

# Faces of Change

*Highlights of U.S. Department of Labor Efforts to Combat International Child Labor*



*U.S. Secretary of Labor Elaine L. Chao*



USDOL-funded projects are working to eliminate child labor in 51 countries. Projects profiled in *Faces of Change* are located in countries emphasized below.

**AFRICA**

Benin  
Burkina Faso  
**Burundi**  
Cameroon  
Côte d'Ivoire  
**Democratic Republic of Congo**  
**(Kinshasa)**  
Gabon  
**Ghana**  
Kenya  
Malawi  
Mali  
Nigeria  
**Republic of Congo**  
**(Brazzaville)**  
**Rwanda**  
South Africa  
**Tanzania**  
Togo  
**Uganda**  
Zambia

**EUROPE AND  
THE MIDDLE EAST**

Jordan  
**Romania**  
Ukraine  
Yemen

**LATIN AMERICA AND  
THE CARIBBEAN**

Belize  
**Bolivia**  
**Brazil**  
**Colombia**  
**Costa Rica**  
**Dominican Republic**  
**Ecuador**  
El Salvador  
**Guatemala**  
Haiti  
Honduras  
Jamaica  
Mexico  
Nicaragua  
Panama  
**Paraguay**  
**Peru**

**ASIA**

**Bangladesh**  
Cambodia  
India  
**Indonesia**  
**Mongolia**  
Nepal  
**Pakistan**  
**Philippines**  
Sri Lanka  
Thailand  
Vietnam

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**“THE WORK WAS VERY HARD. I HAD TO JUMP INTO THE SEA EVEN WHEN IT WAS VERY COLD. SOMETIMES I WOULD WORK ALL DAY, HALF THE DAY, OR ALL NIGHT. I WAS SO TIRED MOST OF THE TIME THAT WHEN I WENT TO SCHOOL, I COULDN’T UNDERSTAND THE LESSONS. I WOULD FALL ASLEEP. NOW I FEEL BETTER AND CAN FOCUS ON MY LESSONS. I HAVE A BETTER CHANCE. SOME OF MY FRIENDS STILL FISH. I FEEL SORRY FOR THEM. FISHING IS FOR ADULTS. CHILDREN SHOULD GO TO SCHOOL.”**

*Dioscioro, 16, former child fisherman, Negros Oriental, the Philippines*

Powerful news reports have brought the realities of international child labor home to many Americans. It is through the media that people have learned about child labor’s extent and cruelty. Children are trafficked across borders to work in dangerous and illicit activities. In their own villages, children are laboring at tasks that put their health and safety at risk. In cities worldwide, children are vulnerable to sexual and economic exploitation.

Now there is positive, encouraging news to report as well. In communities around the world, efforts to combat hazardous child labor are in progress and showing results. Former child laborers are going to school, many for the first time. They are able to read, write, and envision a future that is fuller and more promising than they ever thought possible. The U.S. Department of Labor (USDOL) has supported many of these child labor initiatives. USDOL-supported programs have withdrawn thousands of children from hazardous work and protected their at-risk brothers and sisters from engaging in similar labor.

Numbers can only partially reflect all that these initiatives have achieved. Their full force lies in the stories and faces of those whose lives they have changed. This booklet presents in human terms the great difference USDOL-supported child labor programs have made, and the strategies that underlie their success. It introduces the children themselves, as well as parents, employers, community leaders, and others whose lives have been impacted. Together, these individuals are assuming ever-greater responsibility for programs to prevent child labor. Ultimately, they will sustain efforts when outside technical and financial support concludes. Through their words and portraits, the hope for new possibilities — for children, family, community, and country — shines through.



### The United States and the Global Campaign Against Child Labor

The Government and people of the United States are aware of the harm exploitative child labor causes. Not only does it rob children of their childhood, but by interfering with education, it also continues the cycle of poverty that afflicts developing countries. Without education, children are destined to repeat their parents' struggle for survival, and hinder their country's efforts to benefit from the positive aspects of globalization.

Because of child labor's wide-ranging impact on children, nations, and international markets, the U.S. has approached the problem as both a human rights and a global economic issue. The U.S. Government has articulated its commitment to combating child labor in federal laws, trade policies, and international agreements. These actions have been passed with longstanding bipartisan support by the U.S. Congress. In 1999, our country's commitment took on sharper focus with the ratification of ILO Convention No. 182 on the Worst Forms of Child Labor. The Convention contains a consensus definition of the "worst forms of child labor," and obligates members to take immediate action to prohibit and eliminate them. These "worst forms" include child trafficking, compulsory recruitment of children for use in armed conflict, commercial sexual exploitation of children, and work which harms the health, safety or morals of children. Clearly different from "child work" — in which children help with domestic chores, assist with the family business, or earn extra money outside of school hours — "worst forms of child labor" are hazardous and exploitative, and interfere with a child's education.

### USDOL-funded Child Labor Initiatives

One of the ways in which the U.S. Government has acted on its obligation to help eliminate child labor is sponsorship of international child labor programs. The U.S. Congress has been funding these programs since 1995, and USDOL is responsible for administering them. Since 1995, USDOL has contributed to more than 100 child labor programs in over 50 countries. On many of these initiatives, USDOL has partnered with the International Program on the Elimination of Child Labor (ILO-IPEC), a division of the United Nations' International Labor Organization with extensive experience in child labor.

In addition to ILO-IPEC efforts, USDOL supports efforts involving numerous other U.S. and international organizations. Recognizing the importance of education in combating child labor, the U.S. Congress recently began funding the Child Labor Education Initiative (EI). EI sponsors projects devoted exclusively to educating child laborers and at-risk children. USDOL also contributes to domestic projects that are increasing the U.S. public's awareness and understanding of international child labor issues.

Most of the programs highlighted in *Faces of Change* are those developed in partnership with ILO-IPEC. These efforts already are making a difference in people's lives.

SINCE 1995, USDOL-FUNDED PROGRAMS HAVE HELPED WITHDRAW AND PROTECT CHILDREN FROM EXPLOITATIVE LABOR AND ENROLL THEM IN SCHOOLS. IN 2000, THE INTERNATIONAL LABOR ORGANIZATION ESTIMATED THAT 211 MILLION CHILDREN AGES 5 TO 14 WERE WORKING AROUND THE WORLD. FOR MILLIONS OF CHILD LABORERS, WORK CONDITIONS THREATEN THEIR HEALTH, SAFETY, AND ABILITY TO RECEIVE AN EDUCATION.

### Inside USDOL international child labor programs ... and *Faces of Change*.

Although each USDOL child labor initiative is unique to its community and country, all programs can trace their effectiveness to a holistic approach. Any single effort orchestrates several direct interventions, data collection studies, and partnerships. *Direct interventions* are activities designed to change attitudes and behaviors, and assist children removed from exploitative work as well as protect at-risk children. *Data collection* provides a foundation of sound information for structuring and implementing programs. *Partnerships* engage a variety of individuals and institutions, so that all stakeholders are committed to an initiative's success, and are positioned to continue efforts into the future.

While it is the synergy of combined, multiple elements that make lasting change possible, this booklet is organized to highlight individual elements. By focusing on one theme at a time, *Faces of Change* illustrates exactly how each works and how it has affected real people worldwide.



#### Direct Interventions

Direct interventions include a range of catalysts for withdrawing and preventing children from labor. *Awareness raising* activities bring child labor issues and programs to the attention of a community and the entire country to encourage understanding, support, and participation. Workplace *monitoring* combines industry, community and regulatory pressures to reduce the incidence of child labor. *Alternative income generation* makes possible new sources of family income, such as small businesses, so families are no longer dependent on children's earnings. *Alternative production processes* make child labor unprofitable and unnecessary. *Education* is perhaps the most effective direct intervention of all. Accessible, quality, affordable education has proven to be such a strong incentive for withdrawing children from labor and preventing them from entering work, that education forms a part of every project.

#### Data Collection

Data collection establishes the basis for selecting and shaping a program's direct interventions. USDOL has contributed to three different types of data collection surveys. Through ILO-IPEC's Statistical Information and Monitoring Program on Child Labor (SIMPOC), central statistical offices in several countries have conducted household surveys that yield national estimates on the number of working children.

SIMPOC Rapid Assessment surveys, conducted by in-country research teams, employ both quantitative and qualitative methods to understand the nature and extent of hazardous and exploitative child labor. Baseline surveys also use a mix of qualitative and quantitative methods to provide benchmark information for a specific target population. This information is later used for program design, implementation, and monitoring.



#### Partnerships

Consistent with ILO's own tripartite composition, programs frequently partner with governments, employers, and workers. *Government* partnerships take several forms. While projects always have the support of host country governments, "country programs" offer technical assistance to countries that have made eliminating child labor a national policy. Through Timebound Programs, USDOL joins with numerous international organizations to help a country withdraw and protect children from the worst forms of child labor in 5 to 10 years. *Nongovernmental organizations (NGOs)* serve as implementing agencies, and also occasionally provide financial or initial planning assistance. Partnerships with *community organizations* integrate the efforts of newly created and existing citizen groups to combat child labor. The involvement of *volunteers and contributors* multiply an effort's impact. Finally, *employer organizations* take an active part in awareness raising, monitoring, and education.



## Awareness Raising

**FROM EXPRESSIVE MURALS TO EFFECTIVE WORKSHOPS, MESSAGES ON CHILD LABOR ARE RAISING KAMPALANS' AWARENESS — THE FIRST OF MANY STEPS IN ATTRACTING KIDS OFF THE STREETS AND INTO SCHOOL.** In Kampala, Uganda, many children are living on their own. They stream into the city, drawn from villages by the promise of work, orphaned by AIDS, or displaced by civil strife. Simply because these children live and work on the streets, they are at risk. Some become involved in scavenging, black market activities, hazardous domestic work or commercial sexual exploitation, or are otherwise exploited by employers. School is not an option. “We would see them scattered about, ready to snap,” says Local Council

member Maxie Nussuna Dumba. For many people, city murals dramatizing child labor are their first exposure to the problem of child labor in general, and its connection with street kids in particular. Kids In Need (KIN), an organization that implements one of Uganda’s ILO-IPEC street children projects, helped create the murals.

