the different visits in order to ensure the appropriate performance of the described procedures and to obtain an objective evaluation of the programme service performance from the beneficiaries and NGOs.

➢ Types of information and its use:

The information compiled on the visits has three systematisation levels:

a) **Reports by level of intervention.** Each member of the monitoring team will be in charge of filing a report per visit. These cards will collect the information mentioned above: working conditions, child workers, educational and health information, local NGOs activities, etc. A standard form will be prepared for each component and will be examined and approved by the programme CTA.

b) **General Reports:** All data contained in the records aforementioned will be included in a Unique Report that will summarise the most outstanding aspects in relation to each visit. The report will have an evolutionary configuration that will allow measuring exactly the progress or backward steps that are produced in each visit. Likewise, a standard format will be prepared, approved and examined by the CTA.

c) **Database.** All the information, both from the specific reports and the general report, will be included in a database which will work with basic software. The programme CTA will elaborate, manage and control this database.

3. **TARGET GROUPS**

3.1 **Direct Beneficiaries**

The direct beneficiary population will correspond to three defined levels in the intervention activities:

1) 1300 CDWs under the age of 14 withdrawn from the exploitative and/or hazardous domestic labour activity and provided with educational and other alternatives. Where possible, these children will be returned to their community of origin. Where this is not possible, they will be referred to public, specialized care.

2) 1000 CDWs between 14 and 18 years old withdrawn from exploitative working conditions in domestic service and provided with alternatives.

3) 900 families of origin trained in alternative income generation activities that will also have access to micro-credits.

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50 We have not included the number of children prevented from entering into CDW because it would not be realistic to make an estimation of this target group without having the mechanism to calculate it accurately.
The first level of 3200 direct beneficiaries (CDWs and families) will receive services supplied by the Programme.

In addition, recipient families (families that hire the children), families of origin, children at risk of being recruited to work as CDWs, and society in general will benefit from the programme’s activities through its awareness raising activities. It is impossible to calculate the total public that will benefit from awareness raising, although the program will determine specific indicators to measure the impact.\(^{51}\)

### 3.2 Indirect Beneficiaries

The indirect beneficiary population will be government employees and the NGO staffs that participate in the different components and activities of the programme. The training course in these countries will be specifically determined at the following levels:

- **Labor inspectors.** The training (done in the form of workshops in each country) will be focused on the effective implementation and enforcement of the labour laws related to the minimum age of admission for employment, working conditions and compulsory contributions by the employer.\(^{52}\)

- **Judges and State Attorney's offices related to children.** The training (in workshops in each country) will be concentrated on the legal definition of child abuse, maltreatment and child labor legislation. Issues discussed will include judicial decrees and inspection in private residences in response to complaints.

- **Ombudsman's Office related to children.** Training programmes (done in the form of workshops in each country) will be implemented for the networks set up at the local level, including information on the legal framework of child protection and strategies for referral of cases to health centres and contact work and awareness raising with the families of CDWs.

- **Educators.** Specific programmes adapting the school curricula for proper treatment of these children so that they may adapt and gradually reach their appropriate school level.\(^{53}\) Also, the hazards of child labour, particularly domestic work, will be discussed in the classroom as a preventive measure. Training workshops to sensitise teachers to the hazards of child domestic work will also be held.

- **Medical staff and health promoters.** These staff will receive training (in workshops in each country) with the aim of offering appropriate services to the CDWs and on referring them to the relevant agencies depending on their particular needs in cases of abuse or mistreatment.

- **Employers and workers.** Making use of the ILO’s already established relations with employers’ and workers’ organizations, the program will include them in workshops implemented to discuss relevant labour laws and programme strategy. They will determine the level and scope of cooperation related to the entrance of adolescents (over 14 years) into the labour market. The employers’ organisations can give vocational

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\(^{51}\) It is expected that the program will obtain information from the public, reports in courts, consultations by telephone with recipient families, consultations in the integral reference service centre, health centres, schools, assistants in municipalities and specialized public centers, coverage of the CDW in the media, etc.

\(^{52}\) Social security, extra payments on holidays.

\(^{53}\) The experience of the learning kit of the educators’ mobilisation program published by IPEC will be useful.
training support and facilitate the adolescents’ entry into the labour market in accordance with the legal age and conditions. Employers’ and Workers’ organizations will also determine the level of support they are willing to give to strengthening adult domestic workers' organizations.

4. INSTITUTIONAL FRAMEWORK

4.1 Implementing Agencies

The responsibilities of the Implementing Agencies will be to create and manage one Integrated Reference Service Centre per country (except in Brazil, which will create 3, one for each location) and to coordinate activities related to awareness raising, educational and health services, vocational training and micro-credits for beneficiary families.

The national implementing agencies will be under the supervision of the CTA and will work jointly with public and non-governmental institutions participating in the activities for which they are responsible. The implementing agencies in the different countries will be:

**Colombia and Peru:**

**Save the Children Fund (SCF)**

An International Non-Governmental Organisation, SCF was created in the United Kingdom in 1919. Its main objective is the promotion and protection of children's rights worldwide. In South America, since 1971 SCF has offices in Colombia, Peru and Brazil. Child domestic work is one of the five priority issues in its Strategic Plan for the period 1999-2003.

