

Project Completion Report
Child Labour Elimination Project (CLEP)
Dhaka, Bangladesh

March 2002 – March 2009

Bangladesh Institute of Labour Studies - BILS

1. Basic Project Data:

Project title	:	BILS/LO-FTF Child Labor Elimination Project (CLEP)
Project number	:	670/004
Recipient Country	:	Bangladesh
Project implementing org.	:	Bangladesh Institute of Labour Studies-BILS.
Project Area	:	Selected 3 urban areas in Dhaka, Bangladesh
Project language	:	Bengali and English
Project Period	:	1 March 2002 to 14 March 2009
Development Objective	:	To enhance children education and future employment opportunity in Bangladesh.

2. Summary:

For the last 7 years, Bangladesh Institute of Labour Studies-BILS implemented Child Labour Elimination Project (CLEP) with the assistance of BILS development partner LO-FTF Council, Denmark in order to enhance children's education and future employment opportunities in Bangladesh and in order to better living conditions for child labourers those who are the age level of 12 to 14 years old. From March 2002, CLEP was implementing its scheduled main activities by setting-up 3 local centers for basic skills training and non-formal education in Tongi from March 2002 and Mirpur and Keraniganj from March 2003. The activities of Mirpur has been closed in August 2007 as the target child labourers (12-14 years) were reduced within 2 km surface of Mirpur center, also there were other interventions on child labour of Govt. and NGOs.

Under its Child Labour Elimination Project BILS, during the 7 years period of project implementation, enrolled about 5000 child labourers in the Non-formal Education(NFE) and basic Skill Training(BST), involved a number of Trade Union(TU) leaders-activists, local leaders, employers, government authorities, community leaders and others social partners in the process. This has contributed to enhance children's education and future employment opportunities as well as awareness raising on child rights and against child labour in local and national level.

BILS-CLEP started its activities to achieve a cost-effective model for community based support through involving Trade Union, Employers, NGOs, Local Governments and

others, to enable local communities to effectively support children's employment opportunities, to empower children and to provide opportunities for gainful employment by the trade union movement in Bangladesh with the active support from policy-makers at the national level.

To achieve the planned objectives, BILS-CLEP's strategies were using BILS network, enhancing the relevance of education-training, organizing children, mobilizing networks for awareness raising to take actions on child laborers both local and national level.

To achieve the objectives of the project the following activities were implemented;

- Carryout survey/field visit for identifying working children
- Non-formal education & basic skills training
- Campaigning for awareness rising in both local and national level, such as- Workshops/seminars/round table discussions/press conference /rallies etc.
- Forming child rights forum and training
- Distributing certificate/tool boxes-machines by holding conference
- Printing & publications of materials/booklets/reports
- Establishing networks and forming local committees
- Supervising/monitoring & evaluation

The most significant achievement during the project period that total 1386 children have completed their 12 months NFE courses from 3 local areas and entered in the BST centre for training. The NFE graduates have been able to read write and simple calculation. Also 3144 child workers from Tongi, Mirpur and Keranigonj have completed 6 month long BST course and have received certificate along with tool-boxes/machines. After completion of their respective trade courses 64.79% of BST graduates engaged in employment, some of them are self-employed. The BST graduate are utilizing the tools/machine and getting better earning and supporting their families.

BILS-CLEP is one of the contributors to develop and formulate the draft child labour policy which is now under the process for finalizing it in the Ministry of Labour. BILS-CLEP has been participated in the workshop to make comments on draft CL policy which was organized by Save the Children Sweden-Denmark. Besides that BILS has submitted written comments.

During the project period child labour issues have got priority in the trade union activities. The largest united TU platform 'Sramik Karmachari Okkya Parishad-SKOP' submitted their 9 points demand to the Govt. of Bangladesh where child labour issue was included, at point no. 8 of 9 demands, SKOP demanded- to ensure education for children, take long term plan to eradicate child labour and stop employment of child labourers. The Government of Peoples of Republic of Bangladesh and the (SKOP) has signed an agreement and discussion is continuing on 9 points demand and implementation of the agreement between Govt. & SKOP.

During the project period BILS-CLEP produced and distributed lots of published materials; such as, poster, sticker, leaflet, flyer, festoon, booklet on child right, brochure of labour law etc to increase awareness at local and national level. The brochure of labour laws of the project have been utilizing by other NGOs, TU and various mass media.. Also two video documentaries were produced and showed in seminars, workshops, meetings, CLEP centers etc.

Co-ordination for establishing network has been developed regarding child rights between BILS and other organizations. BILS is a active member of the 'Smart Business Initiative (SBI) Alliance' which is consist of National and International NGOs, NTUC and some other social partner for the total elimination of hazardous child labour in urban informal economy. CLEP children participated in national conference for working children organised by 'Child Brigade' supported by Save the Children Sweden-Denmark. CLEP participated in 'livelihood skills festival' organised by Dhaka Ahsania Mission-DAM funded by UNICEF; some INGOs like UNICEF, TDH Netherland and ILO's representative have visited CLEP centres and appreciated its activities; BILS-CLEP representative participated in lots of nation and international Seminar/Workshop on Child Labour organised by National and international organization and thus BILS-CLEP is getting more recognition nationally and internationally and this is a scope to bring forward the child right issues.

During the total period the project had been implemented in there phase with extension within the third phase, obtaining permission from NGO Bureau had a must for every phase and extension, which was difficult for such a long term project and delayed in approval, in several times, hampered the project activities. The last two years 2007-2008 was a crucial time for the project as country was under emergency rule, as a result TU activities was band, overall political situation was critical, TU activists and nation and local leaders were under pressure, therefore, some of the planned activities were hampered but the NFE & BST course continued regularly.

3. Project Background:

Out of the vast population of Bangladesh app. 50 % is under 18 years of age. Though children are allowed to work after the age of 14 as per existing laws but child labour is common. No one has a stringently clear picture of the size of the problem but it is estimated that 7.4 million children and teenagers between 5 and 17 years of age are engaged in economic activity. 57% of the child workers work only for food and those who are paid normally can earn 15 to 25 US cent per day. .

The Labour Law 2006 is very clear on child labour. No children below the age of 14 are allowed to work and the types of work adolescents between 14 and 18 can be engaged in are specified. Generally, the intensions are good but as it happens with much of the legislation the implementation is insufficient. Even it does not cover the informal economy. The inspectors have so far had no tools for monitoring the compliance to the legislation at enterprise level and the general attitude of acceptance in society of the problem has not added to the alleviation of the use of child labour. Although Bangladesh

has not ratified the ILO core convention about minimum age on the labour market the labour law 2006 in reality complies with this convention. Thus, the legal framework to reduce the adverse effects of child labour is in place. The ground reality is, however, not indicating any improvement of the situation. As noted earlier, the labour inspection system that also has to monitor and punish the use of child labour is in reality defunct and the century old practice of using child labour prevails unhindered.

