Stop Child Labour - Out of Work Programme- End Term Evaluation

Final report

Commissioned by
Stop Child Labour Coalition

April 2017

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Acknowledgements and reading advice

This evaluation study and report has only been possible thanks to the effective collaboration by the SCL partners and implementing partners in the different countries, especially those where field visits were conducted. We are very grateful to the excellent organization of the field studies, that had to be carried out at a relatively short notice, especially by CEFORD, SAVE and Manjari.

Following the methodology (chapter 2) and context descriptions (chapter 3), chapter 4 presents the main conclusions (organized per evaluation question), which aim to capture the main findings from the different case studies and other findings. The recommendations can be found in chapter 5. The case studies and more detailed summaries of the lobby & advocacy, Mali studies and survey work, can be found in Chapter 6 of this report.

The reading advice would be to focus on chapters 4 and 5, and go to chapter 6 for clarifications and in-depth understanding of the case studies and certain issues highlighted in the conclusions.

Abbreviations

CLFZ	Child Labour Free Zone
CSR	Corporate Social Responsibility
ECLT	Eliminating Child Labour in Tobacco
FGD	Focus Group Discussion
FLA	Fair Labor Association
ICI	International Cocoa Initiative
ICN	India Committee of the Netherlands
ICSR	International Corporate Social Responsibility
IDH	Sustainable Trade Initiative
IFC	International Finance Corporation
IP	Implementing partners
KII	key Informant interview
L&A	Lobby and advocacy
NGO	Non-governmental organisation
SCL	Stop Child Labour
TFT	Tropical Forest Trust

Summary

This report is on the End Term Evaluation of the "Out of Work and Into School" programme implemented by Stop Child Labour (SCL) – referred to as the SCL programme. The aim of the programme is to establish child labour free zones using an area-based approach in Asia, Africa and Latin-America and to mobilize Corporate Social Responsibility (CSR) initiatives and companies to actively address child labour in their full production and supply chains in order to contribute to the creation of child labour free zones (CLFZs) and child labour free supply chains. The programme has three components:

1. SCL partner organisations are implementing the area-based approach towards CLFZs
2. Engagement of CSR initiatives and companies in selected sectors
3. Involvement of policy makers, consumers and companies in the Netherlands.

The evaluation was carried out end of 2016 - early 2017, with field studies carried out in February 2017. The draft report was discussed in March 2017 in Kampala and feedback was received which was incorporated in the final version.

The evaluation was structured by the following main activities:

A. Case studies on CLFZs associated with supply chains, on coffee (Uganda), garment, natural stone and footwear (all India), all except the footwear study included field visits to the CLFZs and interviews with several stakeholders
B. In-depth study with field visits to selected CLFZs in Mali and interviews with stakeholders, according to a set of specific evaluation questions
C. Evaluation of lobby and advocacy (L&A) work in the Netherlands and Europe, including interviews with SCL partners and stakeholders
D. Digital survey among partners.

As methodologies, use was made of focus group discussions (FGDs) and key informant interviews (KIIs), using pre-defined questionnaires and checklists. Not including interviews and meetings with SCL partners, in total 35 FGDs were held and 67 KIIs were conducted. The evaluation team applied principles of contribution analysis, following the logical chain of changes from actions, to outputs, outcomes and impacts. Also applied were principles of triangulation, by validating findings with other stakeholders.

The following main insights are organized by sub-sections which regroup the 18 evaluation questions.

Effectiveness of child labour free zones

Through activities of implementing partners (IPs), the SCL programme has significantly contributed to the establishment of CLFZs, with results both at community level and within schools. While in some cases the CLFZ work built onto existing relations, there are also cases that operated in a difficult context and started from scratch. In the latter case the contribution by the SCL programme is most significant. In all cases the IPs have realized the set targets according to the project proposals that were signed with the SCL programme. There is evidence of 'proof of concept' of the CLFZ approach, for different locations and context situations, including different continents and complexities. It would be useful to have more well documented showcases from the African continent.

Although there are many positive trends, including significantly reduced child labour and increased school attendance, it is difficult to conclude whether a CLFZ is fully successful as there is no defined norm for a successful CLFZ. It has been emphasized that, apart from educational factors, the improvement of economic factors is also critical for a successful CLFZ. There are also some remaining concerns to be addressed about children of older age (10-14), who may drop out of school because of more potential for income generation and addiction to issues like alcohol or tobacco, or young girl marriages. There are also remaining concerns about sustainability (see below).

The essence of the CLFZ approach seems to be to address the systemic causes of child labour, which are often found within a wider area (the 'landscape') – this makes the approach different from the 'conventional' monitoring and remediation approach. Activities undertaken in a CLFZ do not only lead to reduced risks of children working, especially in relation to supply chains ('do no harm'), but also help create better income

opportunities and other positive impacts for children, families, as well as for the communities as a whole ('do more good'). This combination is especially functional for children to stay out of supply chain work that are financially attractive. Thus the CLFZ approach goes beyond child labour risk remediation.
It appears useful to distinguish 4 different phases in the development of a CLFZ: initiation, development, finalization and maintenance. Apart from that, there are important replication and spin-off effects that could be supported to achieve greater impacts. The CLFZ approach is considered very intensive and of long duration, but over time a less intensive approach may be sufficient yet also effective. Important contextual success factors have been defined and are generally known by the SCL coalition. However, a high level of social unrest, lack of security or internal conflicts is a situation where a CLFZ is not possible to establish. This is likely to occur most in situations of highly profitable resources and levels of illegality (such as drugs).