This agency has experience in technical assistance, the management and channeling of different donors' resources and the design of the conceptual and methodological tools that facilitate project development and information exchange. It works through associated partners forming a team for the implementation of direct interventions.

The role of this agency will be to manage and supervise the Integrated Reference Service Center under supervision of the CTA and the NPC.

SCF has great experience in this sector so it would be important that they manage the programme in those countries where they are established. Even if they are an international organization (they do not charge an overhead), they operates in each country as a local NGO with independence and autonomy, so in this sense they could be a counterpart in these countries mentioned aboved.

**Paraguay:**

**BECA**

Base Educativa y Comunitaria de Apoyo (BECA) (Educative Base and Support for Communities) is a non-governmental organization that has experience in education with girls and female adolescents (domestic workers, female servants and informal workers) and the prevention of sexual abuse, early pregnancy and sexually transmitted diseases.
The role of this agency will be to manage and supervise the Integrated Reference Service Centre under the supervision of the CTA and the NPC.

**Brazil:**

*Cendhec*

Centro Dom Helder Câmara (Cendhec) is a ten-year-old non-governmental organization with experience in child and human rights. It implements personal development programmes, offers legal advice to children suffering sexual abuse and develops projects to combat child labour in Recife.

The role of this agency will be to manage and oversee the Integrated Reference Service Centre under the supervision of the CTA and the NPC.

*Municipal Secretariat for Social Development*

Through its Family Programme, the Municipal Secretariat for Social Development will be the executing agency of the Programme in Belo Horizonte. This non-governmental organization directly or indirectly undertakes local activities through agreements with other NGOs.

The role of this agency will be to manage and oversee the Integrated Reference Service Centre under the supervision of the CTA and the NPC.

**CEDECA Emaus**

Centro de Defesa Dos Direitos da Criança e do Adolescente (Centre for the Defence of the Rights of Children and Adolescents) is one of the oldest non-governmental organizations of Brazil. For more than ten years, it has run a service network serving the entire Pará region, conducting social movement initiatives for children in the fight against child exploitation.

The role of this agency will be to manage and oversee the Integrated Reference Service Centre under the CTA and NPC supervision.

4.2 **Collaborating Agencies**


They will play an important role in the implementation of the Programme.

- Improving the regulation of the sector, ensuring the protection of the CDWs, and offering services (education, health etc.)
- Promoting education and health services
- Participating in discussion sessions on the issue of child domestic workers
- Contributing to the collecting/gathering/offering information for the initial studies

**Non-Governmental Organizations**

Several local NGOs that have experience working with children will participate in the Programme. In particular, these groups specialize in areas such as awareness raising, skills
or vocational training programs, the individual development of children, and income
generation for families. Their experiences in the child labor sector qualify them to collaborate
with the implementation of programme activities.

Employers' organizations

They will play an important role in the Programme by:

- Collaborating with the project, through training, job placement of trained CDWs in the
  labor market, as well as the enforcement of the legal age for admission to work.
- Participating in discussion sessions on the issue of child domestic workers.
- Promoting awareness raising and mobilization between its members and the general
  public, specifically about the hazards of child domestic labour.

Workers' organizations

An important role for such organizations is foreseen in the implementation of the project,
especially those comprising female domestic workers in the following activities:

- Helping to identify CDWs.
- Promoting children's rights.
- Communicating the problem of CDWs to their affiliate unions.
- Associating with direct action programmes to regulate the sector.

5. MANAGEMENT AND COORDINATION

5.1 At the regional level

A Chief Technical Advisor (CTA), i.e. an international expert, will be recruited to provide
technical support and manage the Program for a period of at least 30 months. The CTA will
work in close consultation with the IPEC sub-regional coordinator based in Lima. The CTA
will be responsible for technical inputs needed in four countries, planning, managing and
supervising the administrative and technical aspects of the Programme and monitoring the
country level activities. The CTA will be supported by an administrative assistant and the ILO
Regional Office in Lima.

The CTA will also be directly responsible for the implementation of the regional action
components of the Programme. These components include: the review of the terms of
reference to carry out national studies in coordination with designated research institutions;
the synthesizing and exchange of results; the dissemination of information and publications
on CDW and IPEC activities; the organization of regional meetings to exchange experiences
and discuss actions. The SIMPOC team in Geneva will provide technical support in
designing the research terms of reference to ensure that the data generated in each country
are compatible and to ensure a uniform assessment of the indicators of achievement.

5.2 National level

A Program Coordinator (PC) will be appointed in each country to be responsible for the
coordination and monitoring of the Programme. This PC will keep the National Steering
Committees for the elimination of child labor informed. He/she will have an administrative
assistant.

54 Casa de la Mujer Trabajadora Doméstica - CUT (Colombia); Asociación de trabajadoras del Hogar (Perú); Sindicato de
las Trabajadoras del Hogar (Paraguay); Sindicato dos Trabalhadores Domésticos (Brazil).
The PC will provide operational, administrative and technical support to the implementing organizations, and is expected to undertake field visits in the different locations of the Programme. The PC will coordinate activities with the CTA and report to her/him on a regular basis on progress achieved and problems encountered.