Working conditions for most child labourers are horrible. As the lowest in the hierarchy they are tasked with unpleasant, dirty and often dangerous jobs. Children are often used in types of production that require the agility of children but are also used widely as vendors, garbage collectors and other low income professions. Children are very frequently used as domestic workers in Bangladeshi households. Normally these children work long hours are not paid and often receive no education. Even more seriously, children are trafficked in large scale to work as sex workers or camel jockeys in other parts of South Asia and the Middle East.

Child labour is basically a symptom of poverty but is a multi faceted problem. Many poor families traditionally choose to put all hands to work, either in the households or to send their children to local employers to help to sustain the family because they cannot afford to let anyone with earning capabilities sit idle. All members of the family must work to secure a steady supply of nourishment. The education system is insufficient and underdeveloped. Even though the enrolment percentage is 82, 6 the literacy rate is still below 50 %. Education is therefore not necessarily an attraction for the poor children because even in the few cases where children receive a good education the returns of education can be harvested years after the time that must be invested. And the problems of getting food cannot be postponed. Parents often let their children go to school for a short time but then chooses to send them to work instead because of the immediate economic benefit thereof, since the most pressing issue for the families is to secure the next meal, not the long term benefits of education.

Child labour is popular among employers because children are docile and submissive and above all either not paid at all or very low paid. They can be tasked with duties that adults would not undertake and as they are free or very cheap labour they can perform job functions with a very low margin of return on the employer's investment. On the other hand, children often join small businesses as apprentices. They learn a trade e.g. auto mechanic or electricians and this is basically the only option to get an education since the country only has around 100 vocational training schools. The apprentice system does on a positive note secure that the children receive some kind of education but it also keep them illiterate and poor as they get no salary for years.

As children, in particular girls are at the bottom of the social hierarchy maltreatment of children is not widely frowned upon. In many instances, e.g. in connection with domestic workers, it is considered natural to keep children under slave like conditions. BILS has made a study of violence against domestic workers and established that at least 18 children were killed by their employers in 2006. Since the study is based on newspaper

articles the actual number is much higher. Depressingly, nobody in Bangladesh has ever been convicted for abuse or murder of a domestic worker.

Apart from being a bad to a life ruining experience for the affected children child labour exacerbate the unemployment problem of adults because children often occupy jobs that could be carried out by adult. Moreover, when the child labourers grow up they will have received no education and will mostly be illiterate as adults and thereby contribute to the maintenance of the dismal education level of Bangladesh as well as a low national level of development since they do not acquire other than basic skills and therefore cannot build upon the present foundation of skills, knowledge and practices to bring the country as a whole forward

The new labour law makes the distinction between child labourers and adolescent workers. Nobody is allowed to be engaged in child labour, which means no one under the age of 14 is allowed to work. Adolescent workers may not be engaged in hazardous work and certain restrictions to protect them in the workplaces are formulated in the law. It is the job of the labour inspectors to control that the enterprises follow the law, but until now the problem has remained unaddressed by the authorities.

Bangladesh has ratified the Convention of the Rights of the Child (CRC) in 1990 and was the member of those who first signed the declaration on the survival, protection and Development of Children. The Ministry of Women and Children Affairs has the third National Plan of Action for children (2004-2009).

The ILO Convention No. C182 in 1999 on the Worst Forms of Child Labour is also ratified by the government of Bangladesh in 2001 as the first South Asian country to do so. Though the Convention No. C138 on the Minimum Age is not ratified by Bangladesh.

Despite all these national and international obligations the rights of child labourers and adolescent workers are yet to be established in Bangladesh, In many cases the rules and provision of the laws are violated, many children are appointed in hazardous work, they are victims of psychological and physical violations at work and workplace, they work for long hours, they are low paid, less facilitated, tortured and abused.

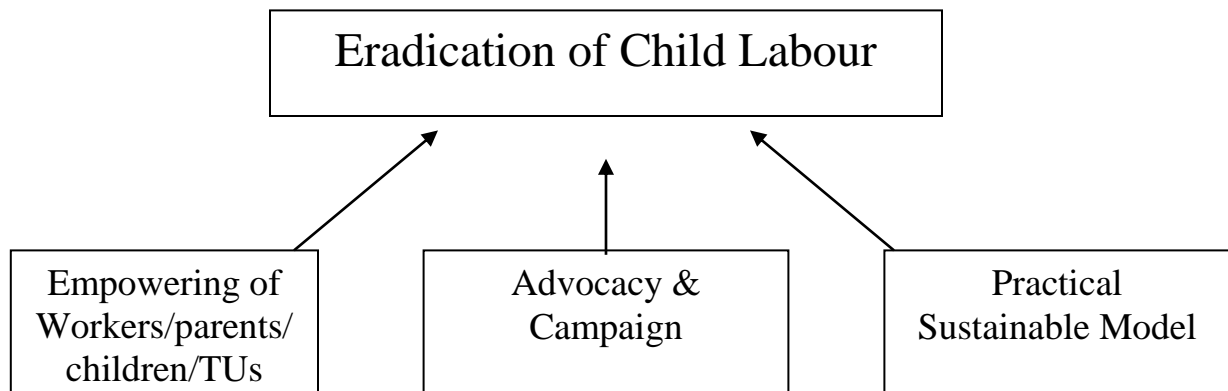
The Bangladesh country programme 'Decent Work & Poverty Reduction in Bangladesh' contains a component aiming to address the poor living and working conditions of child labour and adolescent workers. This component builds on the experiences from the project CLEP that BILS and the LO-FTF Council have carried out since 2002. Two schools will provide non formal education and basic skills trainings in selected trades to teenagers. On a national level a series of seminars and conferences will develop a common trade union position on child labour. Adolescent workers are now mostly unprotected because they cannot become trade union members. The trade unions will include the protection of adolescent workers in their legal framework and BILS will create a team that will advise employers, trade unions and workers at plant level about the adolescent worker's rights. The trade unions have traditionally not been very engaged in the child labour issue. With the introduction of the CLEP project this has started to

change. It is also a priority in this program to include better child and adolescent rights in trade union policies.