Once the murals have attracted people’s attention, KIN raises awareness even more. To make the street children themselves aware of their rights, KIN Director Christopher Wakiraza, other KIN staff, and volunteers visit the children’s “workplaces” and establish a relationship with them. Children are invited to attend workshops and visit the KIN facility. Some decide to become part of the KIN program, where they can receive education, protection, counseling, and health care. KIN also works to make the public more respectful of street children’s rights and accepting of rehabilitated children so they can be welcomed back to the community. Awareness-building seminars and workshops reach out to employers who might engage children in hazardous or exploitative labor. They also engage local authorities charged with preventing child labor, and schools responsible for teaching re-integrated children. Today, bright and widely worn KIN T-shirts deliver KIN’s message to all audiences, as do KIN uniforms worn by children competing in highly visible soccer games. KIN children perform songs they have written on child labor and their own experiences, and have even recorded a CD of their child labor rap songs. The media extensively covers KIN, including its performances, debates, and festivities at the Africa Day of the Child.

For Mr. Wakiraza, the project’s center itself is an awareness tool. It is “a model to the community — that children should be heard, educated, and protected.”

**KIDS IN NEED (KIN) DIRECTOR CHRISTOPHER WAKIRAZA SAYS, “WORKING WITH STREET CHILDREN HAS ENABLED ME TO SHARE THEIR FEELINGS ABOUT NEGLECT, BEING EXPLOITED, BEING LOOKED AT AS THE WORST GROUP OF SOCIETY. THAT HAS HELPED ME TO SEE THERE IS A LOT OF WORK TO BE DONE, BUT I ALSO HAVE SEEN THAT THEY ARE VERY BEAUTIFUL AND INTELLIGENT, THEREFORE NOT TO BE LEFT BEHIND. THEY ARE PEOPLE TO BE TRUSTED.” THROUGH AWARENESS ACTIVITIES, STREET CHILDREN COME TO THE KIN CENTER WHERE THEY RECEIVE SHELTER, COUNSELING, OCCUPATIONAL THERAPY, NON-FORMAL LITERACY EDUCATION, MEALS, AND HEALTH CARE.**



Annet (above) lives at the KIN 15-resident girls' center in Nansana. Both this center and the 80-resident transit center for boys in Kampala provide education, vocational training, counseling, and care. Interventions prepare children either to be re-integrated with family, or to live independently with transitional support from the project and community leaders. KIN has re-integrated 200 street children, and is looking to integrate another 150 before the project's next phase ends.



On his own, picking scrap since the age of 9, Gideon (pictured here on right) turned from the streets to the KIN program when he was 12. He was cared for and counseled at the KIN center for a year before returning to school. Later, he came home to live with his sister Kabuye Lydia (left) and their three other siblings. With his school fees paid by the program, Gideon now attends the local formal school. Today, he is aiming higher than the streets. He wants to become a doctor.



The Local Council's Secretary for Women, Maxie Nassuna Dumba (above) has helped increase awareness of child labor issues among parents and community members by participating in KIN seminars and leading KIN workshops. "We try to encourage people to take care of children and get them off the streets. The community has been sensitized," she says. "There are fewer street children, and that is good for the community."

### Increasing Awareness Around the World

What separates child work from child labor? What are the "worst forms of child labor" and how and what can be done about them? Does eliminating child labor exacerbate poverty, or does it work to end age-old cycles of poverty? Numerous USDOL-funded projects have sought to increase awareness of international child labor issues and best practices for addressing them. In addition to producing publications, CDs, and websites, these projects have increased awareness by generating media coverage. They have brought child labor into school rooms, forged valuable networks through international conferences, and focused worldwide attention with events such as World Day Against Child Labor.



ILO/I.P. Pouteau

### Awareness Raising in Costa Rica

To heighten awareness and understanding of commercial sexual exploitation of children in Costa Rica, a USDOL-funded project targeted key, influential audiences. Project staff developed a manual and conducted workshop sessions for journalists, and produced a manual to help police better understand the issue. The project also resulted in an award-winning video shown on national television. These and other awareness-raising activities helped place the issue of commercial sexual exploitation of children on the public agenda and made it a topic of national political discussion.



## Monitoring

**REGULAR WORKPLACE MONITORING HAS REMOVED HUNDREDS OF FILIPINO CHILDREN FROM DANGEROUS FISHING ACTIVITIES, AND EMPOWERED LOCAL AUTHORITIES TO COMBAT CHILD LABOR ON THEIR OWN.** As the sun sets, the fishermen arrive on board their boats. With them come several unannounced guests: a monitoring team including ILO-IPEC Chief Monitor Jesus (Jess) Macasil. The team searches throughout the boat for minors. Underage crew members are removed, counseled, and later provided assistance to attend school. “I make it a point of talking with the kids to encourage them to go back to school,” Mr. Macasil says. “I know if they go back and get an education, there will be a happy ending.”

JESS MACASIL WAS A MEMBER OF INTEGRATED MONITORING TEAMS THAT CONDUCT RANDOM INSPECTIONS OF PHILIPPINE FISHING VESSELS. MR. MACASIL HAS SINCE ASSISTED WITH THE TRANSFER OF *KUB-KUB* MONITORING RESPONSIBILITIES TO MUNICIPALITIES AND THE EVOLUTION OF *PA-ALING* MONITORING TO CERTIFIED CREW SCREENING PROCEDURES. “THIS HAS BECOME A PERSONAL CRUSADE BECAUSE I BELIEVE IN EDUCATION FOR DEVELOPMENT. WHEN WE TOLERATE CHILD LABOR, WE TOLERATE PERPETUATING POVERTY.”

In a country of 7,000 islands, fishing is an important activity in the Philippines. With poverty and population rates high, child labor in the fishing industry is common. The ILO-IPEC project’s initial focus was on combating child labor in *pa-aling*, a form of deep sea fishing in which children dive 10–15 meters without protective gear while chasing fish into nets with compressed air. While on these 6–10 month expeditions, children risk ear injuries, shark attacks, injury from falls, snake bites, and drowning. Monitoring is an important part of the ILO-IPEC program. Inspections are conducted on both fishing vessels and home municipalities where *pa-aling* crew are recruited. Monitoring teams include personnel from the Bureau of Fisheries and Aquatic Resources, Coast Guard, the Philippine Department of Labor and Employment (DOLE), and ILO-IPEC.

The ILO-IPEC project also directed efforts at *kub-kub* fishing. Conducted nightly for up to 8 hours closer to shore, *kub-kub* fishing involves smaller but more numerous boats than *pa-aling*. Yet *kub-kub* exposes children to many of the same risks, as well as to the fatigue of working all night. Conducted in cooperation with the Negros Oriental Fishing Boat Operators Cooperative, ILO-IPEC’s *kub-kub* monitoring program was soon overwhelmed by the volume of vessels. The magnitude of the task spurred another innovation in the project — encouraging local ownership of all monitoring programs. *Pa-aling* monitoring has been transitioned to a detailed, DOLE-supervised screening process that requires documented proof of a worker’s age before essential documents can be issued. In *kub-kub*, ILO-IPEC has helped three municipalities create their own Child Labor Monitoring Task Force. Municipalities are now adopting fishing vessel monitoring and critical social protections for ex-child laborers as their own responsibility, and are working to become entirely child labor-free.



While monitoring removes children from fishing crews, social protections such as education and health care are essential for permanent withdrawal from labor. The ILO-IPEC program (right) has provided children with basic literacy training, non-formal education, school supplies, counseling, and health services. Amlan and other municipalities are continuing ILO-IPEC's approach by supporting children withdrawn from labor with important social services.



Five times a week, from age 13 to 15, Jaypee (left) would fish either all day or all night. Cold and always exhausted, Jaypee was unable to attend school. He felt that if he continued fishing, his health would be destroyed. Through the program, Jaypee was withdrawn from labor and received needed school supplies. He now attends computer courses in addition to school, and hopes to become a computer engineer.

As Chief of Police for Amlan, Remegio D. Dijito (below) is part of the Amlan Child Labor Monitoring Task Force that identifies and withdraws minors through unannounced boardings of fishing vessels. Because of technical support provided through the ILO-IPEC project, "We know the correct procedures, how to organize, and how to act if a problem is encountered. Now the community is aware of laws protecting children and making parents responsible."



#### Monitoring of Pakistan's Soccer Ball Production Industry

In 1997, ILO-IPEC began a program to eliminate child labor in the soccer ball industry. The program is located in Sialkot, Pakistan, where almost 7,000 children age 5–14 were estimated to be involved in soccer ball production. Workplace monitoring is a main component of the program, but first the workplace itself had to be moved. Participating manufacturers of the Sialkot Chamber of Commerce and Industry transferred their stitching work from home-based production to more easily monitored stitching centers. Manufacturers supply data on all of their stitching centers, including those operated by their subcontractors. From this database, teams select sites on a random basis to monitor each day. They update as needed a manufacturer's compliance rating. Reduced ratings are then shared with the Fédération Internationale de Football Association, potentially affecting the manufacturer's soccer ball sales. Manufacturers representing more than 95% of the export production of soccer balls from Sialkot have joined the program. To sustain the impact, ILO-IPEC monitoring activities are being transitioned to a new Independent Monitoring Association of Child Labor, which includes representatives from organized labor, national and local governments, and participating NGOs.





Muhammad Mubashar

## Education

**WITH THE CREATION OF FREE, QUALITY EDUCATIONAL OPPORTUNITIES FOR CHILD CARPET WEAVERS, CHILDREN IN PAKISTAN ARE LEAVING THEIR LOOMS FOR LEARNING, AND FAMILIES ARE TAKING AN ACTIVE ROLE IN STRENGTHENING VILLAGE SCHOOLS.**

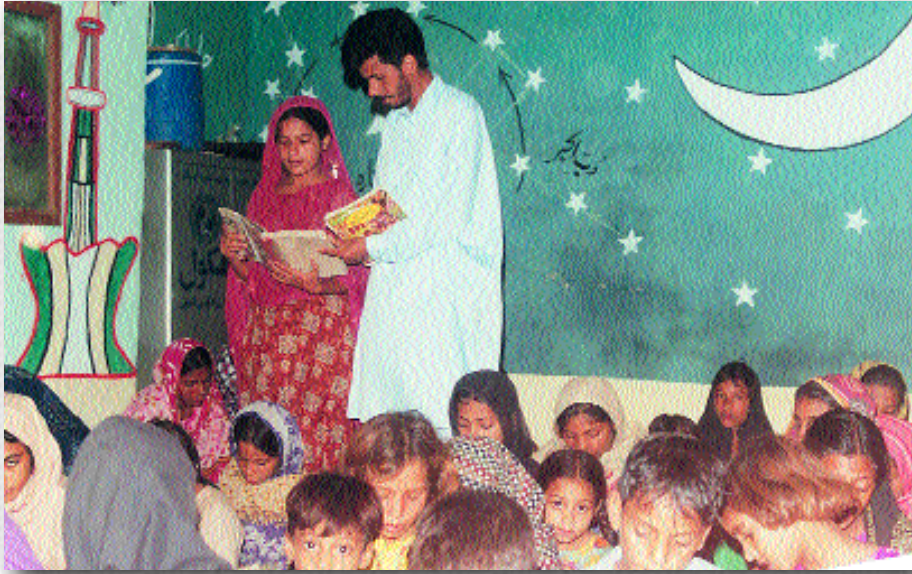
When Iffat was 10, she left school and started weaving 8 to 10 hours a day. Her teacher had beaten her in public school, and her parents could not afford private education for her or her young sisters. Iffat's mother says, "When she left the government school, we put her at a loom because there was no other option." The launching of an ILO-IPEC education center in Iffat's village offered another alternative. Iffat's father, himself a weaver since age 15, says, "The establishment of the center was a blessing for my children, the locality, and myself. There is no future in weaving. A future is only in education."