6. OBJECTIVES, OUTPUTS AND ACTIVITIES

6.1 Objectives

Development objective

Contribute to the prevention and elimination of domestic child labor in Brazil, Colombia, Paraguay and Brazil

Immediate objectives

1. By the end of the project, relevant data and information for designing programme interventions for the prevention of domestic child labour and the withdrawal and rehabilitation of child domestic workers will be available.

2. By the end of the project, recommendations will have been made for the improvement of national legislation in relation to child domestic workers and its effective application to guarantee the protection of their rights.

3. At the end of the programme, the capacity of public and private institutions to combat CDW will have been strengthened at both local and national levels.

4. The programme will have contributed to sustained efforts to combat the problem of child domestic workers.

5. By the end of the project period, 80% of CDWs considered as direct beneficiaries will have been withdrawn from exploitative labour conditions and provided with educational opportunities and complementary support services; the families of origin will have been provided with training in alternative income generating activities and micro-credit

Outputs and Activities

Output 1.1 Data/information on child domestic workers collected and disseminated

Activities:

1.1.1 Regional planning meeting of implementing and executing agencies, to discuss and agree upon methodologies for intervention

1.1.2 Compile and analyse existing information on CDW in each country and make the findings available to other organisations and people interested in the subject

55 Specifically, work will be carried out with the National Statistics Institutes, incorporating information on CDW in Household-based Surveys, National Survey on the Standards of life, National Population Census
1.1.3 Identify public and private organisations and their competence on the subject of CDW and compile a contact list per country.

1.1.4 Make agreements with the statistical institutes for the inclusion of specific variables on CDW through the SIMPOC-ILO Programme and provide technical assistance for obtaining reliable data to those where the SIMPOC Programme is not implemented.

1.1.5 Include all information, analyses and studies generated within the programme in the Regional Information System on child labour (SIRTI). \(^{56}\)

1.1.6 Discuss the findings on the CDW issue with relevant national institutions and bodies

**Output 1.2** *Data on target families, families of origin, CDWs, recipient families collected and programmes for intervention designed*

**Activities:**

1.2.1 Develop or adapt and apply methodologies for the identification of CDW families of origin and recipient families.
1.2.2 Carry out case studies (rapid assessment) to identify the problem (this part will be implemented by the research institutions to be defined once the programme has started). \(^{57}\)
1.2.3 Organise 4 national workshops (1 per participant country) to finalise the results of the advanced studies and design programmes of action.

**Output 2.1** *Laws and legislation related to CDW have been reviewed.*

**Activities:**

2.1.1 Identify and contract legal experts
2.1.2 Analyse and compile the rules and regulations related to CDW
2.1.3 Review and analyse existing legislation on CDWs in relation to international standards.
2.1.4 Organise workshops to discuss the adoption of new legislation on CDWs, within the context of international conventions (particularly, C138 and C182 and UNCRC).
2.1.5 Draft the recommendations
2.1.6 Submit recommendations to authorities.

**Output 2.2** *Improved procedures for services to CDWs*

**Activities:**

2.2.1 Analyse and classify the availability of the existing procedures and social services for the protection of the rights of CDW. (To be performed by the executing agency)
2.2.2 Prepare and implement recommendations on procedures to provide effective access by beneficiary children to social services and other benefits of the

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\(^{56}\)Regional Information system on child labour (SIRTI) was developed in Latin America by IPEC in 1997. In each country, IPEC national coordination is responsible for upgrading information which is forwarded to the sub-regional co-ordination in Lima for subsequent processing and dissemination.

\(^{57}\) Select the research institutions who will carry out the rapid assessments, discuss the methodology, draft the questionnaires, train to conduct the interviews, analyse the final document to be presented
programme, particularly in the legal, educational, health and vocational training areas.

2.2.3 Review and regularise each country's Labour Inspection procedures to ensure that they look out for and protect CDWs

**Output 3.1** Relevant government, non government and private institutions\(^{58}\) have incorporated the subject of CDWs into their policies and programmes

**Activities:**

3.1.1 Advocate and encourage municipal/local authorities to include the CDW issue into their social development plans (such as education and health) and to assign resources to activities that would prevent children from early entrance to domestic service.

3.1.2 Conduct 6 workshops (1 per country, but 3 in Brazil) for government institutions and NGOs on the CDWs problem and brainstorm ideas on specific sector strategies within each group's scope of competence.

**Output 3.2** Key officials of relevant public and private institutions have been trained.

**Activities:**

3.2.1 Prepare and develop a training course for officials from government and private institutions (on the promotion of the rights of the child, the application of the national plans of action, and enforcement of legislation

3.2.2 Organise training courses.

**Output 4.1** Documented experiences, widely disseminated to the relevant, national regional and international authorities and other interested groups.

**Activities:**

4.1.1 Document the intervention experience, projects and components both at a local and national scale. \(^{59}\)

4.1.2 Produce videos and publications on intervention experiences for mass distribution to the media, government institutions and NGOs participating in the programme.

4.1.3 Carry out 1 regional workshop to define the experience; the data collection, recording, and dissemination methods of the programme.