4. Project Design:

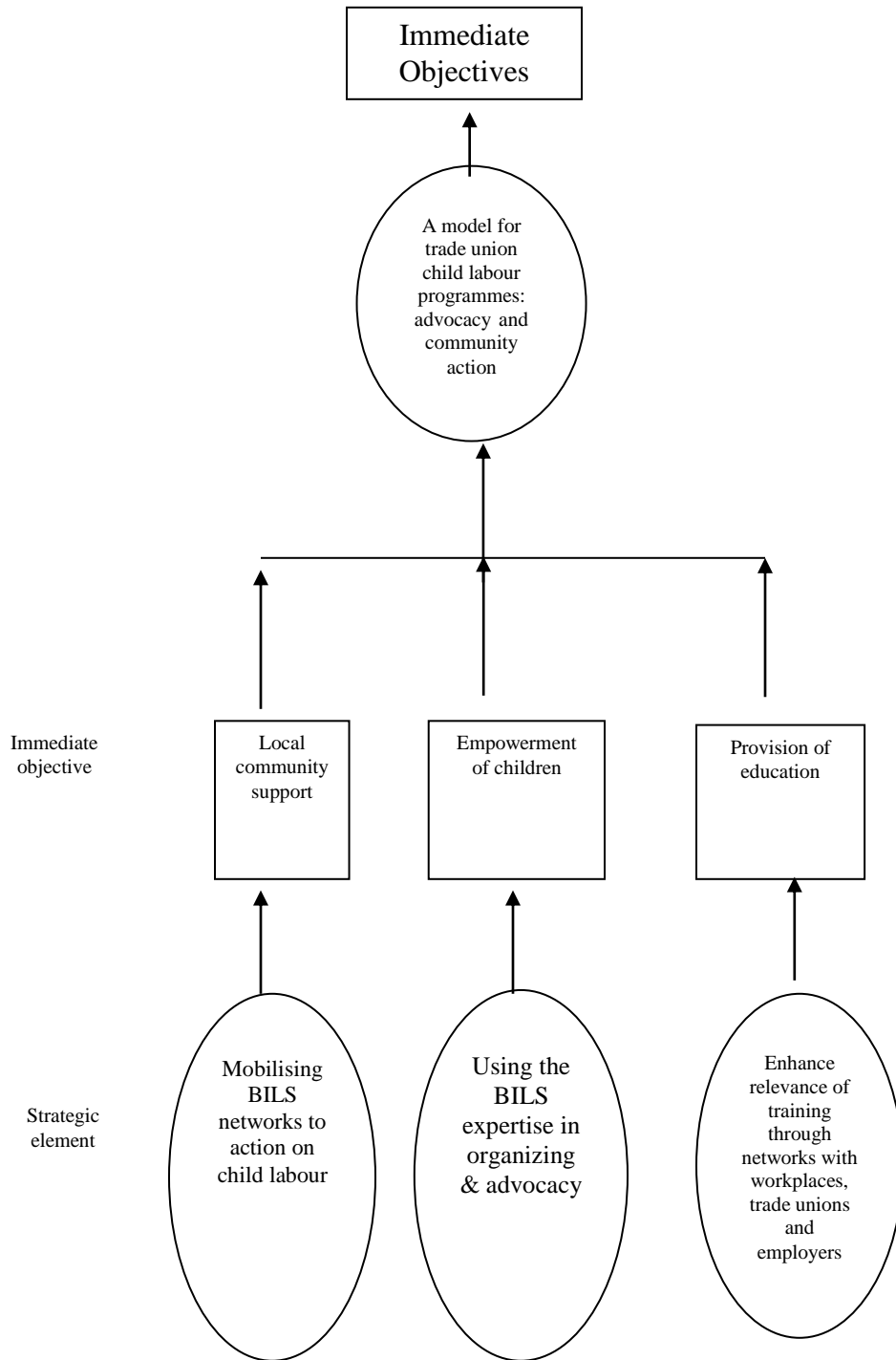
To ensure the policies are carried out and tackling the problem in the real world BILS is pursuing the following strategy. The strategy has three main elements;

- Empowering the workers/parents through capacity building of their trade union organizations in order to provide better salaries and working conditions for the parents, through collective bargaining, thus, enabling the workers/parents to bear the cost of rearing children and keeping them in the schools.
- Advocacy toward Govt., employers and civic society at large including campaigns among workers/parents, explaining the social and humanitarian costs of child labour.
- Concrete activities with a view to develop practical solutions and sustainable model for eradication of child labourers in local communities.