Impacts and the social norm
The key indicator of a CLFZ, whether children are attending school, shows consistent progress in almost all CLFZs. Yet the CLFZs represent only small areas and there is need for further upscaling to achieve greater impacts. At the impact level of the CLFZ supply-chain case studies, there are positive impacts that were not expected or well documented, including improved social cohesion, improved household incomes, and improved health and safety. These impacts vary greatly between areas and sectors. The case studies provide examples of how the change of a social norm on 'children not working but going to school' has changed and is being perceived. Yet, there are conflicting opinions on whether a new social norm has been firmly established. A theory was proposed to monitor the change of a social norm, and some indicators are proposed.

Relation with migration, urban settings and gender
There are cases of out-migration from the CLFZ by parents or other workers, often forming a systemic cause for child labour and 'problematic families'. There are good practices available on how this can be tackled. There are also cases of in-migration of new families and workers into the CLFZ. Once a social norm has been established, measures are taken to assure that these migrants comply with the new norm. There are also good examples of CLFZs established in urban areas, such as Kasubi in Kampala and Tirupur in India. In areas with a high level of ethnic diversity and poor social cohesion, often resulting from high levels of past and/or ongoing migration, it is more difficult to establish a CLFZ. In areas with high level of migration, a useful good practice is that of working with landlords. This approach merits being better documented and replicated. It appears that high levels of migration or an urban setting is not a 'killing condition' for establishing a CLFZ.
As regards gender aspects, through the work of the implementing partners, there is systematic attention for women and gender sensitive approaches.

CSR and company related activities
Companies are increasingly aware of the need to avoid any connection with child labour, mainly due to increasing consumer pressure and international consensus. However, many still tend to hide the issue due to fear of reputation damage, seek quick fixes which are not in the interest of the child or simply do not yet know how to achieve this goal. This happens more frequently for sectors with complex supply chains and in relation to domestic markets. Those supporting the CLFZ approach have experienced there are no simple solutions. Yet, they are committed to achieve lasting effects, firstly from the perspective of risk reduction, secondly because it may offer additional benefits. Companies who have been involved in the selected supply-chain CLFZ case studies can be seen as frontrunners. Their role has been important in triggering change in the CLFZ. For companies involved in a CLFZ approach, there is not only a reduction of risks, but also other benefits to be expected. Documenting these benefits could help promote the CLFZ approach.

To have a business case that can justify the investments made, for companies involved in a CLFZ initiative it is important to move from the pilot CLFZ area to their complete supply chain area. Upscaling might work more rapidly and may require less resources than the initial investments made in the pilot zone. There is also need for the market to reward companies that show progressive improvement and lasting effects in addressing child labour, especially when it is embedded in a CLFZ approach, rather than accepting unrealistic or unsustainable solutions. There is a common interest for frontrunner companies and the SCL partners to help realise this. Companies expect objective and convincing baseline data and reporting of developing a CLFZ, so that they better know what can be expected, in line with the perspective of a company. In return, companies can be expected to actively promote the CLFZ approach in their sector and respective supply chains. However, it is not

easy from the SCL programme M&E and reporting to get a clear view on CSR related progress for CLFZ initiatives in supply chains. Also, a relevant distinction between export and domestic supply chains is not yet made, and companies of different size and at different positions in the supply chain are combined.

There is evidence that the SCL programme has contributed to CSR initiatives and companies in the Netherlands, in Europe and at international level having adopted policies in support of the elimination of child labour and creation of CLFZs, and of having improved their practices (change of behaviour). There is good potential for more positive changes in the coming years. The footwear case study shows the potential to move from a public campaign and raising of awareness to a partnership with frontrunner companies in order to develop a CLFZ pilot.

Lobby and advocacy (L&A)
In southern countries, as observed in most case studies, implementing partners (IPs) have effectively liaised with public stakeholders, with most efforts and effectiveness mainly at local level. The collaboration and lobby activities enhance local ownership, sustainability and potential for upscaling of the CLFZ initiatives, but these objectives could be better articulated and integrated in the local level strategies and action plans.
In the Netherlands and at European level, the SCL coalition has been particularly effective in L&A at political level e.g. by providing input to the draft Child Labour Due Diligence Law, the EU Council Declaration on child labour, several motions, numerous parliamentary questions on various sectors (usually based on reports) and political debates in which child labour issues and the CLFZ approach were discussed. Many stakeholders see the added value of SCL partners as experts on effective L&A regarding child labour. The L&A activities in the Netherlands and at European level have been efficiently organized, with a clear division in tasks and specific roles among different partners. Public campaigns conducted by the SCL programme have contributed to improved public awareness, and are part of a more general trend towards more attention for realising no child labour objectives.

From the positive results at policy levels, including covenants, there is still a way to go to implementation and application. This will be most effective if being part of a collaborative approach with other organisations whereby child labour is seen as part of a more integrated approach. While collaboration is already taking place, and is being stimulated by the SCL partners, for most respondents in this evaluation it was not clear how child labour and the CLFZ approach are part of a more holistic community- and human rights-based approach. Having this view could enhance implementation of policies. Also, the added value of the CLFZ approach and its relation with supply chain approaches needs further elaboration.

Synergy between program components, sustainability and upscaling
It is relevant and effective for the SCL programme to work on the 3 defined programme components. The evaluation team found examples of good synergy within the CLFZ case studies. There is need to consolidate and learn from these experiences and assure that the potential for synergy is enhanced in the overall programme. The main success factor is one committed coordinating person for a sector.

Sustainability of the CLFZs has been noted as a concern in the previous evaluation. It is being addressed as part of the CLFZ approach but this needs to be improved in order to address all critical sustainability aspects. In the case studies sustainability of the CLFZs was distinguished and assessed under four different headings:
1. Institutional aspects (the structures that are required to sustain the project results):
*2. Financial or commercial aspects (*the financial means available to sustain the project results):
3. Legal aspects (the laws that will enable the results to be sustained)
*4. Socio-cultural aspects (*the social norm confirming that a change of mentality has been established)

The evaluation team noted much evidence of replication and spin-off effects from ongoing successes of the CLFZs. This suggests good potential for upscaling. An upscaling strategy would be useful to achieve greater levels of impact and to realise significant benefits for companies, who want to see their complete supply chains covered.