4.1.4 Publish workshop findings/conclusions and disseminate to relevant groups.

**Output 4.2** Key institutions are mobilised to address the issues of CDWs.

**Activities:**

\(^{58}\) Different competent institutions exist in the participant countries: Child Welfare Institutes, Ministries of Labour, Ministries of Education, National Statistics Institutes, Courts of Minors, Ombudsperson's Office, Ministries of Health, Municipalities.

\(^{59}\) It is a matter of analyzing the progress of the projects and their results and experiences to disseminate and develop them in other localities and/or countries. For example, successful experiences on the search for CDWs, scholarship systems, adequate job training experiences, relevant municipal experiences, and effective inspection systems.
4.2.1 Develop a campaign with the media on the problem of CDWs and make use of TV advertisement spots, radio messages, posters, and billboards with wide coverage which are targeted and produced on a country basis.

4.2.2 Implement 6 workshops (1 per country but 3 in Brazil) on communication strategies with regard to hazardous child labour with journalists, radio broadcasters, teachers and NGO staff.

4.2.3 Carry out visits to education centres and public areas (i.e. market areas, main squares) during highly populated hours (i.e. during holidays or weekends) where CDWs are present, to disseminate informative and educational materials on children's rights.

**Output 5.1** 1,300 CDWs under 14 years old have been withdrawn from employment and provided with social services (education, health, legal, and psychological).

**Activities:**

5.1.1 Mobilise support of recipient families (employers) to promote and support CDW school attendance through awareness raising and personal contacts. The programme will focus on the removal of the children. As prevention action is important to aware recipient families how important is the education.

5.1.2 Promote school attendance for the CDWs through the provision of scholarships for this target group which will cover their enrollment, food and education material expenses.

5.1.3 Create the Integral reference centres in each of the countries

5.1.4 Provide health coverage to beneficiary CDWs based on agreements signed with the existing health centres in the zones of intervention. Carry out individual medical follow-up, vaccination campaigns and reproductive health workshops.

5.1.5 Recover CDW family ties by establishing contacts with their families of origin. (to integrate the children back into the families or into specialised public care centres).

5.1.6 Provide psychological treatment to the CDWs at the reference centre.

5.1.7 Provide legal assistance to the CDWs at the reference centre.

**Output 5.2** 1000 CDWs (programme total for this target group) between the ages of 14 and 18 have been provided with vocational training and other alternative forms of social services (i.e. education, health care, counselling, and legal support).

**Activities:**

5.2.1 Identify and select professional training centres that teach practical and specialised vocational skills adapted to needs of the CDWs.

5.2.2 Grant vocational training scholarships to the CDWs covering enrollment at education/training centres, food and economic support.

5.2.3 Establish agreements with business organisations, to obtain progressive job placement of CDWs who have received vocational training.

5.2.4 Provide psychological treatment to CDWs at the reference centre established by the programme.

5.2.5 Provide legal assistance to CDWs at the reference centre.

5.2.6 Provide health care services to the CDWs at local health centres.

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60 Once the target-groups have been identified, the program's technical staff will contact the families in the communities of origin. House visits will be made for families to accept the return of the CDWs and her/his schooling.
6.2. Indicators

Immediate Objective 1
1. Reliable and relevant database and information on CDWs and increased visibility of CDW in national policies, programmes and practices.

Immediate Objective 2
2. Recommendations for Changes in the legislation and/or regulations that include the issue of CDW submitted to authorities.

Immediate Objective 3
3. An increase in the number of public, professional and academic organizations and institutions, and local and national media including the issue of CDW in their agendas. A number of improved procedures for services to CDWs.

Immediate Objective 4
4. An increase in the number of media coverage on the situation of CDWs.

Immediate Objective 5
5. An increasing number of CDWs withdrawn from exploitative and hazardous labour.
6. An increasing number of CDWs who benefit from services such as education, health services and employment training.
7. An increasing number of CDWs of legal age absorbed into non-hazardous jobs in the labour market.
8. An increasing number of beneficiary families generating alternative income through the micro credit scheme.

7. SUSTAINABILITY

The sustainability of a programme with these characteristics and with different cross-sectional elements from an institutional, economic and cultural point of view should be based on a commitment, especially from government institutions, to provide a stable and structural solution over time. Discussions with authorities will take place after the baseline survey has been completed and the data has been gathered. The Programme proposes to shape the sustainability of the projects in the following ways:

- The revision of the countries’ labour legislation and laws for the protection of the child. Each country can promote the creation of sustainable policies and structures in relation to CDW and child labor in general.

- Training and specialising staff in the legal sector: train courts and state attorneys on child labor and the labour inspection process, on criminal procedural or labour sanctioning proceedings with regard to the complaints of abuse or non-compliance of labour laws. This expanded understanding represents a clear and necessary political willingness to face the problem.

- Incorporation of the CDW discussion in the national committees for child labour created in each country. Such discussions would promote the inclusion of the child labour issue on a medium-term basis in National Plans of Action. Incorporation into the national plans of action might result in the flow of stable technical and financial resources towards the ultimate goal of preventing and eliminating CDW.