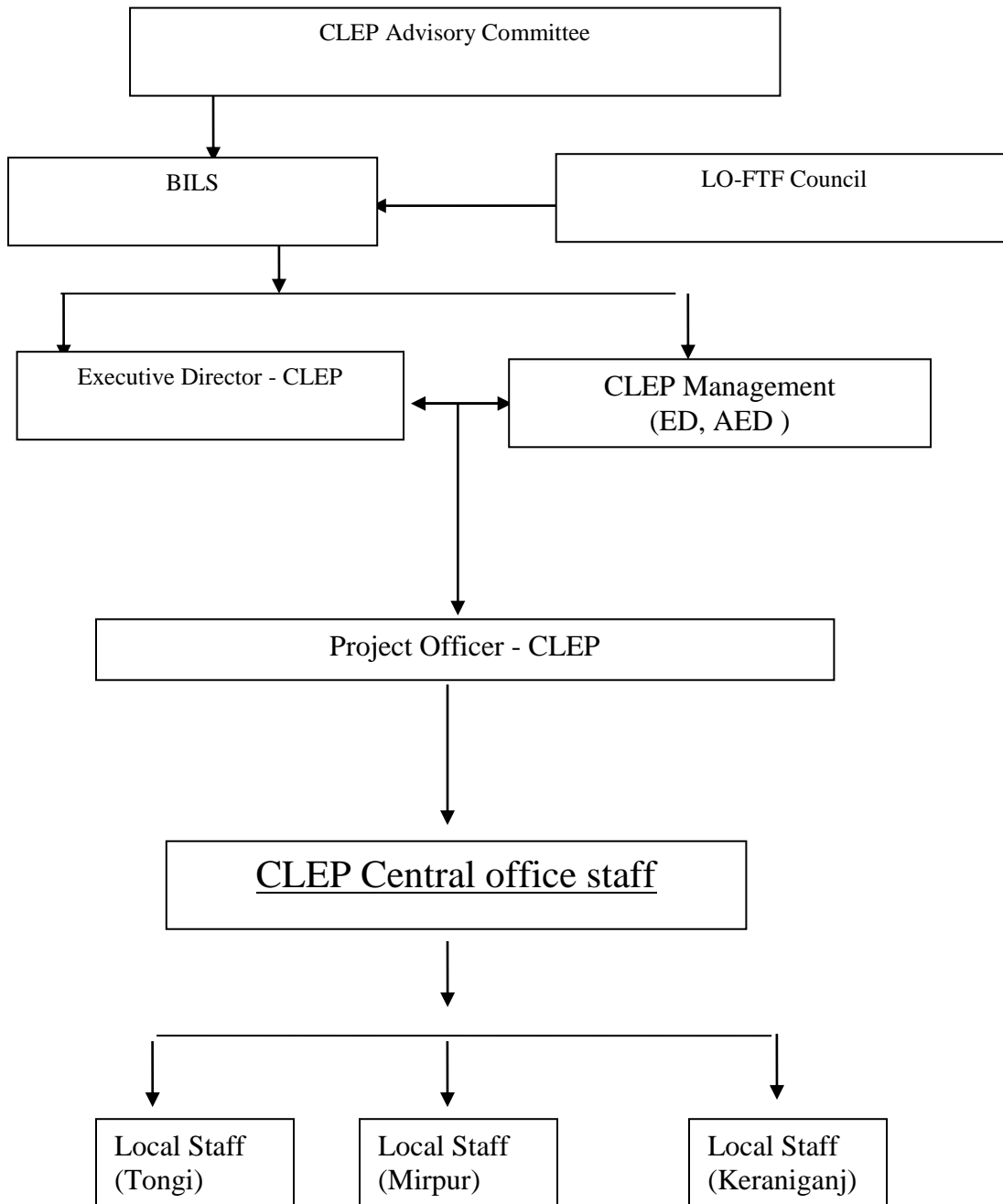


The current project co-operation is targeting working children aged 12 to 14 years in selected area. By upgrading their knowledge, skills and providing both formal, informal and rights awareness training for them, it is expected that they will be empowered and better able to help the family members sustain themselves and assisting in keeping the younger siblings out of work and school. A prerequisite for a family to have children participate in the project activities is that they agree to keep all their children in school. Simultaneously, the parents will understand that children should not work and will also participate in the other elements of BILS strategy.

The **following strategy** was followed to achieve the immediate objectives of the project:



BILS followed the following **management structure** and instructional framework for implementing the Project.



The overall institutional framework of BILS is consisted of a General Council- GC, which is regarded as the supreme body of the institute, an Executive Committee- EC which act as the highest functionary body of the institute and an Advisory Council, that advise and cooperate in formulating plan and taking up action programmes.

5. Budget/Expenditure

List of the main Budget lines of the original Budget

SL.NO.	Head of the Budget	2002	2003	2004	2005	2006	2007	2008	2009	Total
01	Local Activities	1,335,377	4,970,579	5,018,506	5,651,543	5,704,158	5,173,599	3,190,222	562,625	31,606,609
02	Project Information & research activities	70,267	126,727	262,000	278,500	64,000	197,000	16,600	4,000	1,019,094
03	National Activities	3,200	161,699	82,000	101,300	0	0	0	0	348,199
04	Production of materials	59,773	150,794	157,500	142,000	146,000	536,732	152,676	3,000	1,348,475
05	Equipment	163,878	150,630	7,000	55,000	45,000	0	23,041	0	444,549
06	Office Expenses	205,493	325,958	575,500	560,400	518,000	576,300	662,192	172,759	3,596,602
07	Staff Salary and Allowances	410,530	940,993	1,167,553	1,291,373	1,390,751	942,565	643,947	78,495	6,866,207
08	Official Travel	0	0	0	30,000	0	0	0	0	30,000
09	Review	0	0	0	10,000	10,000	0	6,190	0	26,190
10	National Project Committee	0	25,251	0	10,000	10,000	4,000	0	0	49,251
	Total	2,248,518	6,852,631	7,270,059	8,130,116	7,887,909	7,430,196	4,694,868	820,879	45,335,176

List of the main Budget lines of the final Project Budget

SL.NO.	Head of the Budget	2002	2003	2004	2005	2006	2007	2008	2009	Total
01	Local Activities	1,335,377	4,970,579	5,018,506	5,651,543	5,704,158	5,173,599	3,190,222	562,625	31,606,609
02	Project Information & research activities	70,267	126,727	262,000	278,500	64,000	197,000	16,600	4,000	1,019,094
03	National Activities	3,200	161,699	82,000	101,300	0	0	0	0	348,199
04	Production of materials	59,773	150,794	157,500	142,000	146,000	536,732	152,676	3,000	1,348,475

05	Equipment	163,878	150,630	7,000	55,000	45,000	0	23,041	0	444,549
06	Office Expenses	205,493	325,958	575,500	560,400	518,000	576,300	662,192	172,759	3,596,602
07	Staff Salary and Allowances	410,530	940,993	1,167,553	1,291,373	1,390,751	942,565	643,947	78,495	6,866,207
08	Official Travel	0	0	0	30,000					30,000
09	Review				10,000	10,000		6,190		26,190
10	National Project Committee	0	25,251	0	10,000	10,000	4,000			49,251
	Total	2,248,518	6,852,631	7,270,059	8,130,116	7,887,909	7,430,196	4,694,868	820,879	45,335,176

Latest Expenditure of the main Budget line

SL.NO.	Head of the Budget	2002	2003	2004	2005	2006	2007	2008	2009	Total
01	Local Activities	1,335,377	4,856,914	5,006,601	5,073,286	5,235,019	4,110,363	3,185,017	506,345	29,308,922
02	Project Information & research activities	70,267	126,727	273,950	257,334	59,525	73,673	16,600	3,800	881,876
03	National Activities	3,200	161,699	80,291	72,168	0	0	0	0	317,358
04	Production of materials	59,774	139,587	118,581	129,227	183,947	143,062	130,812	0	904,990
05	Equipment	163,878	160,130	2,175	11,100	24,040	13,528	29,231	0	404,082
06	Office Expenses	205,497	299,428	525,451	545,452	670,644	608,174	648,799	141,807	3,645,252
07	Staff Salary and Allowances	410,525	935,425	1,105,119	1,298,242	1,331,019	908,652	643,946	78,495	6,711,423
08	Official Travel	0	0	0	5,896					5,896
09	Review				15,277	0		0		15,277
10	National Project Committee	0	14,992	0	0	2,240	0			17,232
	Total	2,248,518	6,694,902	7,112,168	7,407,982	7,506,434	5,857,452	4,654,405	730,447	42,212,308

6. Inputs

The following major inputs were required for the implementation of the project;

- Administrative Support
- NFE & BST materials/equipment
- Communication's support
- Project officials/staffs
- Resource person
- Monitoring
- Evaluation

Human Resources

A Total of 36 staffs' team lead by Executive Director (honorary). The staff members are as follows;

Human Resources in three local areas	Each area	Total
1. Project Supervisor	= 1	03
2. School Teacher	= 02	06
3. BST Trainers	= 04	12
4. Centre Assistant	= 01	03
5. Security Staff	= 01	03
6. Cleaner (part time)	= 01	03
<u>Total</u>	= 10	30

Human Resources in project central office	Total
1. Project Officer	= 01
2. Assistant Project Officer	= 01
3. Accountant cum Administrative Assistant	= 01
4. Team Assistant	= 01
5. Child Rights Motivator (part time)	= 01
6. Cleaner (part time)	= 01
<u>Total</u>	= 06

There were a change in the human resource in third phase, the position of project Supervisor in local area and part time cleaner of central office were excluded from January 2007. As the Mirpur area was closed in August 2007, all position were abolished automatically. Also from May 2008 the position of Assistant Project Officer and part time Child Right Motivator were excluded.