Efficiency and learning

One major success factor for an effective CLFZ is the selection of an organization with local roots and trusted within the targeted communities. As a result of the survey among IPs, we found a set of remaining needs for skills improvement. On the current state of human resource capabilities, partners generally give a good score and stated that the contribution of the SCL is high. One exception is lower scores on gender balance, where 38% of the partners give a moderate or poor score.

In terms of main added value by the program, most important appear to be the skills related to the establishment of a CLFZ, and the exchange and learning between partners. There are suggestions to further intensify learning. There are also requests for improved capacities on strategic planning, theory of change work and work on sustainability issues. Looking at the previous evaluation (Omar's Dream), several recommendations have not yet been fully addressed, which can be partly attributed to the fact that the recommendations have only become available a year after the Out of Work programme had started.

Recommendations

The recommendations are classified in four main sub-categories: deepening, synergy, scaling and capacity building.

Deepening, to gain more insight in the dynamics and cost-effectiveness of CLFZs, remaining challenges and relation with companies and supply chains. More specifically this includes:

- Definition of a set of well-defined key performance indicators that capture the main impacts and the cost-effectiveness of the CLFZ approach, and systematic data collection, analysis and reporting on these indicators based on baseline surveys, monitoring and endline evaluations.
- More attention to assess dynamics of replication and spin-off, in order to understand under what conditions and how this is taking place.
- More attention for the different phases of developing a CLFZ (as suggested in this evaluation), thus developing more evidence of results to be expected in the different phases, the expected duration and required financial and human resources.
- There is need to get more insight in the role of economic factors and potential economic benefits for communities in the establishment of a successful CLFZ
- Further elaboration of the concept of social norm, and associated indicators, building upon the experiences and inputs provided in this evaluation report
- It is advised to undertake (assign consultancies) some robust studies of the impacts of CLFZs, not only including the incidence of child labour and school enrolment and attendance, but also other impacts like incomes, youth employment, health & safety
- There is need to get more insight in the expected inputs (resources, roles) and potential benefits for companies from collaborating in a CLFZ
- The sustainability of a CLFZ should be addressed in a more systematic way, including a rating and attention for institutional, financial, legal and socio-cultural aspects.

Synergy, by building upon experiences, enhancing synergy between the 3 components of the CLFZ programme. More specifically:

- There is need to consolidate the good experiences of synergy, both at project (local) level and at programme level. The main critical success factor appears to be strong leadership and coordination within one person or organization, for a certain sector. Leadership should be recognized by a formal mandate to take certain decisions. The sector coordinator will provide strategic guidance and help realise alignment with lobby and advocacy activities, a more proactive approach towards upscaling, involvement of stakeholders and new partners (e.g. companies). The aim is assure vertical exchange of information, between community-level work on CLFZs, supply chain actors and market demands, and policy work at national and international level relevant to the supply chain.
- There is need to strike a balance between campaigning to raise awareness among companies, and the required collaboration to work on a solution strategy using the CLFZ approach. Identifying frontrunners and collaborating with them to develop good pilots that demonstrate the potential of a CLFZ, and then stimulating others to adopt the new approach, could replace or reduce the need for campaigning

(depending upon the level of awareness in the sector). Problems with companies serving domestic markets may be addressed through international companies that somehow have a link with these local companies.

- At programme level the SCL vision should be upgraded to better reflect the interrelations between the three components. The reporting per sector can also be improved to demonstrate progress and mutual interactions (the case studies developed for this evaluation can serve as a starting point)

Scaling of CLFZ pilots and adoption in other areas. More specifically:

- It is important that upscaling takes place and an upscaling strategy is developed, to achieve greater impact and reach out to the entire supply chain and hot-spot areas for companies. Upscaling can 'simply' start out by identifying and strengthening ongoing replication and copying processes. The evaluation team has also identified some potential upscaling mechanisms. One approach to consider is that of strategic partnerships with leading companies, to bring about changes in targeted sectors.
- Develop communication and promotion materials on the establishment of a CLFZ that is structured like an 'investment proposition', targeted to donors, companies and foundations to consider support and adoption of the CLFZ approach. The communication material must be concise and factual. The communication materials should reflect a constructive attitude of working with companies.
- As part of ongoing activities to achieve greater impact, SCL could collaborate more with other international organizations who may expand the CLFZ approach.

Capacity building among partners on the following capacities and skills:

- Capacity building or refresher trainings (e.g. on guiding and counseling teachers), capacity building for other players active in development of CLFZ, on conceptualization and formulation of projects
- Development of awareness raising tools and factual communication in local languages
- Skills on building up relations and engagement with companies, from the perspective of establishing partnerships, with guidance on information sharing with companies
- Skills on policy analysis, policy lobby and advocacy, and its relevance for working on a CLFZ
- Skills on platforms for advocacy at national level and approach for demonstration of CLFZ pilots
- Improved skills on M&E and baseline and evaluation studies, as well as data analysis to draw firm conclusions and acquire factual information on CLFZ progress.

1. Introduction

This report is on the End Term Evaluation of the "Out of Work and Into School" programme implemented by Stop Child Labour (SCL) – *referred to as the SCL programme in this report*. The "Out of Work and Into School" programme, runs from May 2014 to April 2017 and is funded by the Netherlands Ministry of Foreign Affairs. The aim of the programme is to establish child labour free zones using an area-based approach in Asia, Africa and Latin-America and to mobilize Corporate Social Responsibility (CSR) initiatives and companies to actively address child labour in their full production and supply chains in order to contribute to the creation of child labour free zones and child labour free supply chains.