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61 National Action Plans are prepared with IPEC methodology and developed based on the objectives activities and resources that public and private institutions dedicate to the elimination of child labour.
- The programme will hold discussions with the different Ministries of education on their progressively taking over the different costs and services provided by the programme, such as scholarships and educational materials. The programme will also establish contact and agreements with the existing social government services in the countries that, under the modality of "social subsidy", have already established this type of aid for low-income families.

- Similarly, the programme will establish agreements with the public health centres to ensure free permanent primary care and prevention and health promotion services for CDWs of the programme. Emphasis will be placed on establishing agreements with the existing health services, the training of their staff and the inclusion of other interested agencies, rather than the creation of new service centers.

- With regard to training for employment, agreements should be established with existing vocational training centres and the ministries of labour and education to ensure annual scholarship grants for this target group.

- Micro-credits (small loans): the creation of a revolving micro-credit fund will enable a loan repayment ratio that will not only guarantee the maintenance of this component but also an increase in the coverage of beneficiary families.

The programme cannot and should not replace the public responsibility of countries to solve a structural and priority problem from a social point of view. The proposed programme, therefore, will strive to promote social policy in the sector, creating an effective method for intervention, fostering abilities and skills, and above all, deciding on a pilot model to be progressively adopted by society as a whole.

8. PLANNING, MONITORING AND EVALUATION

IPEC-established procedures for programme planning, monitoring, reporting and evaluation, which are based on ILO procedures for technical cooperation projects, are used throughout the cycle of the programme.

8.1. Overall project level

A planning meeting with all partner agencies will be organized at the beginning of the Programme. Upon completion of the baseline, a programme monitoring plan will be prepared revising the list of indicators to ensure that indicators are detailed, quantifiable, and result-oriented based on results of the baseline and an assessment of feasibility of means of verification. US DOL will be provided with a copy of the revised list of the indicators and the baseline document.

An annual workplan for the programme will be prepared, including for when action programmes and individual components have to be developed and implemented. A copy of the workplan will be submitted to US-DOL within one month after the project starts.

Regular review meetings will be organized with all partner agencies in order to appraise progress, review obstacles and define strategies for improvement.

ILO will report quarterly to the donor on progress achieved, problems faced and proposed corrective action based on programme monitoring activities and the regular progress reports required by ILO-IPEC established procedures. This will include reporting on indicators as established in the programme monitoring plan. Reporting will be in accordance with the reporting schedule and format agreed on with donor and will include two general status
reports (March and September) and two detailed technical reports (June and September). In addition ILO will submit detailed financial reports on a bi-annual basis.

ILO-IPEC will undertake field missions to project sites, including Action Programme sites, to monitor programme implementation.

An annual self-evaluation report for the whole programme will be prepared in accordance with ILO procedures.

The Chief Technical Advisor and the IPEC Regional Adviser in consultation with the respective ILO Area Director and IPEC headquarters may approve minor revisions of work plans and line item allocations of partner agencies. Where it is decided that programme changes are large enough to require revision in the approaches, strategies and outputs of the programme document, such revisions will follow ILO-standard procedures.

An external mid-term evaluation will be carried out in month eighteen of the program and an independent evaluation the end of programme implementation (approximately month 34). The results of the evaluation will serve as a basis for the development of a second phase of the programme aiming at consolidating the achievements of the programme and expanding to other geographic areas where the involvement of CDW is a problem. In order to appraise sustainability of the activities, there will be an evaluation one year after the termination of the project. The evaluation function at IPEC headquarters will coordinate the evaluations. US DOL will receive a copy of both evaluations and will be given the option of participating in the evaluations. US DOL will be informed of and invited to participate in all major events related to this programme.

The National Steering Committee and related national mechanisms will be involved in the process as appropriate, including receiving a copy of the evaluation.

The US DOL reserves the right to request that the ILO’s external auditor undertake a financial audit of this project. In the eventuality that such audit is requested, additional terms of reference governing the audit would be agreed upon by the donor and the ILO, and attached as Addendum to this Document, and additional funds would be set aside to meet the costs of the audit.

8.2. Action Programme Level

The implementation of the Programmes will be partly subcontracted to implementing agencies. In line with regular ILO-IPEC procedures, formal agreements between the implementing agency and the ILO include an Action Programme Summary Outline (APSO, i.e. project document in the logical framework format, together with an overall work plan) and a detailed budget. This will be developed by the implementing agencies in consultation with the ILO/IPEC field staff. IPEC Geneva will obtain the approval of the relevant ILO departments. Within one month of signature of the subcontracts between the implementing agencies and the ILO, the implementing agencies will submit a detailed Work plan, which will include a programme monitoring plan.

Copies of Action Programme Summary Outlines for Action Programmes with more than 70,000 $ budget approved in the period covered will be included with the technical progress reports to US DOL.

Implementing agencies will be required to organise regular consultations with their target groups, including at the design stage of the action programme.
Progress and financial reports, and expenditure forecasts will be prepared by the implementing agencies on a fourth-monthly basis.

Programme monitoring and self-evaluations (mid-term and final) will be carried out for each Action Programme by the implementing agencies according to the ILO-IPEC procedures. External evaluations of specific Action Programmes can be carried out by mutual agreement and with provision of additional funds.