**IFFAT, SHOWN (SECOND FROM THE LEFT) WITH HER FAMILY, USED TO WEAVE AS MUCH AS 10 HOURS A DAY. WHEN SHE ENROLLED IN THE CENTER, SHE REDUCED HER HOURS, AND "COMPLETELY QUIT WEAVING ONE YEAR AGO," HER MOTHER SAYS, "WHEN SHE FELT HER EDUCATION WAS SUFFERING. OUR TWO YOUNGER DAUGHTERS NEVER WORKED AT THE LOOM AGAIN AFTER ADMISSION TO THE CENTER." IFFAT'S FATHER IS CHAIRMAN OF THE VILLAGE EDUCATION COMMITTEE. HE SAYS, "WE HAD A DREAM OF SEEING OUR CHILDREN READING AND WRITING, AND IT HAS NOW COME TRUE."**

The non-formal education center Iffat and her sisters attend is one of over 300 established as part of an ILO-IPEC demonstration project aimed at progressively eliminating child labor in the carpet industry in two districts within Pakistan's Punjab region. As with the estimated 130,000 child weavers throughout Pakistan, weavers in Sheikhpura and Gujranwala experienced the pain and fatigue of working long hours. Particularly because no affordable schools were nearby, most child weavers received no education. Many were illiterate. The project's new education centers have made education accessible and possible. The centers condense five years of schooling into three years, grouping students not by age but by skill level. Interactive, "friendly" teaching techniques expedite learning and prepare students for mainstreaming into formal education.

While the project has provided teacher training, curriculum development, books and other school supplies, newly formed community groups in each village are responsible for the centers' creation and maintenance. After extensive social mobilizing, the project formed men's Village Education Committees (VECs) composed of fathers, community leaders, and carpet contractors, and Family Education Committees (FECs) composed of mothers. VECs manage and provide facilities for the centers, in some cases donating land and raising money for classroom construction. FECs monitor school attendance and performance. Together, VECs and FECs are committed to sustaining centers after the project ends. Several have established funds for long-term school maintenance. The Sheikhpura-Gujranwala demonstration projects have enrolled more than 10,250 child carpet weavers and their siblings in school, withdrawing them from child labor or preventing them from starting in the first place.

While focused on specific geographical regions, the three implementing NGOs involved in the ILO-IPEC project have closely collaborated on teacher training and curriculum development. Innovative teaching techniques, such as teaching through recreation, are emphasized. This class, with its galaxy-painted blackboard, is led by Mr. Mushtaq (below) whose school programs and door-to-door outreach activities have convinced parents to enroll their working children in school.



Abdul Qayyum



Abdul Qayyum

Ishrat's parents, themselves illiterate, sent their six sons to school. Ishrat stayed home. By age 8, she was weaving carpets at least five hours a day, her eyes burning and body aching. When the project's free and nearby education center (above) opened, "My parents agreed to send me there. But the biggest change in my life is that my parents have become aware of the importance of education over work, and have withdrawn me from carpet weaving."

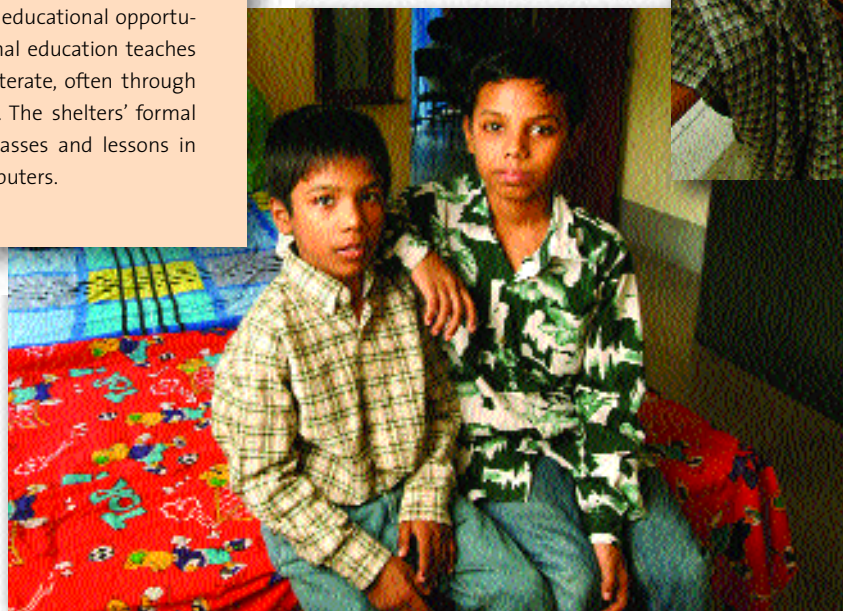
#### Education for Children Trafficked in South Asia

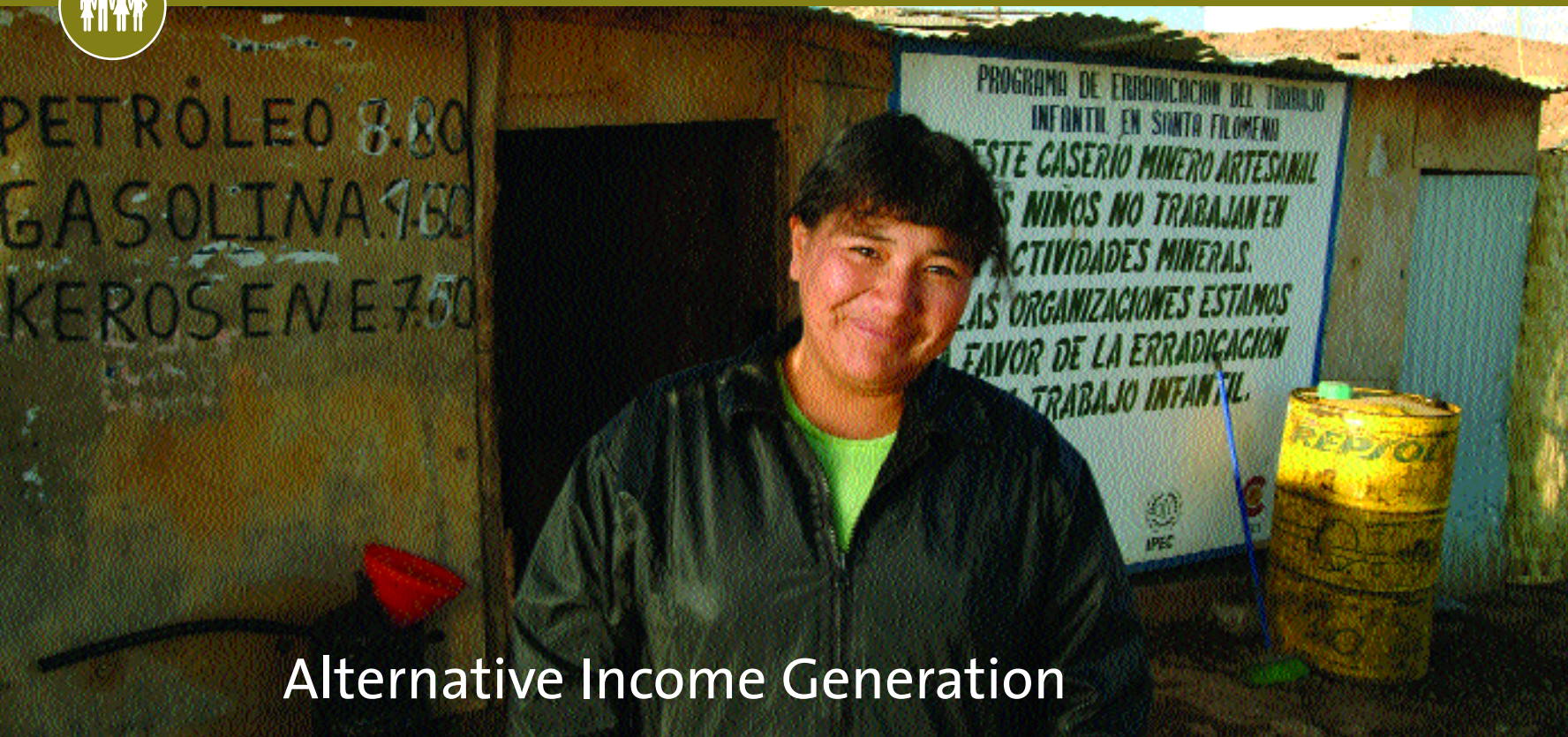
Rescued from brothels, jails, and the streets, children who have been tricked or abducted into exploitative work find safe haven in the Proshanti shelters in Dhaka, Bangladesh. Here, young girls once forced into commercial sexual exploitation and boys once forced to work as camel jockeys or in other hazardous labor receive personalized support geared to helping them survive their trauma and move towards re-integration with families and society. The shelters' intense psychosocial counseling is a vital component of diverse interventions. Counselors live on-site and provide the psychological support needed to restore health and self-esteem. Part of ILO-IPEC's South Asia Sub-regional Program to Combat Trafficking in Children, the Dhaka project also provides boys and girls with educational opportunities to rebuild their lives. Non-formal education teaches basic skills to the many who are illiterate, often through recreation, music, sports, and dance. The shelters' formal education programs offer literacy classes and lessons in baking, stitching, and the use of computers.

Sold by a man who had offered her a job as a domestic worker, Nazneen (right) spent 18 months in a windowless brothel and 2 years in a jail's "safe custody" facility before being rescued.