Mrs Lotte Ledegaard worked as adviser from May 2002 to February 2004 to provide technical support fro the project. Also Mr. Andreas Clausen Boor worked as adviser from April-December 2006.

Materials/Equipment/Arrangement:

Materials needed for project implementation to make up at least the following:

- Education & training materials for NFE & BST courses
- Communication equipment
- Rent of rooms/houses
- Furniture and equipments
- Machines/equipment/materials for basic skills training
- Stipends to children (stipend for Tk=300/= per month to each)

BILS provides

- Management and Monitoring
- BILS leaders to function as local leaders
- Assistance in liaison with National Trade Union centers, International agencies, Industrial federations and local Industry level Union
- Information and materials on political, economical, social, and cultural developments in Bangladesh
- Coordination between project and regular BILS activities

The LO/FTF Council provides

- Administrative and financial support
- Monitoring and regular technical advice

7.Outputs:

Outputs Planned	Outputs Produced
Total 1632 children completed their Non-formal Education children and became able to read write and simple calculation.	Total 1386 children (except drop out) completed their Non-formal Education children and became able to read write and simple calculation.
Total 3360 children completed Basic Skill Training	Total 3144 (except drop out) children completed Basic Skill Training
Total 3144 children completed Basic Skill Training (BST) and entered in job market or engaged in self employment.	64.79 % children among the BST graduate entered in job market or engaged in self employment. - According to a quantitative study carried out after training ended (within six months after completion of BST courses).
Savings money of monthly stipend being utilized by purchasing trade wise tool boxes and machines.	Savings money of monthly stipend being utilized by purchasing trade wise tool boxes and machines.
Employed and self-employed BST graduates are helping their family members by financial support.	Employed and self-employed BST graduates are helping their family members by financial support.
Child labour issues/agenda have got a priority in TU movement and collective bargaining areas.	The largest united TU platform 'SKOP' submitted their 9 points demand including child labour issue at the point no. 8 to the Govt. of Bangladesh
Draft Child Labour Policy and submitted to Govt. for approval.	Child Labour Policy and submitted to Govt. But not approved.
CLEP approach is accepted as a viable model which other organizations show an interest in.	The CLEP approach has been accepted in the local area, and other organisations show their interest in supporting the CLEP activities. Some of the local NGO's also asked CLEP to provide skills training for their children. . Save the Children Sweden-Denmark, Save the Children Australia, UNICEF, ILO and Ministry of Labour have expressed wishes for co-operation.
Co-ordination for establishing network regarding child rights in between BILS, LO-FTF Project, CLEP and NGO's / NTUCs / Social partners increased.	Co-ordination for establishing network has been developed regarding child rights between BILS and other organisations. CLEP children participated in national conference for working children organised by Child Brigade supported by Save the

	<p>Children Sweden-Denmark. CLEP participated in livelihood skills festival organised by Dhaka Ahsania Mission-DAM funded by UNICEF. BILS-CLEP have a good coordination with the NGO's who are working for children in the project areas.</p>
<p>Resource materials of the project are utilized in the various TU programmes and mass media.</p>	<p>Sometimes, TU organizations ask CLEP office to provide resource materials, such as brochure, handouts, booklets on CRC to be used in workshops.</p>
<p>Parents, employers and community are active in running the centers.</p>	<p>Parents, employers and communities are active in running the centres. CLEP children are getting help from their employers to attend CLEP education-training programmes. It is no doubt that, without local community support it is not possible to run CLEP activities effectively. CLEP is getting support from the local community for the better interest of the society.</p> <p>- CLEP staff are getting help from local community when it necessary specially, enrolling children in centres, organising campaign and meetings, distributing leaflets, brochures and so on.</p>
<p>Incidence of child labour reduced as a result of project activities</p>	<p>The incidence of child labour is reduced as result of the project activities. On the other hand, new child labourers are migrating from rural areas to urban areas.</p>
<p>CRF Network formed and started functioning about child rights.</p>	<p>All the CRF leaders made a network and actively functioned during the training period among them. But after completion of BST courses, they became busy for their daily life to survive. So, their functions and role about child rights are irregular. But some of the CRF leaders along with their group members tried to protect early marriage, send younger siblings to formal school and protected selling of drugs. CLEP staffs are getting information about follow-up activities, and progress report</p>

	of the children through the CRF leaders.
Children are capable of reaching other children and involve other children in child rights groups.	Children are capable through training on CRC and leadership to reach other children but they are busy with their own business after completion of BST courses.

8. Activities

Non-Formal Education:

12 month non-formal education carried out in the 3 local area as per the curriculum of CLEP. During the project period 17 batch (7 batch in Tongi, 4 batch in Mirpur and 6 batch in Keraniganj area) completed the 12 month non-formal education course from 3 local area, In 17 batch total 1632 children (96 children per batch, 48 boys and 48 girls) children enrolled and total 1386 completed the NFE course.

Basic Skill training:

6-month basic skill training carried out on four selected trade (Tailoring, Embroidery, Electric work and Motor mechanic) in the 3 local areas. During the project period 35 batches (14 batch in Tongi, 9 batch in Mirpur and 12 batch in Keraniganj area) completed the course from 3 local area, In 35 batches total 3360 children (96 children per batch, 24 per trade, tailoring and embroidery for girls, Electric work and motor mechanic for boys) enrolled and total 3144 children completed the BST course. The BST graduates have received tools/machine and certificate.

Established Center Development Committee (CDC) and meeting;

3 Centre Development Committee's have been established in 3 local areas consisting of; Representatives local trade unions, employers/business association, local authorities (elected members of local Govt.), NGO's, children and their parents. CDC were formed in Tongi area consisting 30 members, 17 members in Mirpur area and 22 members in Keraniganj area as per policy guidelines of forming CDC to monitor and support the CLEP and make suggestions for improvement. During the project period 21 CDC meeting were held and in the meeting the CDC members provided their suggestion to implement the project. At present 2 CDC is functioning under the country programme.

Established Child Right Forum and training:

422 Child rights forum has been formed consisting 6 members in each group. Each group elected 1 group leader by election. Total 422 leaders of child rights forum have been elected during the project period. CRF leaders participated for social mobilization e.g. birth registration, early marriage etc. and awareness building against child labour.

13 training programme organized for Awareness on CRC and 21 Leadership and Communication training organized for CRF leaders in 3 areas. Total 431 CRF leaders participated in the Leadership and Communication training. CRF leaders also participated in local workshops and CDC meetings to ensure children's participation in decision-making.

Workshop at Local Level:

Carried out 11 local seminars/workshops in two areas. A total 257 participants in the workshop. Mainly TU activists, guardians/parents, CRF leaders, NGO representatives, local employer/vendors of small enterprises, teacher's representatives, and community leaders (social activists) participated in the program. The main discussed about the present status of child labour, effect of child labour, convention on the rights of the child, ILO convention-182, conventional labour laws, and find out the strategies/role of local community leaders for the elimination of child labour.