The overall objective of the programme is formulated as follows: "To eliminate all forms of child labour and have formal, full-time and quality education for all children, crucial to children accessing their human rights and eradicating poverty". The specific objective is formulated as: "The area based approach aiming to establish child labour free zones is strengthened and expanded in Asia, Africa and Latin-America while CSR initiatives and companies are mobilized to actively address child labour in the full production and supply chain in order to contribute to the creation of child labour free zones and child labour free supply chains.",

The programme has three components, with the following outcomes:

1. *Component 1 (the CLFZ focus)*: SCL partner organisations, where possible and relevant with active engagement of CSR initiatives and Dutch, multinational and/or local front-runner companies, are actively preventing and remediating child labour and/or implementing an area based approach towards child labour free zones.
2. *Outcome 2 (the supply chain focus)*: CSR initiatives and companies in selected sectors have achieved substantial results in preventing and remediating issues of child labour (and other workers' rights violations) in their supply chains, with specific attention to lower tiers and an area based approach.
3. *Outcome 3 (the lobby & advocacy focus):* Targeted policy makers, consumers and companies in the Netherlands (and abroad) have been involved and act in support of the elimination of child labour and/or the creation of child labour free zones.

While the first component operates at the local scale, the other two components operate at both the global and the national scale of the countries where activities are implemented.

An inception phase was carried out late 2016 with the inception report approved early January 2017. Subsequently various case studies were carried out and interviews held with key stakeholders in January-February 2017. A presentation of the draft report was provided in Kampala 22 March 2017.

This report first has a short section on the methodology. Next, we present some context issues, followed by a synthesis of findings that leads to conclusions (with reference to the main evaluation questions). In chapter 5 we present the recommendations. Details on the findings are found with the case studies in Chapter 6.

2. Methodology

2.1 Objectives and focus

The main objectives of the evaluation according to the ToR are formulated as:

1) to reflect on the results, implementation, and design of the "Out of Work" programme, specifically focusing on the engagement with CSR initiatives and companies;
2) to provide recommendations for the continuation of the achieved results and sustainability of the CLFZs in the future, both in the case of additional funding, as well as in the case of no additional funding;
3) to provide recommendations on possible innovations and adjustments to the Theory of Change for more difficult contexts (i.e. context with high levels of migration, urban settings).

It was agreed that the emphasis for this evaluation is at learning, and less so on accountability (e.g. by proving the results that have been achieved). Therefore, in-depth case studies were carried out to acquire profound understanding of underlying dynamics, rather than broad coverage of all activities carried out by the programme. The focus of the case studies is at the effectiveness and impacts of the programme, and at the interaction and synergy between the 3 programme components, especially between the CSR component and the CLFZ component, as well as the lobby & advocacy component and the other two components.

Therefore, during the inception phase it was agreed during a meeting with the programme partners in December 2016 that the evaluation would be structured by the following main activities:

A. Case studies A1-A4, on coffee (A1: Uganda), garment, natural stone and footwear (A2-A4: India)
B. In-depth study on selected CLFZ's in Mali, according to a set of specific evaluation questions
C. Evaluation of lobby and advocacy (L&A) work in the Netherlands and Europe
D. Digital survey among partners.

The above selection of in-depth studies was considered to be representative, by including both studies from India and Africa, as well as 'old' (ongoing) and 'new' (recently initiated) processes of change.

The above activities link up to the sub-questions in the ToR, as indicated in the following Table 1.

Table 1: Relation between evaluation questions and proposed evaluation activities

OECD/DAC criteria	Sub-Questions	Activities
Effective-ness	1) To what extent have activities of IPs led to successful creation of CLFZs, and to what extent has this been done with engagement of CSR initiatives and companies?	Case studies 1-4
	2) To what extent have IPs effectively advocated for desired change and liaised with national, regional and international stakeholders?	Case studies 1-4 L&A study
	3) To what extent is the CLFZ strategy applicable and effective in contexts with high levels of migration and urban settings? What are limitations / shortcomings in these cases and how can they be overcome?	Case study 2 CLFZ study Mali
	4) To what extent have gender and context specific issues such as caste and migration been identified and taken up by project implementers?	Case studies 1-4 CLFZ study Mali
	5) To what extent have activities towards CSR initiatives and companies resulted in policies and practices against child labour and other labour rights violations in supply chains?	Case studies 1-4
	6) Have advocacy and lobby activities led to increased support from policy makers and international organisations for CLFZs as well as child labour free supply chains internationally?	L&A study

OECD/DAC criteria	Sub-Questions	Activities
	7) Has the programme led to more awareness among the public and consumers on child labour issues and to what extent has this led to increased public pressure to improve transparency of companies with regards to their activities to stop child labour?	Case studies 1-4 L&A study
	8) Have the 3 programme components reinforced each other in achieving the overall aim of Stop Child Labour and how has this been done? What were challenges and how have they been addressed?	Case studies 1-4 L&A study CLFZ study Mali
	9) What have been unexpected outcomes of the programme?	
Relevance	10) Are the activities and outputs of the programme consistent with the overall goal and the attainment of its objectives?	
	11) To what extent did the programme leave space for adjusting programme activities to changing contexts – if necessary?	Digital survey
	12) How is learning from the programme secured in SCL members and the coalition as a whole? Has learning / innovation taken place on the basis of earlier evaluations and recommendations?	Digital survey
Efficiency	13) To what extent did the governance (coalition set-up), coordination structures, M&E procedures and tools and the grant management structure (division of labour between coalition partners in terms of partner's support) contribute to or hamper the achievement of the objectives?	Digital survey
	14) Have the capacities of the different coalition members and southern partners been used optimally in the achievement of the objectives?	Digital survey
Impact	15) To what extent has a social norm and related institution building (including school as institution) been achieved within the CLFZs and has this norm and related institution building led to more children attending education in the CLFZs?	Case studies 1-4 CLFZ study Mali
	16) To what extent have CSR initiatives and companies improved their policies and practices with regard to child labour and other worker's rights in their supply chains? What have been challenges and how have they been dealt with?	Case studies 1-4
	17) Have policy makers, CSR initiatives and companies in the Netherlands/Europe/international changed their practices (behaviour) and policies in support of the elimination of child labour and creation of CLFZs?	Case studies 1-4 L&A study
Sustaina-bility	18) Is the commitment of relevant stakeholders strong enough to ensure that the CLFZs will be capable of continuing without external support? If not, what type of support is still needed?	Case studies 1-4 L&A study CLFZ study Mali Digital survey