8.3. Tracking System

The separate tracking system established as part of the workplace and community monitoring system will comprehensively provide information on indicators and other aspects on the monitoring and evaluation of the programme. If the system continues beyond the duration of the programme, it can provide data for the impact assessment.

9. INPUTS

International

Donor

In addition to inputs such as experts, studies, workshops and materials production, donor funds will be used for: scholarships to encourage beneficiary children to go to school or to attend vocational training; to set up a micro-credit facility to help beneficiary families increase income so that their children need not work, either by improving present activities or by diversifying into more remunerative ones; to give urgently needed health, nutrition and psycho-social care to beneficiary children. A Chief Technical Advisor and one National Programme Coordinator per country will be appointed to ensure smooth coordination and implementation of activities, and a continual capacity building program to prepare national organizations and agencies for taking over and sustaining program services.

ILO

In addition to Headquarters and field staff backstopping and advisory services to the Program, ILO inputs will take the form of technical advisory services for testing methodologies and producing study reports and technical papers related to child labour, both of which will represent considerable investments over a number of years. Legal expertise concerning relevant International and ILO Conventions and best practices will also be made available by the ILO. Within its Statistical Monitoring Programme on Child Labour (SIMPOC), which covers Colombia and Brazil, ILO will monitor developments on this issue. ILO will also disseminate results and experiences of this Program to other countries, both in the region and elsewhere.

After the project has ended, ILO will contribute to its sustainability through: review of statistics reported in its SIMPOC programme (mainly for the formal sector); its reporting system on application of ILO Conventions, which would include the Convention on the worst forms of child labour when this becomes operational; and through regular contacts with its Workers= and Employers= representatives at ILO meetings.

National

The participating Governments will contribute to the implementation of the Program both financially and in-kind. Inputs will come from the provision of health services, training and education from the school system, distribution of materials, and staff for guidance services. The ministries of Education and Health, for example, will help distribute materials produced.
by the Program. The institutions that apply the legislation relating to child labour will contribute to the success of the Program through discussion and ratification of the ILO Conventions, making relevant technical inputs available and supplying staff with workshops, awareness raising, coordination meetings, etc.

In addition, a number of collaborating NGOs, Workers' and Employers' Organizations will bring some of their own resources to the Program. Finally, local communities and civil society groups will participate, either in cash or in-kind, and these resources will be identified and tapped under extended partnership arrangements, both formal or informal.
10.1. MATRIX-1
OBJECTIVE-OUTPUTS-ACTIVITIES