Rubel (right) was abducted at age 5, and Robin at age 4. Brought to Dubai to serve as camel jockeys, they were underfed to limit their weight and constantly at risk of injury. Before rescue, Rubel broke his hand and Robin his leg.





## Alternative Income Generation

**NEWLY PREPARED TO BUILD A BUSINESS, WOMEN IN PERU'S SANTA FILOMENA ARTISAN MINING COMMUNITY ARE ADDING TO FAMILY INCOMES — ELIMINATING THE NEED FOR CHILDREN TO WORK.** When Irma Menacho first moved to Santa Filomena, she joined the majority of women in the community who regularly pick through *pallaqueo*, the piles of rock discarded from the community's gold mine. Her hope was to find in the rubble enough gold to supplement whatever her husband could find in the mine itself. "Our family was very poor. Sometimes we would find nothing. There was nothing to eat." Accompanying Ms. Menacho were her four children, the oldest working along with her. With the ILO-IPEC project,

life changed. She attended workshops that taught her how to set up and manage a business, challenged her to come up with a business proposal, and gave her the courage to realize she could succeed. Awarded a micro-credit loan, Ms. Menacho established Grifo Volantes, Santa Filomena's only petrol station. "I thought we'd spend the rest of our lives in *pallaqueo*. As soon as the petrol station opened, we stopped working *pallaqueo*." She repaid her loan in less than a year.

Ms. Menacho is among dozens of Santa Filomena mothers who responded first to learning the health and education risks children faced from mining activities, and then to the opportunities of starting an income-producing business. In return for their business funding, all the women commit to keep their children out of mining. The income generation program also has worked to improve other aspects of the children's lives, for example,

by contributing needed equipment and supplies to the secondary school.

The process of ensuring business venture success begins with facilitators who help mothers identify their skills and interests, and determine the market feasibility of their business ideas. Those mothers whose start-up business proposals are accepted receive up to \$500 interest-free, with 4% interest loans available for continuing businesses. Timely repayments replenish the fund so it can be used for other businesses in the future. In return for funding, the women commit to not sending their children into mining. Today, Santa Filomena is dotted with coffee stands, a beauty shop, tailor and dressmaking businesses, a telephone service provider, small grocery stores, egg suppliers, and a radio station, all made possible by micro-credit funds. The many businesswomen who have benefited from the project are united in the PANIEM association. PANIEM President Sabina Ochoa says that through the workshops and her business experience, "I learned how to recognize my own self worth, that I can create better conditions for my children." Instead of picking through rocks for bits of gold, women can work in their businesses while their children study alongside.

**TRUCKS THAT LINK SANTA FILOMENA WITH OTHER VILLAGES DOWN A DESERT MOUNTAIN ROAD AND THE HIGHWAY 4 HOURS AWAY RELY ON IRMA MENACHO'S PETROL STATION, STARTED WITH THE HELP OF PROJECT MICRO-CREDITS AND SKILLS TRAINING. "WHEN I SET UP THE BUSINESS, I KNEW I WOULD HAVE MORE MONEY. WITH FOUR LITTLE CHILDREN IT HAS HELPED A LOT. FOR MY KIDS, I WANT THEM TO STUDY, TO GET AHEAD."**

### Income Generation in Other Mining Communities

In addition to the three Peruvian artisan mining communities in which ILO-IPEC projects are underway, projects are also being implemented in small-scale mining regions in Ecuador and Bolivia. In these more recently initiated projects, alternative income generation strategies are adapted to each community and culture. In Ecuador, both men and women have been able to start businesses, many of which are directly related to mining activities, such as goldsmith workshops, and providing soldering and other technical services. In the tropical mining community of Tipuani, Bolivia, enterprises are structured as collective workshops of groups of families, and include agriculture, livestock raising, and tilapia fish farms. Bolivia's Llallagua community targets women for new businesses. Through sewing businesses, cafeterias for workers, and candlemaking operations, the women have been able to increase family incomes and replace income from child labor. By increasing household incomes, families are less reliant on children's earnings. Their children are safeguarded from the numerous health and safety risks of mining activity, and have the time, energy, resources, and initiative to benefit from school.



In many small-scale, traditional gold mining communities in South America (above) men and boys work the mines while women and young children pick through mounds of waste rock (*pallaqueo*), searching for bits of overlooked gold. Boys carry extremely heavy bags of rubble and ore through narrow shafts, risking falls and injury from their loads. They also work the *quimbaleta*, using their weight to move massive ore-grinding stones that crush rocks to pebbles. Children also have been exposed to toxic mercury vapor, created during ore processing.



The ILO-IPEC project (above) provided free training to Santa Filomena secondary teachers in methodologies that replace rote instruction with interactive learning — a development that excites students and encourages parental support. When the community built two new secondary school classrooms on its own, the project provided furniture, equipment, books, and student school supplies.

Benancia Bacitista (left) began her communications radio business “so my children wouldn’t have to do *pallaqueo*.” Ms. Bacitista tunes into other central radio bases that connect onward to the target telephone number. Since the business started, “I haven’t gone back to the *pallaqueo*. I’ve been able to help my children study. I have a lot of dreams for them.” The dreams of her oldest daughter, Angelica, include becoming a nurse.



## Education

USDOL/Eileen Pennington

**WHETHER RURAL HERDERS, URBAN SCAVENGERS, OR COAL WORKERS, CHILD LABORERS IN MONGOLIA ARE LEARNING THAT EDUCATION CAN CREATE NEW POSSIBILITIES.** Ulzii-Orshikh worked morning until evening, herding 300 sheep and goats, however extreme the weather. Working since the age of 7, he dropped out of school in third grade, indifferent to education. Through an ILO-IPEC project, Ulzii-Orshikh now is back in school, enthusiastically studying at the fifth grade level. His father says, “The project has had a good impact on my child, and changed our attitude to children’s education. My children have been learning many things.”

EDUCATION GIVES CHILDREN A CHANCE TO BE CHILDREN AGAIN. TO ATTRACT DROPOUTS AND CHILDREN WHO HAD NEVER ATTENDED SCHOOL, THE ILO-IPEC PROGRAM STRENGTHENED MONGOLIA’S NON-FORMAL EDUCATION (NFE) CURRICULUM. OTGONTSETSEG, 11 (RIGHT) AND OYUN-ERDENE, 10 ATTEND THE NFE, WHICH PROVIDES CHILDREN OF ALL AGES WITH BASIC SKILLS NEEDED TO TRANSITION TO TRADITIONAL, FORMAL EDUCATION. ILO-IPEC HAS FACILITATED THIS MAINSTREAMING BY HELPING MONGOLIA’S TEACHERS BETTER UNDERSTAND NFE AND CHILD LABORERS. THE PROJECT ALSO HAS ADDRESSED THE SPECIAL NEEDS OF CHILD HERDERS BY DEVELOPING SELF-STUDY TEXT, AUDIO, AND VIDEO MATERIALS CHILDREN CAN USE WHENEVER DISTANCE MAKES SCHOOL ATTENDANCE IMPOSSIBLE.

In Mongolia’s rural areas, the working schedules of boy herders like Ulzii-Orshikh and girl domestic workers make education difficult, as do the long distances from school and the expense of school materials. The dropout rate is high, and many children never attend school at all. However, when opportunities for education do exist, parents are willing to take their children out of work. Realizing this, Mongolia’s ILO-IPEC project uses quality, accessible education as a strategy for eliminating child labor. In rural areas, it has implemented non-formal (multi-grade) classrooms to give children of all ages basic skills. It has also developed an equivalency curriculum for secondary education, and has offered older children vocational skills training. Responding to rural children’s particular needs, the project supplies students of non-formal education with audio and video materials, in addition to textbooks. These “distance learning” materials help children learn on their own even when far from class. Another innovation, child-to-child learning, helps students learn from a peer so education can continue without having to gather in groups.

In more urban areas of Mongolia, education plays an equally powerful role. In the cities, child laborers work as much as 12 hours a day, 5 to 7 days a week. They may be porters carrying heavy loads, involved in petty trades, or active in “informal” sectors such as scavenging and illicit activities. Many girls in the nation’s capital and nearby coal regions have become victims of commercial sexual exploitation of children. To help all these children, ILO-IPEC has collaborated with the Mongolian Red Cross to combine non-formal education opportunities with life skills training, pre-vocational and vocational training, and specialized rehabilitation counseling. With the first two-year phase of the project complete, a second phase will bring the benefits of education to more children throughout Mongolia, using proven strategies to elevate children’s aspirations and abilities to escape poverty.

### Fighting Child Labor With Education Around the World

In country after country, even the poorest parents respond to the effects that education has on their children. The children's new-found self-confidence, ability to acquire new skills, and excitement about learning make parents realize their children can have a better life. When there is a family-wide commitment to education, withdrawal from child labor often follows. Because it is instrumental in eliminating child labor, education is a fundamental intervention strategy in ILO-IPEC projects. Additionally, USDOL has begun a separately funded and administered Child Labor Education Initiative (EI) that focuses exclusively on education for child laborers and at-risk children. EI projects work to raise parents' and community leaders' awareness of the importance of education, and strengthen education systems. They strive to incorporate child laborers' education into national policies, and increase the capacity of national and local entities to sustain a project's progress. EI also is spurring innovation by funding small, locally generated education "experiments." Through EI and ILO-IPEC projects, meaningful new educational opportunities now exist, each making a transformational impact on child laborers and their families.

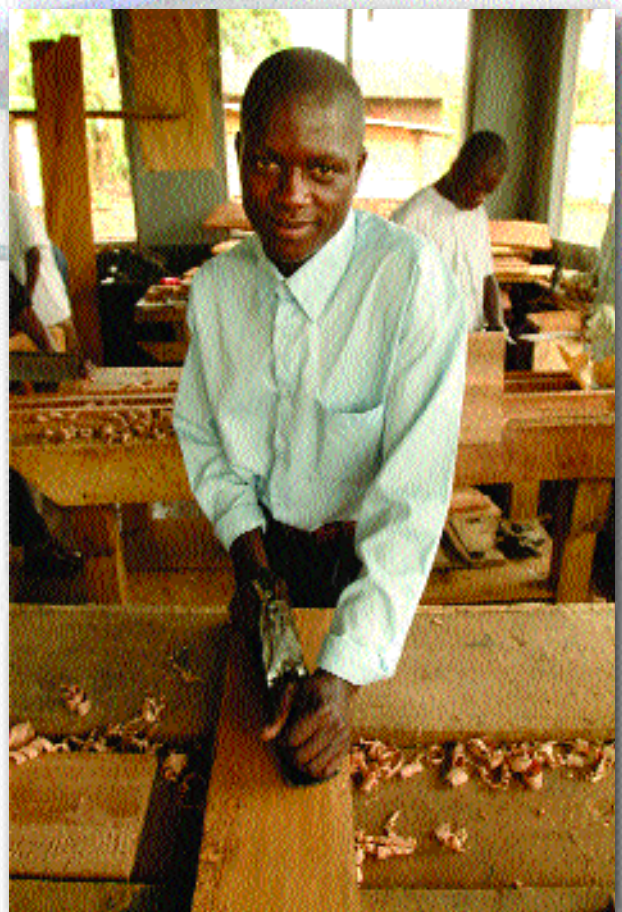


Quality, accessible education is a vital strategy for removing children from labor. ILO-IPEC projects support non-formal education (in which children are taught in multi-grade classes), formal education, distance learning techniques, preschool education, and vocational education. Specific education strategies are selected and shaped depending on the needs of the individual community and the nature of its child labor. Shown above is a non-formal education classroom in Bangladesh.