2.2 Specific methodologies

As indicated above, the evaluation study aimed to generate improved understanding on specified key issues by undertaking a series of *specific case studies*. During the case studies use was made of *document study*, followed by *focus group discussions* (FGDs) and *key informant interviews* (KIIs), using a series of pre-designed questionnaires and checklists (see Appendix 4).

In general the questions and checklists follow the logical sequence of steps:

- Overview of recent changes relevant to child labour issues (awareness, children at work, children at school, school situation)
- Insight into the underlying activities, processes and structures that have contributed to these changes
- Insight into the contribution by the SCL programme to these activities, processes and structures
- Specific questions on key issues related to this evaluation (migration, gender, social norm, replication, scaling etc)
- Insight into the remaining challenges, especially questions about the sustainability.

Principles of contribution analysis were applied, following the logical chain of changes from actions, to outputs, outcomes and impacts. Also principles of triangulation were applied, by validating findings with other stakeholders.

The supply chain and CLFZ case studies were prepared in collaboration with programme partners and included field visits the following set of activities. Not including the various interviews and meetings with SCL partners, in total 35 FGDs were held and 67 key informant interviews (KIIs).

Selection	FGD	KII
Study A1: Supply chain case study A1: Uganda - coffee - CLFZ Nebbi Padolo parish - Local companies and stakeholders - International stakeholders	8	 4 5 2
Study A2: Supply chain case study A2: India – natural stone - CLFZ Budhpura - Local companies and stakeholders - International stakeholders	6	8 3 2
Study A3: Supply chain case study A3: India – garment - CLFZ Tirupur - Local companies and stakeholders - International stakeholders	3	 4 6 1
Study A4: Supply chain case study A4: India – footwear - Local companies and stakeholders - International stakeholders - Implementing organisations		 1 1
Study B: CLFZ case study B: Mali - CLFZs (6) - implementing organisations	18	 19 4
Study C: Lobby and advocacy - stakeholders in the Netherlands		 7

Study A: Supply chain case studies
For each supply chain case study, the following set of activities were conducted.

- Timeline of the main activities that were carried out in relation to the case study subject.
- Information sheet with main activities and results emerging from existing documentation
- Interviews with relevant staff from coalition partners in the Netherlands
- Field study with FGDs and KII for a specific CLFZ location location, with field visit for 2-3 days and interviews with implementing partners and stakeholders
- Interviews with relevant international stakeholders
- In Uganda a finalizing debriefing workshop was held with implementing partners, to provide feedback on preliminary findings.

Study B: In-depth study on dynamics within CLFZ in Mali
The following specific questions were submitted for the Mali study. These questions will all be addressed as part of the CLFZ study in Mali.

1) How were the various intervention areas characterized at the start of the interventions, in terms of children in child labour/children in & out of school, in quantitative and qualitative terms?
2) How did these areas compare to neighbouring areas, and to the national situation in their country?
3) What have been the interventions of the implementing organizations?
4) What has changed in the situation described above since the start of the interventions?
5) To what degree can the intervention areas now be called Child Labour Free Zones?

6) How do the changes in in the intervention areas compare to changes in neighboring areas, and to the national situation in the country?
7) Which internal factors – i.e. pertaining to the intervention- may explain the findings?
8) Which external factors – i.e. pertaining to the context- may explain the findings?
9) Was the intervention necessary, could the result have been achieved without it?

The Mali study included field visits and studies of 6 CLFZs at 5 different project locations:

- M1: Alphalog in Niono (continuation of previous project) – CLFZ started in 2005 as a project to fight Child Labour in rural areas of Niono district through awareness raising on Child Rights. In 2008 also attention was given to (non-formal) education for "talibés", students of non-formal Coran schools. Only in 2014 the project was transformed into a CLFZ project after Alphalog had participated in experience sharing exchange visits to CLFZ projects in India and Ethiopia (2012 and 2013).
- M2: CAEB / Enda with CLFZs in Wacoro and Kemeni (shea and sesame) – these are new CLFZs started in January 2015
- M3: Enda in Markala (continuation of previous project – started in 2006 as an Education project for Rural Children in Difficult Circumstances (PEERSD / PEPERSD project). Only in 2014 it was transformed into a CLFZ project after Enda Mali had participated in experience sharing exchange visits to CLFZ projects in India and Ethiopia (2012 and 2013)
- M4: Enda in Bougouni (gold-mining) – new CLFZ started in 2015
- M5: Enda in Mopti - is a continuation of projects focused at children in difficult circumstances in Mopti (street children, working children, "talibés'). In 2014 it was transformed into a CLFZ project

Evaluation of lobby and advocacy (L&A) work in the Netherlands and Europe
The following main activities were carried out:

1. desk study on quantitative data available from M&E reports, especially oriented at outcome level
2. interviews with coalition partners, to reconstruct what was done and define the stakeholders to be interviewed.
3. Selected key informant interviews in the Netherlands.