Workshop at National Level:

Organized 3 National level workshop. In the workshop total 257 national TU leaders got awareness on child rights and laws to take initiative for the policy on Child right at national level.

Local and National Rally:

Thousands of people including children, trade unionists, parents, and BILS leaders enriched on child rights through 2 national and 21 local rallies on the occasion of 'World day against child labour'. News and photographs of the rallies were published in national daily newspapers and also focused on local television.

Press Conference:

Conduct 2 press conference regarding the torture and rights violation of home-based workers. Electronic and press media of the country specially the BBC covered the press conference and utilized information/statistics of the rights violation of the home-based workers which was disclose by the BILS. Also mass people were enriched through press conference, statement including CLEP activities was published in the national daily newspapers with photographs.

Roundtable Discussion:

1(one) round table discussion will be held on 12 February 2005 on 'Protection of Home based child workers: Role of trade unions and civil society organizations' to make suggestion on their rights for advocacy to the national policy level.

Meeting with Local Employers and Local Govt.

9 meetings carried out with local level employers and local government representatives for increased awareness on child labour and active support to CLEP activities and job creation for the graduates of CLEP. Some of the local level employers visited CLEP centres and assured children to create scope for job in their workplace.

Lobby with Govt. and Bangladesh Employers Federation:

During the year of 2006, the project has successfully organised two meetings, one with the BEF and another one with the Ministry of Labour and Employment (MOLE). Both the meetings were submitted a memorandum by the BILS. The memorandum submitted to the BEF included mainly the way how they can cooperate to the elimination of child labour through developing child labour policy, amending of child labour laws,

implementing the convention on the Worst Forms of Child Labour no 182, initiating for the ratification of the minimum age ILO convention 138 and Home Work Convention-177 (ILO), and providing better job opportunities for the graduates of the BILS-CLEP.

The memorandum submitted to the MOLE additionally included- increasing the number of factory-inspectors for monitoring effectively the child labour issues, finalizing the child labour policy, amendment of labour laws, developing a coordination forum with the organisations working for the same issue in order to avoid reproduction, integrating the BILS in the activities taken by the MOLE for utilizing its experiences in creating awareness for the elimination of child labour.

Cultural Activities:

Hundreds of people including children, parents, trade unionists, employers, local community leaders enjoyed 4 programmes on drama /cultural in 3 local areas and were enriched on child rights.

Produced Documentary Video:

2 documentary videos were produced based on Tongi area with the help of Danish Television and shown in different workshops, seminars, CDC meetings and so forth.

Stipend and Savings:

All Children of non-formal education and basic skills training courses have got 300/= stipend per month from the starting of the project. At starting every child of NFE and BST course saved Tk.50/= per month and after completion of NFE and BST course prize bond were given to the children by their savings. From 2004 the children of NFE courses saved tk=100/= monthly in savings scheme and in BST children saved tk=300/= monthly in savings scheme to buy tool boxes / machines after completion of BST course. The NFE children who enrolled in BST centers, they saved total tk=3000/= during 18 months. The children who enrolled directly to BST courses saved total 1800/= during the 6 months. Pass book and proper guideline were followed for the savings scheme.

Activities Planned	Activities Implemented
Non formal education for 1632 children	- Non formal education for completed for 1386 children. (except drop out)
Basic Skill Training for 3360 Children	- Basic Skill Training completed for 3144 children.(except drop out)
Organize 29 CDC meeting	- 21 CDC meeting organized
Organize 11 Local Level Workshop	- Done
Organize 3 National level workshop	- Done
Organize 11 meeting with Local Employers	- 9 Local Employers meeting organized
Organize 26 Local and 2 National Rally:	- 21 Local rally and 2 national rally organized.
Press Conference	

	- Done
Lobby with Govt. and Bangladesh Employers Federation	- Done
Roundtable discussion	- Done
Establish network in local and national level	- Done
Develop manuals for CRF leadership training	- Done
Develop curriculum for BST	- Done
Distribute certificate and tools for BST Graduate	- Done
Printing and distribute the following materials	- Done
Poster-16000 copies	
Siicker-15000 copies	
Leaflet/flayer-16000	
Book on Child Rights-8000	
Festoon, Placard-45	
Video documentary-2	

In the 2007-2008 of the project period the country was under the emergency, political situation was critical, TU activities and some social activities were band. In those circumstances it was not possible to organize rally, employer meeting and CDC meeting.

9.Efficiency:

The annual action plan of CLEP was realistic and adequately prepared. But a number of planned activities were not conducted, some activities were hampered due to critical political situation and emergency in the state in the last 2 years 2007-2008, was not previously assumed.

The course of action was mostly adherents to the project document as the project document adopted time to time as per the actual situation and needs to implement the project.

The project organisation and project management had all qualities to monitor the activities and take proper measures.

As the total project had been implemented in there phase with extension within the third phase, obtaining permission from NGO Bureau had been delayed several times which hampered the project activities. Also the overall political situation of the country during state emergency in 2007-2008 affected the project activities as the TU activities were band and some local leaders were under pressure.

The project has been produced the following manuals/materials regarding child labour issues; such as

- a. Training manuals on leadership/communication (for child rights forum)
- b. Training manuals for job searching

- c. Role of local community leaders on child labour issues
- d. Booklets on child rights
- e. Posters / video's/leaflets/ brochures/flyers

10. Fulfilment of objectives

Development Objective:

"To enhance children education and future employment opportunity in Bangladesh" is the development objective of the project which is still relevant.

Immediate Objective 1

To develop a cost-effective model for community-based support to childhood and education by the trade union movement in Bangladesh with the active support from policy-makers at the national level.