<table>
<thead>
<tr>
<th>Development Objective</th>
<th>Contribute to the prevention and progressive elimination of child labour in Brazil, Colombia, Paraguay, and Peru</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Immediate Objective</strong></td>
<td><strong>Outputs</strong></td>
</tr>
<tr>
<td>Systematic collection and compilation of relevant data and information for designing programme interventions.</td>
<td>Data/ information on child domestic workers collected and disseminated</td>
</tr>
<tr>
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<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Data on target families, families of origin, CDWs, recipient families collected and programmes for intervention designed</td>
</tr>
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<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Recommendations for the improvement of national legislation, in relation to child domestic workers, and its effective application to guarantee the protection of their rights</td>
<td>Laws and legislation related to CDW have been reviewed</td>
</tr>
<tr>
<td></td>
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<td></td>
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</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Immediate Objective</td>
<td>Outputs</td>
</tr>
<tr>
<td>---------------------</td>
<td>---------</td>
</tr>
<tr>
<td>At the end of the programme, the capacity of relevant public and private institutions to combat CDW strengthened at local and national levels.</td>
<td>Improved procedures for services to CDWs</td>
</tr>
<tr>
<td></td>
<td>Relevant government, non government and private institutions have incorporated the subject of CDWs into their policies and programmes</td>
</tr>
<tr>
<td></td>
<td>2 Key officials of relevant public and private institutions have been trained.</td>
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<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Development Objective</td>
<td>Contribute to the eradication of the prevention and progressive elimination of child labour in Brazil, Colombia, Paraguay, and Peru</td>
</tr>
<tr>
<td>------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Immediate Objective</strong></td>
<td><strong>Outputs</strong></td>
</tr>
</tbody>
</table>
| 4. The programme will have contributed to sustained efforts to combat the problem of child domestic workers. | 4.1 documented experiences, widely disseminated to the competent, national regional and international authorities and other interested groups | 4.1.1 Document the intervention experience, projects and components both at a local and national scale.  
4.1.2 Produce videos and publications on intervention experiences for mass distribution to the media, government institutions and NGOs participating in the programme.  
4.1.3 Carry out 1 regional workshop to define the experience; the data collection, recording, and dissemination methods of the programme. |
|                        | 4.2. Key institutions are mobilised to address the issues of CDWs                                 |
|                        | 1,300 CDWs under 14 years old have been withdrawn from employment and provided with social services (education, health, legal, and psychological). | Develop a campaign with the media on the problem of CDWs and making use of TV advertisement spots, radio messages, posters, and billboards with wide coverage which are targeted and produced on a country basis.  
Implement 6 workshops (1 per country but 3 in Brazil) on communication strategies with regard to hazardous child labour with journalists, radio broadcasters, teachers and NGO staff.  
Carry out visits to education centres and public areas (i.e. market areas, main squares) during highly populated hours (i.e. during holidays or weekends) where CDWs are presented, to disseminate informative and educational materials on the children=s right.  
Mobilise support of recipient families (employers) to promote and support school attendance of CDWs.  
Promote school attendance for the CDWs through the provision of scholarships for this target group which will cover their enrolment, food and education material expenses.  
Provide health coverage to beneficiary CDWs based on agreements signed with the existing health centres in the zones of intervention. Carry out individual medical follow-up, vaccination campaigns and reproductive health workshops.  
Recover CDWs family ties by establishing contacts with their families of origin. (to integrate the children back into the families or to specialised public care centres).  
Create the Integral reference centres in each of the countries  
Provide psychological treatment to the CDWs at the reference centre.  
Provide legal assistance to the CDWs at the reference centre. |
<table>
<thead>
<tr>
<th>Immediate Objective</th>
<th>Outputs</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 1000 CDWs between the ages of 14 and 18 have been provided with vocational training and other alternative forms of social services (i.e. education, health care, counselling, and legal support)</td>
<td>Identify and select professional training centres that teach practical and specialised vocational skills adapted to needs of the CDWs. Grant vocational training scholarships to the CDWs covering enrollment at education/ training centres, food and economic support. Establish agreements with business organisations, to obtain progressive job placement of CDWs who have received vocational training. Provide psychological treatment to CDWs at the reference centre established by the programme. Provide legal assistance to CDWs at the reference centre. Provide health care services to the CDWs at local health centres.</td>
<td></td>
</tr>
<tr>
<td>3 Income generating alternatives have been provided to 900 CDWs= families of origin.</td>
<td>Contact and select families of origin of CDWs Identify institutions or other economically viable options for implementing alternative economic programmes. (conduct a feasibility study). Develop and implement a micro-credit (small loans)scheme. Training on the management and use of micro-credit to beneficiary families.</td>
<td></td>
</tr>
<tr>
<td>Immediate Objective</td>
<td>Indicators</td>
<td>Means of verification</td>
</tr>
<tr>
<td>---------------------</td>
<td>-----------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>Systematic collection and compilation of Relevant data and information for designing programme interventions</td>
<td>Reliable and relevant database and information on CDWs. Increased visibility of CDWs in policies and programmes.</td>
<td>(Will be defined after the baseline survey conducted.)</td>
</tr>
<tr>
<td>Recommendations for the improvement of national legislation, in relation to child domestic workers, and its effective application to guarantee the protection of their rights. At the end of the Project, the capacity of public and private institutions to combat CDW strengthened at both national and local levels.</td>
<td>Recommendations for changes in the countries’ legislation/regulations that include the issue of CDW. Submitted to authorities. An increase in number of public private and private, academic and professional organisations and institutions and local and national media who include in their agendas the subject of CDWs. 2. A number of improved procedures for services to CDWs</td>
<td></td>
</tr>
<tr>
<td>The programme will have contributed to sustained efforts to combat the problem of child domestic workers.</td>
<td>An increase in the amount of media coverage on the CDW situation.</td>
<td></td>
</tr>
<tr>
<td>At the end of the project period, child domestic workers have been withdrawn from exploitative labour conditions and provided with educational opportunities and complementary support services; and the families of origin provided with training in alternative income generating activities and micro-credit.</td>
<td>Number of CDWs withdrawn Number of CDWs benefiting from education and social services Number of beneficiary families generating alternative earnings, through the micro-credit scheme. Number of CDWs of legal age absorbed into less exploitative labour market</td>
<td></td>
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### 11. Donor Budget