2.3 Digital survey among partners

The digital survey was designed based on the 5-capabilities framework developed by ECDPM in 2011 and which is also used by the Ministry of Foreign Affairs (IOB) and several development organisations.[1] (see Appendix 5). In total 12 partners submitted a completed survey:

- SNEC, ALPHALOG and CAEB in Mali
- BWI, ICCO, SAVE in India. Manjari also submitted a survey 2 weeks after the deadline, it was not possible to incorporate these results anymore.
- CEFORD, UNATU, NACENT in Uganda
- ACLAZ, ZNCWC, ZIMTA in Zimbabwe
- ANDEN in Nicaragua.

2.4 Limitations of the methods used

We mention a few limitations of the methods used for this evaluation:

- We aimed to make a selection of case studies that is representative for the SCL programme. However, we were impressed (and somewhat overwhelmed) by the multitude of activities carried out by the SCL partners, at different levels and in different countries, and the available documentation. We cannot claim that the current selection of case studies is representative, as every case study is unique in its specific local, national and sector-related context. However, we do

[1] http://ecdpm.org/publications/5cs-framework-plan-monitor-evaluate-capacity-development-processes/

believe the case studies were sufficient to generate relevant insights and responses to the evaluation questions.

- The response to requests for interviews among lobby and advocacy related stakeholders as well as by companies involved in supply chains has been somewhat meagre. Also in relation to the supply chain case studies it appeared difficult to have interviews with private sector related stakeholders.
- Attribution / contribution of the perceived changes to the SCL programme is difficult. Most CLFZ activities and all lobby & advocacy activities should be seen within the context of a process that has in most cases started several years ago, as demonstrated by timelines that were established for each of the cases. Also, the CLFZ initiatives include in most cases long and strong relations between selected communities and the main local implementing organisations, contributing to a starting situation of mutual trust. Also, most SCL partner organisations have additional programmes or activities in the same countries or with the same implementing organisations. As a result, we can only draw conclusions about plausible contributions and success factors.

3. Child labour in relation to value chains

Already in 2002 the IFC noted that companies are increasingly working together with government and civil society to address issues such as child labour.[2] It is relatively easy for businesses to control harmful child labour practices in their own workplaces (industries), i.e. at tier level one, but it is much more problematic to address these issues in their supply chains. Especially if supply chains are long and include informal or even illegal practices, companies have less control over the practices of their suppliers, yet can be directly affected by them in terms of reputational risk. While harmful child labour can be found in both formal and informal sectors, a much greater risk is posed by suppliers in the informal sector where conditions are less regulated. The situation is especially difficult to control where the work is a traditional family activity or contracted out to the household or domestic sphere.

There has been a rapid expansion of voluntary sustainability standards including criteria for environmental and social sustainability. These standards all have elimination of child labour as a high priority issue. However, there is limited evidence on approaches that have proven to be effective. In a recent review of impact studies in agricultural commodities for IDH (2015), there was no single impact study that looked at the impact of business practices, standards or certification on social issues including child labour. It seems that robust approaches to labour practices are limited to standards associated with own workplace (e.g. using ISO 26000, SA8000, FLA, health & safety). As an example to demonstrate the fact that attention for social issues is lagging behind, there is the example from the palm oil sector. Here we find a significant transition to adoption of no deforestation and no exploitation policies since a few years. However, while significant results have been achieved in terms of addressing no deforestation, there are still major gaps and lack of effective strategies in addressing social issues. The largest oil palm company (Wilmar), who is a frontrunner in adopting more sustainable practices, was recently accused of having child labour issues on its own plantations and in its supply chain.[3] A recent UNICEF report noted that in GRI reporting by companies reporting and disclosure on children's rights-related issues is generally underdeveloped, with an emphasis on philanthropy and a lack of information on supply chain issues.[4]

Most countries have policies in place to protect children's rights. Over the last decade, child labour laws have been strengthened in many countries and international corporations have adopted codes of conduct concerning child labour.[5] However, its enforcement is often problematic, for three main reasons: the policy has not been worked out in operational terms, with interpretations and applications that are adapted to variable socio-cultural conditions, and the lack of human and financial resources to implement these policies. There is also the 'poverty argument' (also used by politicians) and influence of 'vested interests' in some industries to have access to 'cheap children'.

In terms of consumer awareness, child labour has high priority and there is a common desire to have supply chains that are 100% free of child labour. The International Cocoa Initiative (ICI) and UTZ Certified have both realized that this is an impossible claim and are now developing and testing standards that take a position of an improvement process. However, many countries also take a strict position on child labour for products being imported. For example, US law related to forced labour in supply chains, in particular the Trade Facilitation and Trade Enforcement Act of 2015, has a strict abolition of any products with risk on child labour.

It can be concluded that there is awareness, among consumers, traders, producers and governments, but insufficient knowledge and lack of political and corporate will on how to address issues of child labour in supply chains in an effective and sustainable manner.

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[2] IFC, 2002. Good Practice Note In the Workplace and Supply Chain Addressing Child Labor

[3] https://www.amnesty.org.uk/indonesia-palm-oil-wilmar-human-rights-plantation

[4] https://www.unicef.org/csr/css/UNICEF_Working_Paper_-_Reporting_161213_Web.pdf

[5] Child labour fact sheet, UNIEF, 2015

4. Synthesis of findings

The synthesis of findings is organized by sub-sections, which regroup the 18 evaluation questions. The last section has the specific evaluation questions of the Mali case study. The synthesis of findings is based on the case study materials, which can be found in Chapter 6. We emphasise that summarizing the findings from the different case studies has its limitations, as each of the case studies has unique features associated with its specific context. The interested reader is therefore also referred to the case studies, each of which also has specific conclusions and recommendations (Chapter 6).

The following conclusions first have a summarizing statement (in bold), followed by text that supports the statement with underlying evidence or explanations.