Indicators	Verification
The project gradually improves performance in the implementation of the centre based on the feed back from the local staffs/community leaders.	The staffs are now able to take decisions and conduct programmes such as parents meeting, networking meeting, local lobby, field visit, and selecting students. (Materials: Resolution books)
The CLEP approach is accepted as a viable model which other organizations show an interest in and policy-makers give their active support to	Interest of other NGOs, Resource Integrated Centre (RIC), NABOLOK- an organization for people’s empowerment, Social & Economic Enhancement Program, SHAHAR project, have appreciated CLEP approach and visited local project for sharing experiences. ILO, Unicef, and other international organizations have been inviting CLEP’s personnel to their programme for sharing CLEP’s experiences. (materials: various Letters)
Child labour issues/agenda have got a priority in the TU movement and bargaining areas	NTUCs include the child labour issue in their bargaining agenda. The large TU platform, Sramik Karmachari Okhya Parishad (SKOP) has been persuading the government of Bangladesh to ensure

	<p>education for all children, prepare a long-term plan to eradicate child labour and stop the employment of child labour. Moreover, Trade Union like Bangladesh Shangjukta Sramik Federation (BSSF), Jatiya Sramik Jote Bangladesh (JSJB), Trade Union Kendra (TUC), Bangladesh National Coordination Council (BNCC-affiliated by the ITGLF's) have been working on child labour issue with the support of different development partners.</p> <p>(materials: SKOP demand to Govt)</p>
Resource materials of the project are utilized in the various TU programmes and mass-media	<p>Demand of the CLPE's booklet on Child Labour Law and brochures proved that the BILS is a source of reliable information.</p> <p>(materials: booklets/ leaflets)</p>

Co-ordination for establishing network regarding child rights in between BILS, BILS-CLEP and NGO's / NTUCs / Social partners are being developed and increased	<p>BILS regularly getting invitation and participating in the SBI Alliance which is network consist of National and International NGOs, NTUC and some other social partner to eliminate worst form of child labour in urban area. Also BILS getting invitation and participating in Seminar/Workshop on Child Labour organized by National and international organization.</p> <p>(Invitation letters)</p>
The Tri-partite consultative committee, Govt. bodies have discussed child labour issues and are taking proper steps to protect child rights and promote education	<p>Bangladesh Employers Federation and Ministry of Labour & Employment have stated in the memorandum submitting meeting that the elimination of child labour, protection of child rights, and ensuring education for all is a long-term process and they continue the cooperation with the BILS.</p> <p>(minutes of the meetings)</p>
The press and mass media are frequently presenting the views of the society about child rights and reflecting on the BILS activities	<p>The number of reports and news on children's issue in the mass media has increased. Most of the newspapers and electronic media have published and broadcast reports and news of BILS and child labour.</p>

	(news clippings)
The recognition and dignity of the BILS and the BILS-CLEP have been increased both in National, Regional and International level	The invitations by Save the Children alliance, the ILO, Unicef and other organizations for sharing experiences/ suggestions indicated that the dignity of BILS has increased. In addition, participating in the Regional Conference organized by the International Centre for Child Labour Education (ICCLE) and Global March against Child Labour in Nepal by BILS personnel also has increased the dignity of BILS. (BBC World Service published news the on BILS/CLEP on 29 May 2009 and the interview of Nazrul Islam Khan, ED, BILS, broadcasted thorough BBC Radio which is also uploaded in the website of BBC News)

Immediate Objective -2

To enable the 3 local communities to effectively support the children’s development through the involvement of focal groups such as:

- ✓ Trade unions
- ✓ Employers/business association
- ✓ Parents/guardians of child labour

Indicators	Verification
Parents, employers and community are active in supporting and running the centres	The participation of parents/guardians, community leaders, teachers, and local employers/owners in the CDC meeting, parents meeting, rally indicated the support to the BILS’s activities. The community leaders of Keraniganj has given their commitment to protect the girls child of CLEP from being irritated by the wicked boys on the way of the BILS’s school and training centre. (meeting resolution books)
Incidence of child labour reduced as result of project activities	It was experienced from follow up report the incidence of child labour is reduced as result of the project activities. Child abuses, tortures, trafficking, selling of drugs by

	children, early marriage have been reduced locally. (follow up reports)
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Immediate objective- 3

To empower children in the 3 local communities to gain recognition of their rights to childhood.

Indicators	Verification
Network formed and started functioning about child rights	The project has formed a network with local NGOs in the respective area and organised meeting with them. But it was not highly effective as the individual NGO has individual objectives and strategies. (network meeting resolution)

Children are capable of reaching other children and involve other children in the social mobilization to ensure child rights	It was experienced from follow up report by local staff some CRF Leader contributed in birth registration, preventing early marriage, admission in formal school etc. (Follow up reports)
Child right groups are recognized as a way to empower children by other actors / implementers of child labour programmes	CRF leaders participated in the meeting of National Working Children, Save the Children Sweden-Denmark. (Invitation letter)
Children's aspirations and demands are gradually incorporated into community action against child labour and to educational activities.	Children's aspiration and their demands are not yet incorporated in to the community action against child labour and educational facilities, but there are Govt. officials in the areas working to protect and promote child rights.

Immediate objective 4

The project document includes a fourth immediate objective:

- To provide opportunities for gainful employment in the target group of 12-14 year old children in the 3 local communities through provision of non-formal education and basic skills training courses.

Indicators	Verification
The children attend the NFE courses throughout	The project planned for providing NFE for total 1632 child workers. But 1386 completed the course(according to the attendance register and Savings statement)
The children of the BST courses attend them throughout	The project planned for providing NFE for total 3360 child workers. But 3144 (except drop out) completed the course(according to the attendance register and Savings statement)
The trained youth find employment with higher salaries and better remuneration	64.79 % children among the BST graduate entered in job market or engaged in self employment and earning better remuneration. - According to a quantitative follow-up carried out after training ended (within six months after completion of BST courses).
The tool boxes are bought for the children based on trade utilizing their saving scheme	The toolboxes were bought by utilizing the saving of the graduated teenagers based and distributed during the certificate distribution conference.
The numbers of school going children is increasing and the drop out rates decrease	<ul style="list-style-type: none"> - It has been stated by school teacher that, A total 315 Students were admitted in class-i (level-one) in Noagaon Govt. Primary School, Tongi In 2006, where as admitted 325 in 2007. - The number of school going children is increasing and drops out rates decrease. - There was 3% drop out from the grade-I in Noagaon Govt. Primary School in 2006 but none in 2007. Besides that there was average rate of drop out children from grade I-V was in 4% in 2006 where as 3% in 2007 in that school. <p>So, it indicates that number of formal school going students is increasing in the local BILS project areas due to awareness raising.</p>

The working children of non-formal schools continue to write, read & calculate to fulfill their daily basic needs	From the follow up report and in the BST Classes it is assessed that the working children of Non-formal Education (NFE) were qualified to read, write and do simple calculation to fulfil their daily basic needs.
The target groups become self-employed and enter into the job market utilizing their basic skills in particular trade and also utilizing their toolbox/tailoring machine	From follow-up it was assessed that 64.79 % children among the BST graduate entered in job market or engaged in self employment and among 64.79% about 34% were self-employed and about 27% were employed in their trained trade and utilized their toolbox/tailoring machine
Trained persons help their family members providing financial support	From follow-up it was assessed that the BST graduates help their family by giving the earned money or sometime purchasing required household appliances like- glass, plate, jug, fan, and even sometime radio/ television.

11. Sustainability

All four main indicators on sustainability can be used for assessing the development of the project.

Institutional sustainability

In the design of the project it was anticipated that professional, technical and institutional expertise and experience would be available locally and information about the model for community-based action against child labour would be disseminated nationally. Sustainability in institutional terms would depend on the ability of the project to identify qualified staff as well as establish appropriate structures to support the achievement of the overall objective of increasing future employment opportunities for the children and change community attitudes to child labour.