Many ILO-IPEC projects provide older children with vocational training in skills appropriate for local markets. Facilities, such as the one in Uganda pictured below, typically teach skills such as carpentry, electronics, tailoring, and baking. When learned in conjunction with academic skills such as reading and basic arithmetic, vocational training improves children's opportunities for the future.



USDOL/Eileen Pennington



Near Mongolia's capital, abandoned coal mines (above) are worked by children and their families. Children climb through narrow holes into coal pits to collect loose coal. Dangerous conditions have led to several deaths, as well as lung and skin diseases. The coal mines pose special hazards to young girls. Here and in cities, girls fall prey to commercial sexual exploitation and face the risks of life-threatening disease and physical abuse. Through the project, child miners who once worked 12 to 14 hours a day now go to class and study, and formerly exploited girls receive skill training, life training, and psychological counseling.



## Alternative Production Methods

Henry Archila

**BY MOVING FIREWORKS PRODUCTION OUT OF THE HOME AND INTO SAFER, COOPERATIVELY-OPERATED WORKSHOPS, GUATEMALAN PARENTS ARE ABLE TO WITHDRAW THEIR CHILDREN FROM WORK AND ENROLL THEM IN SCHOOL.** Eulalio Suruy was like many parents in his rural community. He began working 10 hours a day in a commercial fireworks factory as a young child. Years later as an adult he was offered the “opportunity” to produce fireworks at home. It was then that Mr. Suruy called upon his wife and children to help him produce more fireworks so they could increase their household revenue. But a fireworks accident that killed Mr. Suruy’s friend and children instantly changed his views.

**NEW, SAFE WORKSHOPS — PICTURED WHILE IN CONSTRUCTION — FORMALIZE FIREWORKS PRODUCTION AND REMOVE CHILDREN FROM THE WORKPLACE. FEATURING IMPROVED VENTILATION, BETTER FIREFIGHTING EQUIPMENT, AND SAFER MATERIALS, THE WORKSHOPS ARE CONSTRUCTED WITH SUPPORT FROM ILO-IPEC AND FROM ASSOCIATION MEMBERS, WHO ARE ASSISTED WITH ILO-IPEC MICRO-CREDIT LOANS. WORKPLACE MONITORING AND LOCAL SUSTAINABILITY ARE UPCOMING COMPONENTS OF THE PROJECT.**

Immediately after the accident, he attended an ILO-IPEC awareness raising meeting, where, he says, “We were told about building our own factory, about working with better safety conditions. The most important thing: my wife and my children would be out of danger. I would make more money and my children would be able to go to school.”

The factory Mr. Suruy learned about is a new community workshop. The ILO-IPEC project has organized manufacturers into business associations that cooperatively contribute to, benefit from, and ultimately own the workshops. In their design and construction, the workshops are far safer than high-risk home or commercial factory settings. In addition, the community workshops are using more stable fireworks chemicals. By applying members’ vast technical expertise, workshops also provide manufacturers with profitable, direct access to markets — free of middlemen.

The most valuable dividend of the workshops is their impact on child labor. Because production is conducted outside the home, children are automatically removed from the workplace. Community workshop participants take the next step and commit to withdrawing their children from labor and registering them in school. To help ensure schooling is available, the project has administered the government’s Scholarships for Peace funds to cover registration fees, school lunches, materials, and extra teaching hours. The project has also helped implement Vacation Schools, which allow children to attend school during their winter break, normally a peak fireworks production period. During the regular school sessions, some schools now remain open in the afternoon so more children can attend, and Preschool Community Homes offer preschool education. As a result of the project, attitudes as well as workplaces are shifting. Today, fireworks manufacturers have begun to look to their own safe workshops as a place for adults; school as the place for children.



### Alternative Production Methods in Peru

Once, young boys spent hours atop a *quimbaleta*, crushing rocks that might contain gold into pebbles. Many children in Santa Filomena were exposed to toxic mercury vapor produced in the gold extraction process. Today, with the help of ILO-IPEC technical assistance and funding, the community has built a new ore processing plant (left) that eliminates the need for *quimbaletes*, toxic mercury ... and child labor.



### Alternative Production Methods in Indonesia

In Indonesia, ILO-IPEC demonstrated how well ventilated, well equipped, safe workshops (*bengkels*) can boost footwear production, making child labor unprofitable. Children laboring in traditional *bengkels* work throughout the day in tiny spaces, spread glue with their fingers, and use open flames to adhere leather. Through the project, business owners upgrade their *bengkels* in exchange for eliminating child labor, and withdrawn child laborers are provided with a variety of social supports. Ibu Nita Rosita, owner of one model workshop, says, "Before the upgrading I only had 10 customers, now there are 17." Her adult employees do a better job than children and are healthier than before. Fellow workshop owners are seeing the business benefits, and beginning to follow her lead.



Yayat Rulihat



Henry Archila

Children who once worked the entire day at home making fireworks (above) are now enrolled in school. In addition to the constant risk of accidents, children who work in fireworks production also face long hours in cramped positions, cuts from tools, cancer, as well as skin and lung diseases from exposure to explosives.



Henry Archila

Eulalio Suruy (left) is one fireworks producer who has transitioned from home-based manufacturer to business association manager. "All the people in the community respect us because we are now the workshop owners. Our fireworks are special because they sound better, have a better price, and have a label that says, 'You can consume this product with confidence because it was not made by children, but by responsible adults.' I am one of those responsible adults."

## Multiple Interventions and Partnerships at Work in Bangladesh

IN BANGLADESH, A PROJECT TO ELIMINATE CHILD LABOR IN THE CONSTRUCTION INDUSTRY ILLUSTRATES HOW MULTIPLE INTERVENTIONS AND PARTNERSHIPS ARE COMBINED IN A SINGLE EFFORT. THE SYNERGY OF THESE MULTIPLE APPROACHES MAKES SUCCESSFUL RESULTS POSSIBLE.



In Bangladesh, entire families (above) including the youngest children spend their days breaking rocks into construction gravel. USDOL is working to withdraw and protect children from this work and enroll them in school. Construction is one of five hazardous occupations included in the USDOL-funded ILO-IPEC Hazardous Industries project.



After ILO-IPEC completed a data collection survey that identified children working in the construction sector within targeted geographical regions, nongovernmental organization (NGO) mobilizers went door-to-door to raise awareness and motivate parents to participate in the program. The support of influential community members such as Milon Mollah (above) was essential in winning over parents.



With the help of project micro-credits, workshop training, and NGO support, Firoza Begum (left) was able to develop a business selling saris for women and wraps for men. Participation in the project committed Ms. Begum to withdraw her three sons from construction labor and enroll them in school. Revenues from her new business compensate for the children's lost earnings.

Non-formal education (NFE) prepares children, many of whom have had no previous schooling, for enrollment in public schools. Salma Akter (right) teaches two sessions of NFE classes of 30 students each. The local construction company, which has become child labor-free, helped arrange the classroom space. Company representatives, along with parents, teachers, and local leaders, belong to the committee that monitors project activities and will sustain them when the project ends.



Now age 10, Russell (left) began working on the rocks when he was 5 years old. His workday began at 9 AM, and after a lunch break, continued until 5 PM, leaving no time to go to school. Russell's feet and palms hurt, he said. "It was very hard to crush the stone, but I feel better now." Russell no longer works. He attends the non-formal education classes, and reads and plays afterwards.



## Data Collection

Ahmed Nzaou

**RESEARCHERS ARE EXPLORING THE EXPERIENCES OF CENTRAL AFRICAN CHILD SOLDIERS, AT-RISK CHILDREN, AND THEIR FAMILIES, ACQUIRING DATA AND INSIGHTS THAT WILL LEAD TO UPCOMING PROJECTS.** One afternoon, when Jean-Marie was heading home from school with his friends, a truck stopped alongside and military personnel ordered him and the other boys into the truck. When they refused, the boys were all forced inside, and taken to a military training camp. Jean-Marie had become a soldier. Stories such as Jean-Marie's are being collected through the ILO-IPEC's Central Africa project to prevent and re-integrate children involved in armed conflict. An estimated 120,000 children age 7 to 18 are currently involved in armed conflict across Africa. Through its Rapid Assessment Survey, ILO-IPEC will have a better understanding of conditions and contributing factors in four countries: the Congo, the Democratic Republic of Congo (DRC), Burundi, and Rwanda.

**CHILDREN BECOME PART OF COMBAT GROUPS AS A RESULT OF RECRUITMENT, ENLISTMENT, OR ABDUCTION. THEY SERVE AS COMBATANTS, SEX SLAVES, GUARDS OR SPIES IN CONFLICTS WORLDWIDE. MANY CHILDREN UNDERGO HARSH TRAINING, AND THOSE WHO EXPERIENCE COMBAT ARE EXPOSED TO THE REALITIES AND RISKS OF WARFARE. JOSEPH BIKIE LIKIBI (SIXTH FROM RIGHT) DIRECTS A SHELTER IN THE CONGO THAT REHABILITATES FORMER CHILD SOLDIERS. HE SAYS THE ILO-IPEC PROJECT'S SURVEY "WILL HELP US DESIGN ACTIVITIES THAT WILL BETTER ADDRESS FORMER SOLDIERS' NEEDS."**

The data collection process includes formal interviews with the children and parents of children currently involved in a combat group, withdrawn from combat, and at-risk of recruitment. Questionnaire modules were developed for every group and adapted to each country. The project also collects input from semi-structured interviews and group discussions. Together, information collected one person at a time creates an overall picture of children in armed conflict, and an understanding of the circumstances that make a child more vulnerable to recruitment, open to release, and responsive to rehabilitation. ILO-IPEC will rely on these insights to guide Phase 2 of the program, which will focus on providing direct assistance to at-risk children and those recruited to serve in armed forces. Jérémie Mvila Anaclet, a senior advisor with the Ministry of Labor and Social Security, has conducted interviews in several Congolese villages. He says, "The most innovative aspect of the survey is its use of different research tools. This allows for the full reconstitution of children's life stories. The complexity of child soldiering emerges."