4.1 Effectiveness of child labour free zones

1) To what extent have activities of IPs led to successful creation of CLFZs, and to what extent has this been done with engagement of CSR initiatives and companies?

Through activities of IPs, the SCL programme has significantly contributed to the successful establishment of CLFZs, with results both at community level and within schools, while in some cases the work built onto existing relations, there are also cases that operated in a difficult context.
There is evidence from documentation, and through our field visits, that the SCL programme through the activities of IPs has established a number of CLFZs. There is evidence that in the CLFZ of:

- A reduction of children working, an increase of children going to school (both school enrolment and school attendance), a decline of drop-out rates
- An improvements of school infrastructures and quality of education, thus improved conditions for children to attend
- A range of social structures established or strengthened and functional for monitoring child labour in the community, at schools, with labour unions and/or within local government
- Bridge schools to help reintegrate children who have been out-of-school and working
- Savings and loans systems introduced and functional, generating revenues, to generate finance for paying school fees and/or school materials for enabling children to go to school
- Poor and vulnerable families also being able to send their children to school.
- Significant changes in the social norm with respect to children not working but going to school

These results were all achieved by the IPs of the SCL programme and form the backbone of the functionality of a CLFZ.

In most cases there is a *significant contribution* by the SCL programme to the establishment of CLFZs, because the activities by the IPs through the SCL programme built onto earlier initiatives and good relations of the IPs with the communities. Thus, there was already a situation of mutual trust between the communities and the IPs, which is an important condition for establishing a successful CLFZ. This highlights the good selection by the SCL programme of communities and high quality IPs, to establish a successful CLFZ.

The essence of the CLFZ approach seems to be to address the systemic causes of child labour, which are often found within a wider area (the 'landscape') – this makes the approach different from the 'conventional' monitoring and remediation approach.
There are examples of efforts by companies aimed to remediate child labour in supply chains or at community level that have failed. One likely reason is that mainly addressed the symptoms of child labour and not the systemic causes. The CLFZ approach is an intensive approach because it aims to

identify the systemic causes of child labour, and thus assure that the effects will be lasting. Underlying drivers include the attitude of families (social norm), as well as more technical aspects such as poverty, labour conditions of parents, poor health conditions of parents as well as the absence of schools or good quality education. The systemic causes can be different for different households, which explains the need to visit and monitor every household. For companies, the attractiveness of the CLFZ approach is that it will generate lasting effects, by addressing the systemic causes, and not temporary or localised effects that require continuous mitigation efforts. In other words, the (high) investments are required to achieve more long-term and sustainable effects.

Activities undertaken in a CLFZ do not only lead to reduced risks of children working, especially in relation to supply chains ('do no harm'), but also help create income opportunities and other positive impacts for children, families and communities ('do more good'). This combination is especially functional for children to stay out of financially attractive supply chains. Thus the CLFZ approach goes beyond child labour risk remediation.

In the coffee, natural stone, garment and footwear supply chain case studies, existing child labour is strongly associated with opportunities to acquire quick revenues from these supply chains. In these situations it is *very easy* for children to get an income by working, and this is especially the case for older children (10-14 and older). Thus, the link to a supply chain is a pull factor, creating opportunities for children to gain an income and thus constitutes a strong driver that is not easy to overcome or compensate. Where this situation prevails, it will be important to create alternative and better opportunities for families and their children, both short- and long-term.

Thus, the activities undertaken in a CLFZ can be characterized according to these two orientations:

1. '*Do no harm' or risk reduction*: activities to assure children do not work, including identification of child labour cases and risks (surveying of households, monitoring schools, monitoring market places), community mobilization, establishment of monitoring structures, follow-up dialogues with parents of households with evidence of risks of child labour in order to define solutions, including loans to allow children to go to school;
2. *'Do more good' or creating opportunities*: activities to assure that children go to school and creating alternative employment opportunities. In itself, going to school is an opportunity, as research on education shows that each additional year a child is in primary school, will result in higher income when they are grown-up. In addition, there are different activities that help generate short and medium-term income opportunities. For instance, in Mali older children (youth in the age of 15–18 years) are trained to make soap and colour garments, for selling and gaining some incomes. Women are supported by village savings schemes. Companies may provide vocational or professional training with perspectives on future employment. In Uganda, with coffee production, this included: coffee school clubs (to train school children on the basics of coffee production), training of youth (14-17 age) on good practices of coffee growing, youth teams (18-25 age) to provide services to coffee producers, such as pruning trees.

The perspective of increasing incomes and better labour opportunities can help bring about change towards a (new) social norm. In Uganda, the increased coffee production has been a trigger to comply with the new social norm. In India, better market opportunities for natural stone without child labour is a driver for labour unions to promote child labour free production sites. Once a new social norm has been established, it seems that poverty will not anymore be a reason to not send your child to school, except for a few families that are highly vulnerable (e.g. orphans, sick, ..).

Apart from the income opportunities, there are other positive impacts to be expected from the CLFZ approach (see below section on impacts). As such, it seems that child labour is an entry point for a community-based approach that can lead to a range of benefits. Activities on child labour are generally purely associated with risk reduction and mitigation. It seems relevant to pay more attention to the potential for generating additional positive impacts, which are characteristic for the CLFZ approach. This could also make the approach particularly interesting for companies to join.

It appears useful to distinguish different phases in the development of a CLFZ, as well as spin-off effects that could be supported to achieve greater impacts. The CLFZ approach is considered very intensive and of long duration, but over time a less intensive approach may be sufficient yet also effective.

There appear to be four different phases in the development of a CLFZ, each with its specific duration and intensity of work by different stakeholders and partners involved. The case studies could be positioned in different phases. The following is a rough sketch based on the case study work.