<table>
<thead>
<tr>
<th>ILO Budget line</th>
<th>Description</th>
<th>Year 2001</th>
<th>Year 2002</th>
<th>Year 2003</th>
<th>TOTAL</th>
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<tr>
<td></td>
<td><strong>Sub-regional Coordination</strong></td>
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<tr>
<td>11.01</td>
<td>Chief Technical Advisor $12,000 x 36 w/m</td>
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<td>139,900</td>
<td>141,800</td>
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<td>15.01</td>
<td>Official Travel</td>
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<td>14,500</td>
<td>14,500</td>
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<td>41.01</td>
<td>Office Equipment</td>
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<td><strong>National Coordination</strong></td>
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<td>596,740</td>
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<td>17.00</td>
<td>4 National Programme Coordinator</td>
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<td>17.01</td>
<td>Colombia $1,500 x 34 w/m</td>
<td>15,000</td>
<td>18,000</td>
<td>18,000</td>
<td>51,000</td>
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<tr>
<td>17.02</td>
<td>Peru $1,500 x 34 w/m</td>
<td>15,000</td>
<td>18,000</td>
<td>18,000</td>
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<tr>
<td>17.03</td>
<td>Paraguay $1,250 x 34 w/m</td>
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<td>15,000</td>
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<td>17.04</td>
<td>Brazil $2,000 x 34 x/m</td>
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<td>13.00</td>
<td>Assistant to NPC</td>
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<td>13.03</td>
<td>Peru $700 x 34 x/m</td>
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<td>Brazil $1,000 x 34 w/m</td>
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<td>12,000</td>
<td>34,000</td>
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<td>Micro-Credit Specialist $5,000 x 4 w/m</td>
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<td>Legal Specialists $5,000 x 4 w/m</td>
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<td>15.02</td>
<td>Official Travel</td>
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<td>51.02</td>
<td>Office Rent (4 x 32 x 1,000)</td>
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<td></td>
<td><strong>Planning, Monitoring and Evaluation</strong></td>
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<td>388,000</td>
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<td>15.03</td>
<td>Mission from HQ (please break down costs, i.e. travel and w/m)</td>
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<td>4000</td>
<td>4000</td>
<td>8,000</td>
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<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Costs</th>
<th>Costs</th>
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<td>16.01</td>
<td>Mid Term Evaluation</td>
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<td>16.02</td>
<td>Final Evaluation and One-year-after Evaluation</td>
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<td>17.07</td>
<td>4 Rapid Assessments and 4 Active Searches @ $ 25,000</td>
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<td>200,000</td>
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<td>17.08</td>
<td>Legislative studies and legal counselling</td>
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<td>32.02</td>
<td>National Workshops for Presenting Studies @ $ 10,000</td>
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<td>40,000</td>
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<td></td>
<td><strong>Awareness Raising Activities</strong></td>
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<td>21.99</td>
<td>Awareness-raising activities</td>
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<td>350,000</td>
<td>300,000</td>
<td>900,000</td>
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<tr>
<td>32.01</td>
<td>18 Thematic Workshops: see activities 3.1.3, 3.2.1, 4.1.2</td>
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<td>20,000</td>
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<td>60,000</td>
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<td></td>
<td><strong>Institutional Capacity Development</strong></td>
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<td>32.03</td>
<td>2 Regional workshops</td>
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<td>30,000</td>
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<td>60,000</td>
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<tr>
<td>53.02</td>
<td>Documented experiences and intervention methodologies (see output 4.1)</td>
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<td>30,000</td>
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<tr>
<td></td>
<td><strong>Direct Action</strong></td>
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<td>1,006,800</td>
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<td>Educational enrollment and Attendance ($ 37,200 x 4)</td>
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<td>49,600</td>
<td>49,600</td>
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<tr>
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<td>Training and professional scholarships ($ 120,000 x 4)</td>
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<td>480,000</td>
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<td>Health Care and Nutritional Care ($ 40,500 x 4)</td>
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<td>54,000</td>
<td>162,000</td>
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<td>Activities to generate family income (micro-credits)</td>
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<td><strong>Sub Total</strong></td>
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<td>3,750,639</td>
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<tr>
<td>68</td>
<td>Programme support Costs</td>
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<tr>
<td>70</td>
<td>Provision for Cost Increases</td>
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<td><strong>Grand Total</strong></td>
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<td>4,472,104</td>
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## 12. SCHEDULE

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<thead>
<tr>
<th>PRINCIPAL ACTIONS</th>
<th>SEMESTER</th>
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<tbody>
<tr>
<td></td>
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<tr>
<td>CTA recruitment</td>
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</tr>
<tr>
<td>NPC selection</td>
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<tr>
<td>Sub-contract counterparts</td>
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<tr>
<td>Regional Workshop</td>
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<tr>
<td>Active Search</td>
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<tr>
<td>Rapid Assessment</td>
<td></td>
</tr>
<tr>
<td>Laws and regulation analyses</td>
<td></td>
</tr>
<tr>
<td>National Workshops</td>
<td></td>
</tr>
<tr>
<td>Workshops aimed at government institutions and NGOs on child labour problem and</td>
<td></td>
</tr>
<tr>
<td>their specific strategies to intervene</td>
<td></td>
</tr>
<tr>
<td>Training course on the knowledge, understanding and application of the law with</td>
<td></td>
</tr>
<tr>
<td>government officials competent in the subject</td>
<td></td>
</tr>
<tr>
<td>Workshops on information and awareness raising strategies</td>
<td></td>
</tr>
<tr>
<td>Campaign with the media</td>
<td></td>
</tr>
<tr>
<td>Identify and select professional training centres teaching specialities adapted</td>
<td></td>
</tr>
<tr>
<td>to the characteristics and requirements of CDWs</td>
<td></td>
</tr>
<tr>
<td>Visits to public places where CDWs could be allocated (educational centres,</td>
<td></td>
</tr>
<tr>
<td>markets, parks…)</td>
<td></td>
</tr>
<tr>
<td>Scholarships for CDWs</td>
<td></td>
</tr>
<tr>
<td>Grant vocational training for CDWs</td>
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<tr>
<td>Psychological and health treatment for CDWs</td>
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<tr>
<td>Selection and contact with the families of origin of CDWs</td>
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<tr>
<td>Identification of economically viable options</td>
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<tr>
<td>Training in the use of microcredits</td>
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<tr>
<td>Granting of microcredits</td>
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<tr>
<td>Produce videos and publications on intervention experiences</td>
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<tr>
<td>Regional Workshop to submit successful experiences and the systematisation of</td>
<td></td>
</tr>
<tr>
<td>the programme</td>
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<tr>
<td>Mid term evaluation</td>
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<tr>
<td>Final Evaluation</td>
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