Collecting information in conflict areas presents many challenges. The security of survey-takers and others depends on obtaining prior authorizations from local authorities. Researchers are thoroughly trained, and receive a manual covering issues such as how to obtain the cooperation of key leaders, select interview subjects, and respond to ethical considerations. Even at the data collection stage, the project has had an impact. Mr. Anaclet says the process has "contributed to the understanding of the important role children play in armed conflicts and the impact these conflicts have on their future development."



Mary Westring/David Bersch, Ugandan Children of Conflict Education Fund

### Data Collection to Understand Philippine Child Labor

In 1995 and 2001, the National Statistics Office conducted the Survey on Children, developed through ILO-IPEC's Statistical Information and Monitoring Program on Child Labor (SIMPOC). The survey is giving the Philippine government and its social partners a clear picture of the nature and incidence of child labor throughout the country. Survey results detail the number of minors who are working, where they are working, the kind of work they do, the hazards they face, and their ability to attend school. The survey findings provide a basis for policy and program development towards the elimination of child labor in the country.

Christopher, age 15, spent one month in captivity. The picture he drew (above) depicts his experience. Christopher explains, "This is the moment I was abducted. The commander is in the rear. I am next carrying a heavy load. While we were moving they captured a grown man. They tied his hands behind his back. We walked two days with the grown up man. After two days they killed him because they said he was a rich person and they demanded money. The man said he didn't have any money so they cut him with a machete and pierced him with a bayonet."

### Data Collection to Combat Child Domestic Labor in South America

Because they are isolated within private homes, child domestic workers are vulnerable to long hours of work, physical or sexual abuse, and poor, if any, pay. One of the greatest problems is their inability to get an education. ILO-IPEC Rapid Assessment Surveys have obtained information on the nature and extent of child domestic work in Brazil, Colombia, Paraguay, and Peru. Child workers have been identified and interviewed, their responses providing quantitative and qualitative information on background, current life, and aspirations. The data is used to develop goals for each country and city, shape intervention strategies, and measure individual workers' progress.



Jean-Pierre Musema-Kweli

Charlie (right) joined an armed group at the age of 12 to avenge the death of his parents by an opposing army. Until Charlie's death from AIDS at the age of 14, he was cared for by the person who interviewed him for the project, shown to Charlie's left.

An outreach project in Peru invited child domestic workers to draw pictures (left) depicting their work life.



# Combating Child Labor Worldwide

USDOL HAS SUPPORTED MORE THAN 100 CHILD LABOR INITIATIVES IN 51 COUNTRIES THROUGHOUT THE WORLD. PROJECTS TO COMBAT CHILD LABOR ARE LOCATED IN LATIN AMERICA, THE CARIBBEAN, AFRICA, ASIA, THE MIDDLE EAST, AND EUROPE.



In Uganda (above), child labor projects include efforts to address the problem of street children, who are vulnerable to exploitation by employers and at risk of involvement in illicit activity.

In Tanzania (below), the Timebound Program seeks to eliminate child labor within 5 to 10 years in four specific sectors: domestic work, commercial agriculture, mining, and sexual exploitation.



Through its recently begun Timebound Program, the Dominican Republic is building on the success of a pilot project previously implemented in the commercial agriculture community of Constanza. The country also is combating child labor in other sectors, including the country's coffee fields (left).

In the Philippines (right), USDOL has supported projects targeting child labor in the fishing industry, informal footwear sector, drug sales, and trafficking. The country's Timebound Program will address child labor in other sectors as well.



Peru's child labor projects include multi-faceted efforts in small-scale gold mining communities. By helping mothers start their own businesses (such as the store, shown above) to increase household income, and by replacing manual labor with more profitable processes, the projects have reduced the need for child labor and encouraged parents to enroll their children in school.



In Bangladesh (above), USDOL has funded projects to eliminate child labor in domestic service and in the garment, construction, leather tanning, bidi (cheroot cigarettes), and match industries. Other Bangladesh projects address the trafficking of children.



## Governments

**HAVING IMPLEMENTED DOZENS OF CHILD LABOR PROGRAMS SINCE 1995, THE GOVERNMENT OF TANZANIA TOOK ITS COMMITMENT FURTHER WITH THE JULY 2001 LAUNCHING OF ITS AMBITIOUS TIMEBOUND PROGRAM.** In Tanzania, poverty, the death of parents from HIV/AIDS, and the migration of rural children to urban areas are among the primary causes of child labor. The country has sought to meet the challenge of child labor in recent years, increasingly integrating it into broad-based socio-economic programs such as its Poverty Reduction Strategy. Rose M. Lugembe, Permanent Secretary in the Prime Minister's Office, has seen the growing prominence of child labor programs in Tanzania. "It is the position of the government not to have a stand-alone policy on child labor, but instead to have synthesized, mainstream programs that reach the grassroots level for total impact."

**THE TIMEBOUND PROGRAM GIVES TANZANIA TOOLS TO BUILD ON ITS RECORD OF COMBATING CHILD LABOR AND TO ELIMINATE THE WORST FORMS OF CHILD LABOR ALTOGETHER. ROSE M. LUGEMBE, PERMANENT SECRETARY, PRIME MINISTER'S OFFICE, SAYS SHE HAS SEEN CHANGE OVER THE YEARS. "PARENTS ARE MORE AWARE AND UNLESS THEY ARE IN EXTREME POVERTY, THEY DON'T SEND THEIR CHILD TO WORK. EMPLOYERS NOW HESITATE TO EMPLOY CHILDREN UNDER 14, AND CHILDREN ARE SEEKING HELP. THEY WANT AN ORDINARY LIFE, RATHER THAN CHILD LABOR." THE CHALLENGE REMAINS GREAT: NEARLY 4 MILLION TANZANIAN CHILDREN ARE NOT IN SCHOOL AND WORKING.**

With the Timebound Program, Tanzania can now pursue child labor initiatives more vigorously. ILO-IPEC's Timebound Programs enlist many national and local government representatives, international development partners, nongovernmental agencies, and social institutions in helping committed countries withdraw and protect children from the worst forms of child labor and enroll them in school. Timebound goals are to be achieved within 5 to 10 years. The Tanzania Timebound Program, complemented by a USDOL-funded Education Initiative project, seeks to reduce selected forms of child labor by 75% as of 2005 and to eliminate them by 2010.

Early-stage program activities revealed four sectors of the worst forms of child labor that deserve priority attention. Commercial agriculture work and mining/quarrying expose children to long hours, heavy loads, toxic chemicals, and dangerous tools. Domestic service subjects children to long hours, isolation, inaccessibility to education, and high risk of sexual abuse. The fourth sector is commercial sexual exploitation of children. The country's National Intersectoral Committee directs the program. Composed of diverse national level stakeholders, the Committee will evaluate and monitor interventions proposed by district-level Child Labor Subcommittees. These subcommittees, located in eleven districts where a targeted child labor sector is prominent, rely on local stakeholders for help in developing specific, community-driven demonstration projects. The most successful of these projects will be expanded in a later phase. Awareness raising and capacity building already have begun. Says A. Rajabu, the current Permanent Secretary of the Ministry of Labour, Youth Development and Sports, "Through the program, we are mobilizing and sensitizing local governments so they can forge ahead."





The program's National Intersectoral Committee brings together diverse national stakeholders, including (left to right) Dr. Hosea Rwegoshora, National Social Welfare and Training Institute, Ms. Vicky Kanyoka, Conservation, Hotel and Domestic Allied Workers Union, and Mr. D.B. Qawoga, Prime Minister's Office. The committee helps guide the progress of the program in eliminating the worst forms of child labor by 2010. Says Mr. Qawoga, "The political will is there."



Local capacity for defining and implementing programs is essential for long-term success. A. Rajabu, Permanent Secretary for the Ministry of Labour, Youth Development and Sports (left), says, "The government is creating ownership and accountability among local districts, and enabling them to determine what they should do."

#### Country Programs in Ghana and Romania

In 1999, Ghana began a partnership with ILO-IPEC to eliminate child labor by strengthening government capacity at national and district levels, and by forming pilot projects. As a result, a Child Labor Unit has been established in the Ministry of Labor and child labor has been included in Ghana's Poverty Reduction Strategy. Projects endorsed by national and district level governments are working to eliminate child trafficking, abusive child domestic labor, *kayayei* (portage of goods), tourism, and *trokosi* (traditional bondage of young girls to priests). Romania's ILO-IPEC country program targets child domestic labor in rural areas and working street children in cities. Police officers, trade union members, labor inspectors, social workers, and teachers in strategic locations have been trained to increase community awareness of child labor issues. They also help to identify child laborers and children at-risk of working. Children are then integrated into educational programs and provided social services. A sub-program for Roma (Gypsy) communities engages authorities, community leaders, and parents to discourage children's street labor and support education.



Commercial sexual exploitation of children, one of the sectors targeted for Timebound action, is considered one of the worst forms of child labor. One Tanzanian NGO says 25% of children involved in commercial sexual exploitation have previously been engaged in domestic work, another program target sector. Ms. Lugembe says children withdrawn from commercial sexual exploitation "have had a liberation of the mind. They are getting skills and looking to a bright future."



## Community Organizations

**BY INTEGRATING AND CREATING ORGANIZATIONS AT MULTIPLE LEVELS OF SOCIETY, THE CONSTANZA ILO-IPEC PILOT PROJECT WAS ABLE TO WITHDRAW 250 CHILDREN FROM LABOR — AND POINT THE WAY FOR SCALED-UP EFFORTS NATIONWIDE.**

Long before Erminio Aquino Mora was a bank executive or the director of Constanza's School District, he was a child laborer. Mr. Mora worked in the fields from the age of 9, applying pesticides barefoot and barelegged. As a result, he understood from firsthand experience the impact of the work on children's health, education, self-esteem, and chances for the future. With the initiation of ILO-IPEC's Constanza project in December 1998, Mr. Mora joined 27 fellow community

leaders and organizations to become part of a newly formed Network. The Network includes the mayor, representatives of health institutions, service organizations, parent groups, and farmers associations. It is committed to removing children from hazardous work in the fields and enrolling them in school, many for the first time. "I didn't join the Network because of my responsibilities or my position," Mr. Mora said, "but to help the community and the country."