During the entire project period 2002 –2009 the BILS has proven its commitment to continuously address child labour issues and have dedicated substantial resources to the issue. To achieve institutional sustainability the BILS has strived to employ and maintain qualified staff capable of working with children, involving key stakeholders and monitoring the progress and achievements of the project. The BILS has strived to involve and gain support from the local communities to take action against child labour and support children and teenagers in gaining education and professional qualifications that can enhance the teenager's future employment opportunities as well as improve their future living and working conditions.

During March 2002 – March 2009 a total of 3360 teenagers were enrolled in the BST and 3144 (except drop out) teenagers completed their six months skills training. Of these 64.79% are self-employed.

The local support and the achievements made in relation to employment of more than half of the trained teenagers either as self-employed or employed within their trained trade indicate that the project has continued to strengthening the established networks and structures. However, as child labour continues to be widespread especially in the areas of Tongi and Keraniganj it is imperative to continue consolidating and sustaining the achievements gained.

Political sustainability

The project has succeeded in involving the national trade union centers putting the issue of child labour on the agenda. Since the project commenced in March 2002 the BILS has strived to involve the national trade unions and obtain support to put the issue of child labour on the agenda. In the current situation national trade union centers are including child labour in their bargaining agenda and many of the national trade union centres have also joined forces in relation to advocating for a national child labour policy. Moreover, the TU platform Sramik Karmachari Okkya Parishad (SKOP) is continuously advocating for eradication of child labour and promoting education for all and included child labour issue in their demands..

During the project the national trade union centers as well as the BILS have participated in tri-partite meetings to advocate for a national child labour policy and provide inputs and recommendations to the new labour law. In this relation it is a significant achievement that the new labour law includes child labour. This indicates that the project has paved the way for discussions with the government and employers federation concerning a national child labour policy and hence achieved some political sustainability.

Economic sustainability

One of the main objectives of the project is to develop a cost effective model for the elimination of child labour by involving the local social partners. But irrespective of this, given the nature of the problem, it is not envisaged that the project will be economic sustainable in the near future. The project activities are essential addressing a social problem, which – like in any other country – eventually depends on the will of the society to generate sufficient resource to alleviate the problems of the particular group in question. It is possible that funds can be raised internally in Bangladesh, but the process does not in itself contain any elements of income-generating activities that would make external resources unnecessary. In the long term, however, this model should be supported by national institutions, government or private, to continue the activities and address the problems at hand.

The CLEP model has received attention from international donors and the Government of Bangladesh. Some organizations have approached the CLEP to buy access to the basic skills training facilities. Even though the BILS-CLEP is positive towards co-operating with other NGO's this has not materialized. The BILS-CLEP is considering developing some outlets to the local and city market to sell products produced by the graduated teenagers. However, it must be emphasized that it is still not expected that the project can become economic sustainable.

12. Identification of alternative

Overall project design of BILS-CLEP was effective but more effectiveness there were some alternatives which will be implemented under the Bangladesh Country Programme. The alternatives are as follows;

1. Inclusion of 'Zori-Chumi (Karchupi) work' in the course of Embroidery trade of BST due to more demand of the work in local and nation market. 'Zori-Chumki (Karchupi) work' is also one kind hand embroidery where beads, stones, glasses etc put on cloth by hand stitch, especially for female dresses like sharee, slawer-kamiz, blouse etc.
2. It was realised that the BST course "Electric work" is not appropriate for the child labourers. The child labourers are too young to work as a electrician as it is a risky work. Also the job placement is not satisfactory. So instead of this electric trade 'Auto Electrical & Air Condition repair' will be introduced.
3. As the job replacement was not satisfactory for BST graduates of Motor Mechanics trade, a Motor workshop was established in Tongi for further practical training of Motor Mechanic graduates of Tongi Area and this intervention is very successful. But there till now no measures taken for Keraniganj Motor Mechanic trade. So, the motor mechanic trade course of Keraniganj should be changed. Instead of "Motor Mechanic" trade Motorcycle Mechanic trade could be introduced which will be better for job placement, especially for self-employment.

13. Need for further assistance:

Non-formal education and Basic Skill Training, activities of BILS-CLEP, is continuing under the Country Programme Bangladesh. The activities are continuing at hired premises, it was observed the space of training room, specially in Tongi is congested. The space of NFE school is enough but the environment is not so good. So it will be better If it is possible to arrange a more spacious place for Tongi BST center and shifting NFE school of both areas in a location with better environment.

14. Other documentation of project results:

Document # 1:

Name of the Document/study	: A fight against heavy odds
Nature of Document/Study	: An internal qualitative study of children enrolled in NFE of CLEP
Period of Documentation	: May 2002
Prepared By	: Lotte Ladegaard, LO-FTF Council, Denmark

Major Findings:

- Involve parents more and create more awareness of children's rights and parents' roles in order to make the parents work and support more and the children less.
- Consider the establishment of savings groups and eventually an interest-free loan facility.
- Consider increasing the training period and including more knowledge in the curriculum.
- Involve "old" children in the selection of "new" children from their own areas in order to avoid admission of children who are already in a government school or come from better-off families.
- Establish a "job-bank" staffed with a "job-adviser" who is in charge of helping the children finding jobs – e.g. via newspaper clippings of vacancies, distribution of CVs, door-to-door awareness, supporting the children in bargaining for proper salaries, etc.
- Collect licenses and identity papers for all students before their graduation. This is urgently needed for the children to establish themselves in the labour market. Furthermore, these papers are proof of age towards employers and foreign buyers in the garment industry.
- Collect recommendations from local leaders. May be a part of the "job-bank"
- Increase awareness towards employers e.g. via distribution of handbills containing extracts of labour laws and age limits. If the handbills are in Bangla on one side and English on the other, the local factory owners can also use them as justification towards the foreign buyers.
- More activities and follow-up in order to keep the Child Right Forum going.
- Consider using the forum or the groups as a starting point of forming co-operatives.

Document # 2:

Name of the Document/Study	: Impact of BILS-Child Labour Elimination Project
Nature of Study	: The study is practical training for the student of Social Work,
Location of Study	: BILS-CLEP activities, Keraniganj
Period of Documentation	: January'09-March'09

Prepared By

: Four(4) students, MSS(last year), Dept. of Social Work, Jogannath University, Dhaka, Bangladesh.

Major Findings:

- Student should get ID card.
- CLEP staff should be more careful to select child worker.
- In BST, Tailoring and Embroidery is more successful trade and Job placement of Motor Mechanic graduates is very low.
- BILS-CLEP should increase their assistant in finding out job for the BST graduate.
- Credit programme should be introduced for more self employment of the BST graduate.
- Programme like BILS-CLEP need in others area.

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