FORMER CHILD LABORER ERMINIO AQUINO MORA WAS DIRECTOR OF THE SCHOOL DISTRICT WHEN THE PILOT PROJECT BEGAN, AND IS NOW MANAGER OF THE BANINTER BANK. AS A MEMBER OF CONSTANZA'S NETWORK OF COMMUNITY LEADERS, HE HAS HELPED ADDRESS THE LOGISTICAL DEMANDS OF ENROLLING CHILD LABORERS INTO CONSTANZA SCHOOLS — AND HAS SEEN THE RESULTS. HE RECALLS SEEING WITHDRAWN CHILD LABORERS AT A PRESENTATION GIVEN TO THE VISITING MINISTER OF LABOR. "THEY WERE SPEAKING IN PUBLIC, SHOWING THEIR PAINTINGS, RECITING POEMS ... THEY WERE RETURNED TO LIFE."

Network members have found innovative ways to build more classrooms for withdrawn child workers such as those at Escuela El Chorro, as well as provide equipment, medicines, uniforms, and school supplies. However, the Network is only part of comprehensive project efforts that connect multiple levels of Constanza society, and make coordinated action possible. Project-initiated Local Support Committees, made up of concerned neighbors at the local level, have helped with the critical tasks of identifying working children, motivating parents, dealing with school attendance problems, and providing ongoing support to program families.

A principal issue that Constanza's many organizations have tackled through the project is the challenge of educating child laborers. With the help of the Ministry of Education, schools have introduced "leveling" programs that group withdrawn child workers into multi-grade classes by age. Instead of feeling isolated and frustrated, former child laborers are able to learn along with peers and move through grade levels at their own pace. Free breakfasts and snacks, school supplies, and clothing ease the transition into leveling programs and ultimately into traditional classrooms. Proven successful, the pilot project's strategy of forming and mobilizing strong community organizations to combat child labor has now been adopted by the Dominican Republic Timebound Program. One of the goals of the new program is to make Constanza the country's first child labor-free municipality.

### Community and Faith-Based Groups

An ILO-IPEC project in Uganda partners with community and grassroots organizations to combat child domestic work, often called a hidden form of slavery. These organizations include church groups, the Local Council, women's groups, youth groups, and other local organizations. Members help identify children who are involved in or at risk of abusive domestic work situations, and encourage them to participate in the project. They also have sensitized the community about child workers' risks and employers' obligations. John Leonard Lukyamuzi, Chair-man of the Parish Development Council of Kituzi, has interviewed employers, evaluated domestic work situations, and monitored school attendance. He says the project has "reduced the number of working children in people's homes, and changed the lives of former working children. I have seen a very big change — the children are in school and they are happy." In Zambia, Jesus Cares Ministries exemplifies the important role that faith-based organizations play in child labor elimination efforts. Previously the implementing agency for a project under the ILO-IPEC country program, the group is now, under separate EI funding, bringing new initiatives to three provinces of Zambia. Already it has made significant progress in reaching children.



Before the ILO-IPEC pilot project removed 460 working children and siblings from labor, 2200 children age 5 to 14 worked in Constanza's lush agricultural fields (above) more than 11% of them full time. They harvested crops with sharp knives, worked from early morning in cold and heat, walked shoeless in humid soil contaminated with chemicals, and were showered with pesticides they applied. Many experienced rashes, infections, slow growth, and other health problems. Phase 2 of the project, part of the country's Timebound Program, seeks to remove 100% of the community's children from labor.



Secondino, age 14 (above), had worked 10 hours a day from the age of 8, his hands as callused as an old man's, his back aching from bending to cut crops. Secondino began "leveling" classes at age 11 in first grade, and by summer's end had progressed to 4th grade. His mother says, "Now he looks healthier, taller, and I have learned he is very smart." Secondino's younger brother, also in school, is one of Constanza's more than 200 at-risk children protected by the program from entering child labor.

"The program was successful because it emphasized community organizing, and because its main goal was to withdraw kids from work and send them to school. In our community, kids are the most important thing." A key member of his community's Local Support Committee, José Etanislao Pichardo (left), helps the Committee identify child laborers, motivate parents, and communicate needs to the Network.





## Nongovernmental Organizations



Justa Mwaituka (left) is Director of Tanzania's Kiota Women's Health and Development (KIWOHEDE), an NGO that operates six centers for withdrawing, rehabilitating, and re-integrating victims of commercial sexual exploitation of children. She is also a member of Tanzania's National Intersectoral Coordination Committee for selecting Tanzania's ILO-IPEC child labor demonstration projects.

Before ILO-IPEC began its project in Santa Filomena, Peru, the NGO CooperAcción already had done an initial survey on small scale mining production and social issues, and had led early-phase social assistance. CooperAcción representatives now assist all program activities, including alternative income generation strategies which helped this couple (at right) build their bakery.



### **NONGOVERNMENTAL ORGANIZATIONS, OR NGOs, ARE THE NON-PROFIT AGENCIES THAT ALONG WITH OTHER KEY PARTNERS IMPLEMENT CHILD LABOR PROJECTS, ADVANCING STRATEGIES FROM PAPER TO PROGRAMS THAT CHANGE CHILDREN'S LIVES.**

ILO-IPEC partners with NGOs in several different ways. Sometimes projects designed and led by NGOs are adopted and adapted to become an ILO-IPEC initiative. Sometimes a project conceived and structured by ILO-IPEC is awarded to NGOs who implement one, many or all of its facets. And sometimes NGO partners become active co-donors, supplementing ILO-IPEC budgets with their own resources to enhance a project's reach or scope. Regardless of how the partnership is structured, NGO representatives often are the face that beneficiaries see and the hand that guides them forward — partners essential for project success.

In Tanzania, even before programs to combat child labor are formulated, Justa Mwaituka is helping to shape the nation's initiatives. Ms. Mwaituka is founder and Director of Kiota Women's Health and Development (KIWOHEDE), an NGO that has rehabilitated children from domestic labor and children who were in commercial sexual exploitation. These are two of the four child labor sectors targeted by the Tanzania ILO-IPEC program. In her work with KIWOHEDE, Ms. Mwaituka has observed the strong connection between the two sectors, between poverty and child labor, and between HIV/AIDS infection and street children. She is now bringing the benefits of her experience to the national level as a member of the National Intersectoral Coordination Committee, which will evaluate proposed projects for implementation. Ms. Mwaituka says Tanzania's national policy on poverty now considers "young people a targeted group. Initiatives are being developed specifically for them." While other populations are affected by issues such as poverty and violence, "Let's focus on children because they are the most vulnerable."



Abdul Qayyum

In Pakistan three NGOs promoted educational opportunities as an incentive to remove children (above) from work in carpet weaving.

While covering only two districts in Pakistan's Punjab, ILO-IPEC's project targeting child carpet weavers called upon the expertise of three different NGOs. Education specialist Bunyad Literacy Community Council (BLCC) implemented the country's first child weaver project in 1995. The well established Sudhaar and the more recently organized Child Care Foundation (CCF) also are experienced in addressing the issue of child weavers through education. An important aspect of the Pakistan carpet project has been the collaboration of the three NGOs. The three are responsible for distinct populations of weavers. Yet they have worked closely together on issues such as curriculum development and teacher training. Professor Saeed-ur-Rahman of BLCC observes that, "This project is probably a unique example wherein three NGOs and ILO-IPEC are working together in unison, planning and sharing information relating to field experiences and bringing them to bear upon policies and delivery of services."

Kids In Need (KIN) originally designed its program in 1997. Now supported by ILO-IPEC and others, the program reaches out to Uganda's street children, attracting them to its centers where the process of rehabilitation and re-integration can begin (below).



The rewards of their collaboration are the impressive numbers of children withdrawn from labor and the experiences of individual children. CCF's Naseem Ahamad says, "Children who were shy, withdrawn, and resigned to life-long drudgery on the looms are now happy children with laughter on their faces and a twinkle of hope in their eyes. They now talk about becoming teachers and doctors."

In the two years the Open Heart Foundation has been a partner agency of the ILO-IPEC project to combat child labor in the home-based footwear industry of Biñan, the Philippines, its responsibilities have expanded. At first, Open Heart was charged only with training pre-school program workers. By October 2001, it had evolved into the program's lead agency. Open Heart now handles support programs for formal education, health and nutrition, micro-finance, vocational and technical skills training, community organizing, and pre-school programs. Open Heart's commitment is demonstrated by financial contributions as well as project implementation activities. It funds school supplies, uniforms, and monetary allowances for about 10% of the project's children in formal education. It also pays half the salaries of pre-school program teachers. Open Heart will provide continuity when the ILO-IPEC project ends, helping local People's Organizations administer project activities during a one-year transition period.



In Biñan, the Philippines, the NGO Open Heart (left) manages comprehensive health, education, and social services that combine to combat child labor.



## Employer Organizations

**WHEN CHILD LABOR-FREE GARMENT FACTORIES BECAME A PRECONDITION FOR ACCESSING INTERNATIONAL MARKETS, THE BANGLADESH GARMENT MANUFACTURERS' AND EXPORTERS' ASSOCIATION (BGMEA) TOOK THE LEAD IN MONITORING WORKPLACES, AND DEVELOPED A MODEL FOR SUBSEQUENT EMPLOYER PARTNERSHIPS.** At the time an initial survey of the Bangladesh garment industry was completed in 1995, approximately 43% of factories employed child laborers. "Everyone understood the gravity of the problem and came together," says Kutubuddin Ahmed, President of BGMEA. In addition to speaking with member companies and encouraging them to eliminate child labor, BGMEA began an innovative partnership with ILO-IPEC. That partnership became one of the first USDOL-funded child labor programs.

**A.M. OBAIDAL HAQUE, EXECUTIVE DIRECTOR OF DEBONAIR LIMITED, WAS ONE OF THE EMPLOYERS WHO LEARNED ABOUT THE NEED TO ELIMINATE CHILD LABOR FROM THE BANGLADESH GARMENT MANUFACTURERS' AND EXPORTERS' ASSOCIATION, AND DECIDED TO SUPPORT THE PROGRAM.**

**"BECAUSE THE CHILDREN ARE ABLE TO GET LITERACY EDUCATION AND TRAINING, THEY CAN RETURN IF THEY WANT TO THE FACTORY WHEN THEY ARE OLDER AS SKILLED WORKERS. INSTEAD OF EARNING 500 TAKA MONTH AS A HELPER, THEY CAN EARN 930 TAKA A MONTH AS AN APPRENTICE OR ASSISTANT OPERATOR."**

The centerpiece of the program is a tripartite system for monitoring the workplace developed by BGMEA and ILO-IPEC. The system brings together four-person monitoring teams of ILO-IPEC, BGMEA, and Bangladesh government representatives. This diversity ensures transparency and reliability. Every morning, the monitoring teams assemble. They receive the sealed names of factories randomly selected for inspection from the project's database, and learn their destination en route. Unannounced, they appear at the factory to inspect for underage workers, identifying and recording any child laborers they find. Based on information gathered during the visits, entered into the database daily, and reported weekly, factories are rated on their compliance. Any change in rating can affect a company's reputation and export sales. BGMEA provides an additional incentive to operate child labor-free: a \$100 penalty for each child employed in a factory. By 2001, the system's effectiveness had brought the number of garment factories with child labor down to less than 4%.

As part of its partnership with ILO-IPEC, BGMEA has also assisted withdrawn child laborers by providing monthly stipends to families to compensate for lost revenue, and school materials to help ex-child laborers and their siblings attend non-formal education centers. On its own, BGMEA has supported skills training for withdrawn laborers, and initiated an Earn & Learn program that gives children 14 and older the opportunity to work part-time in factories while going to school. While the official BGMEA child labor project has concluded, monitoring and many social supports continue and the impact of the project itself grows. Its monitoring system has been adopted by an ILO-IPEC project addressing child labor in the soccer ball industry of Sialkot, Pakistan, and BGMEA has formed a new partnership with USDOL and ILO aimed at improving overall workplace standards.



Pictured with fellow BGMEA officers, BGMEA president Kutubuddin Ahmed (seated, below) says, "We have shown that without being too harsh, the problem can be solved without damaging owners or families." As a result of the project, factory owners can "proudly announce their factories are free from child labor, and importers are comfortable about buying our goods." The success of the BGMEA partnership has been essential for the country: garment products represent 76% of the country's exports.

When Rozina was 11 (above), she began working at a garment factory, cutting thread ends for as much as 14 hours a day. Her classmate Reshma also worked in the industry. "I worked because we were poor," Rozina says. "I wanted to earn money, but the work was difficult for me. When I made mistakes, my boss would call me names." The monitoring team removed both Rozina and Reshma from the factories, and arranged for them to come to the Learning Center. Rozina says, "Now I feel great because I can be something in my future."



#### Employer Partnerships in Uganda Rice Fields

In the fertile Doho area of Uganda, children work in their parents' small rice fields, standing knee-deep in water for hours while they scare off small birds or transplant seedlings. The work exposes children to leeches, snakebites, parasites, and malaria, and also interferes with their education. The Federation of Uganda Employers (FUE) partnered with the Doho Rice Scheme Farmers Association and ILO-IPEC to develop a program that would combat child labor. Implemented through the local Child Labor Committee of community leaders, the project has provided school materials and lunches to participating children, conducted community sensitivity training, raised parental awareness, upgraded the nursery school to increase primary and secondary school enrollments, monitored school attendance, and facilitated alternative income generating activities for families. With the ongoing commitment of community leaders, FUE, the agricultural workers association, and the government, progress can continue after the project ends.



Poverty in Dhaka is partially the result of a huge migration of people from rural areas. The garment industry is one of the few sectors in which females are employed. Women comprise 85% of the garment industry workforce. The young girls who worked in the industry before the project got underway worked long hours that made school attendance impossible.



## Volunteers and Contributors

**AN EXPANDING CIRCLE OF LOCAL INDIVIDUALS AND INSTITUTIONS HAVE PARTNERED WITH THE ILO-IPEC PROJECT TO ELIMINATE CHILD LABOR IN HOME-BASED FOOTWEAR PRODUCTION IN THE PHILIPPINES<sup>2</sup> — INVOLVEMENT THAT WILL CONTINUE PROGRESS AFTER THE PROJECT ENDS.** Every Friday afternoon, dozens of parents holding blue social protection cards from the ILO-IPEC project bring their children to the local multi-purpose community center for cost-free examination and care by volunteer Dr. Rosauro Santa Maria, Jr. The blue card signifies that the family's children are no longer involved in hazardous footwear production and are eligible for project services. The doctor is just one of many local individuals, health

care societies, educational institutions, and other groups who have contributed to the project and its goal of combating child labor. By leveraging their abilities, the project has been able to achieve far more than it could on its own. Dr. Santa Maria says, "When I saw how determined and committed these people are to making the program a success for my community, I felt it was my moral obligation to help in one way or another. I became involved."

With local help, the ILO-IPEC project is able to supply many needs of children and families in Barangay de la Paz and Barangay Malaban, the two targeted communities in the Philippines' Biñan district. Biñan Medical Society members, for example, provide free services in their own clinics to children participating in the project. The League of Biñan Leaders conducts a monthly medical mission, and the Children's Medical Center offers free tuberculosis (TB) screening and medications. Service organizations give supplemental nutrition to malnourished children, and students from the Saint Michael's College of Laguna lead free weekly tutorial sessions for children. The project's implementing agency is also a resource: Open Heart contributes half the costs of teachers' salaries for the Early Childhood

Development program, school supplies, transportation, and uniforms for approximately 50 students.

The project's beneficiaries serve as volunteer resources as well. Through training workshops, parents in the footwear sector have acquired skills needed to assume responsibility for managing savings activities, monitoring TB medication intake, and assisting nutrition programs. They also have formed People's Organizations that implement their own initiatives for building the community and eliminating child labor. Together with the Biñan Child Labor Committee (composed of local stakeholders and the League of Biñan Leaders), these People's Organizations will be able to sustain project efforts — expanding resources and services so child labor here becomes unnecessary, socially unacceptable, and virtually nonexistent.

**A PRIVATE PRACTITIONER IN FAMILY MEDICINE FOR 11 YEARS AND A PAST PRESIDENT OF THE BIÑAN MEDICAL SOCIETY, DR. ROSAURO SANTA MARIA, JR. PROVIDES FREE WEEKLY MEDICAL CARE TO PROJECT FAMILIES. HE IS ASSISTED BY SPECIALLY TRAINED PARTICIPATING PARENTS. "THE FEELING OF FULFILLMENT IN HELPING THESE PEOPLE IS BEYOND ANYTHING. I CAN SEE THE SMILES ON THEIR FACES." FREE FAMILY MEDICAL CARE MOTIVATES FAMILIES TO WITHDRAW THEIR CHILDREN FROM FOOTWEAR PRODUCTION AND NOT INVOLVE THEIR YOUNGER CHILDREN IN LABOR.**



### Volunteer and Contributor Partnerships in Dominican Republic Coffee Fields

In the small, family-owned coffee plantations of San José de Ocoa, children rise early in the morning and head into the fields. They work without protective clothing for hours in harsh weather, planting, picking, stripping, and sorting coffee beans, carrying heavy containers of coffee or water on their backs. Vulnerable to injury from their heavy loads and from falls in the steep terrain, children are also exposed to hazardous chemicals and to mosquito-borne malaria infections. Education is minimal, due in part to their hours and fatigue. Numerous community groups have supported the ILO-IPEC project aimed at eliminating child labor in the coffee sector and providing project children with educational opportunities. A local community support group helps children in after-school homework classes to increase school retention, and local leaders visit schools and monitor school attendance. In addition, children participating in the project receive weekly dental care by last-term dental university students, whose food and housing are provided by the community. Together, these volunteers and contributors provide capabilities essential to the success and sustainability of the project.



Now 16, Daisy (above) began cutting materials for footwear at age 11. Her back and neck ached from the work, and her fingers hurt so much from working large scissors that she had trouble writing. Since her mother became part of the program and withdrew her from child labor, Daisy's life has improved. "I'm happy now." A top student, she says, "Now instead of cutting I have more time to do homework and study." Her goal is to become a teacher.

Before the project, one of Soledad Viray's four children worked in footwear production. Through the project, she has become a key resource. She assists with health services, and leads groups ranging from her People's Organization to her microfinance group. Ms. Viray (below) has observed changes in her neighbors as well. "People became aware that work was a violation of a child's rights and a hazard. Now they don't allow their children to work, and children have a greater interest to finish school."



Volunteer dental students (above) provide weekly care to project children.



### In the Years Ahead, New Faces of Change

Through the years, USDOL's support for projects to eliminate global child labor has grown in size and scope. Many new projects have been initiated that will have a positive impact on children, their families, and their countries in the years ahead. Among the most recently funded projects are ILO-IPEC Timebound Programs. Nepal, El Salvador, the Philippines, and the Dominican Republic — in addition to the Tanzania Timebound Program profiled here — have already adopted Timebound Programs as a vehicle for withdrawing and protecting thousands of children from the worst forms of child labor. Because education is critical to eliminating child labor, the U.S. Congress recently authorized a distinct Child Labor Education Initiative (EI). Several EI programs are components supporting larger Timebound Programs, while separate EI projects have also begun in Togo, Zambia, India, Pakistan, Bolivia, and Peru with several grantee organizations. Another dimension of U.S. child labor activities is domestic projects to raise awareness of child labor issues. Through books, curricula, websites, databases, and other resources, USDOL funding helps people understand why child labor is a problem and what can be done to eliminate it.

Most importantly, these initiatives have helped build the momentum for change that will continue to improve children's lives after these particular projects conclude. By reaching into nations, engaging leaders, and touching communities and families, these initiatives are building a foundation for these nations and communities to continue rescuing children from harmful and exploitative labor.

As these and other projects are implemented, the numbers that quantify progress in combating child labor will grow. Behind those numbers is the less visible, but equally powerful reality — that for one person, one face at a time, life has changed for the better.

The U.S. Department of Labor would like to extend its heartfelt thanks to the many ILO-IPEC staff members, program beneficiaries, and communities for their efforts to eliminate the worst forms of child labor and for their assistance in this project. Their generous contributions of time, effort, and personal histories made *Faces of Change* possible, and helped bring the impact of child labor projects to life.







Bureau of International Labor Affairs  
U.S. Department of Labor



*U.S. Department of Labor  
200 Constitution Ave., N.W.  
Room S5307  
Washington, D.C. 20210  
Phone: 202-693-4843  
Fax: 202-693-4830  
Email: GlobalKids@dol.gov*

*[www.dol.gov/ILAB/programs/iclp](http://www.dol.gov/ILAB/programs/iclp)*