CLFZ phases	1. Initiation	2. Development	3. Finalization	4. Maintenance + spin-off
Duration	3-5 years	2-3 years	2-3 years	continuous
Intensity	Low	High	Moderate	Low
Dimension 1: Community mobilisation	Awareness and trust building	Structures in place to develop new social norm	Structure and social norm established	Refresher training and learning platform
Dimension 2: Education facilities	Awareness on lack of infrastructure and good education quality	Structures in place and improvements ongoing or planned	Facilities improved	Financial resources to sustain facilities
Dimension 3: Supply chain activities	Awareness raised and risks properly identified	Measures in place for risks monitored and remediated	Supply chain with no child labour; youth employment realized	Costs and benefits for company assure continuity
Dimension 4: Policy context	Awareness on poor policies	Policies in place but not well enforced	Policies in place and enforced	Policy execution monitored and evaluated

It should be possible to track progress on each CLFZ by monitoring progress for each of these four dimensions. This might show that one dimension is in advance and another lagging behind. Clearly, a number of contextual factors are highly relevant in determining the duration and intensity. Further developing this scheme based on empirical evidence could be useful, in order to be able to (i) define in which phase a CLFZ situation is situated, and (ii) predict the expected duration and intensity (investments) of work required (this could be particularly interesting for companies).

The CLFZ approach is considered very intensive. However, in practice the intensive period might be of short duration, preceded by a period of good preparation (but not very intensive) and finalized by a period of maintenance and support to upscaling (which is also not very intensive). For instance, it seems that in Uganda, following a period of preparation of several years (but low intensity), 2-3 years of intensive work now seems sufficient to establish the core zone of the CLFZ and already achieving much spin-off, including activities at different levels. On the other hand, the natural stone case study has known an intensive period, which is largely due to the complex context, and is now moving from phase 2 to phase 3. Subsequently, to facilitate further spread and uptake from the initial CLFZ zone onwards, a light approach may be sufficient, especially if there are indications that a social norm has been established.

It is difficult to conclude whether a CLFZ is successful as there is no defined norm for a successful CLFZ.

It seems that in all cases the IPs have realized the set targets according to the project proposals that were signed with the SCL programme. However, these refer to output or early outcome level targets mainly, and not to final outcomes that refer to the social or institutional changes that are required to sustain a CLFZ. Also, these proposals do not refer to a certain (minimum) level of child labour, or expected (minimum) level of school attendance in the community (CLFZ). There is reporting on school attendance rates that show considerable improvement (i.e. children who go to school and who attend more than 75% over the last 3 months). There is not systematic reporting on school enrollment, i.e. the

number of children that go to school (of a certain age group) in relation to all children in a certain area that should go to school. Partners in the CLFZ areas also could not provide such data. Looking at above scheme showing different CLFZ phases, it could be useful to define norms for each of these four phases.

However, in defining whether a CLFZ is successful, there are also some remaining concerns to be addressed about children of older age (10-14), who more easily drop out of school because of:

- more potential for income generation and addiction to issues like alcohol or tobacco
- young girl marriages that are a cause for young girls to drop out of school.

10) Are the activities and outputs of the programme consistent with the overall goal and the attainment of its objectives?
11) To what extent did the programme leave space for adjusting programme activities to changing contexts – if necessary?

There is plausible evidence of 'proof of concept' of the CLFZ approach, from different locations and context situations, including different continents and complexities. It would be useful to have more well documented show cases from the African continent.
Looking at the innovation and development model adopted by organisations like IDH and WWF, a trajectory of three phases can be defined, including:

- Development of a pilot to show 'proof of concept', working with frontrunners, to show that a certain intervention with AA costs can generate BB results under CC conditions;
- A phase of scaling up, using upscaling mechanisms and working with followers, to realise greater levels of impact
- A phase of consolidation, whereby institutional and financial arrangements must be in place to assure that the systems and results will sustain.

It is a good strategy to work with frontrunners and 'low hanging fruit' to develop 'show cases' to demonstrate the 'proof of concept'. One could argue that the coffee and garment case studies fit into this category, as much preparatory work had already been done and partners were very experienced. However, this has not been the case for the natural stone case study, nor the case of the Kasubi suburb in Kampala, nor the progress achieved in the footwear case study. In these latter cases significant progress was also achieved, which can be attributed to the SCL programme. Achieving success in these 'high hanging fruit' cases reinforces the 'proof of concept' and shows that the approach is applicable to different contexts.

The duration and intensity of the CLFZ approach may vary considerably, depending upon the context. Important contextual success factors have been defined and are generally known by the SCL coalition. There are situations where establishing a CLFZ would probably not be possible.
From the case studies the following main success factors for the establishment of a CLFZ emerge:

- A certain (minimum) level of social cohesion
- The availability of an NGO with strong local rooting and trusted
- The presence of income generating activities, to generate funds for children going to school
- The presence of schools that function relatively well, with a minimum level of school enrolment
- Willingness of local public agencies to collaborate in maintaining and upgrading schools

As the main condition a minimum level of social cohesion, security and absence of civil unrest is probably the most important factor. Note that this has so far been the main constraint in Latin America, being the cause for the fact that there are few experiences of establishing CLFZs in Central America.

4.2 Impacts and the social norm

The key indicator of a CLFZ, whether children are attending school, shows consistent progress in almost all CLFZs. Yet there is need for further upscaling to achieve greater impacts.
In relation to a CLFZ, data are being collected on the number of children that were found working and went back to school, and of children that were prevented from dropping out of school. For instance, for the CLFZ in Uganda (West Nile) the numbers are about 900. This number is impressive, yet represents only 1.6% of the estimated total number of children working in Nebbi district (data from 2009: 45,800 working and 12,000 additional hazardous work). This suggests there is need and scope for scaling up.

9) What have been unexpected outcomes of the programme?

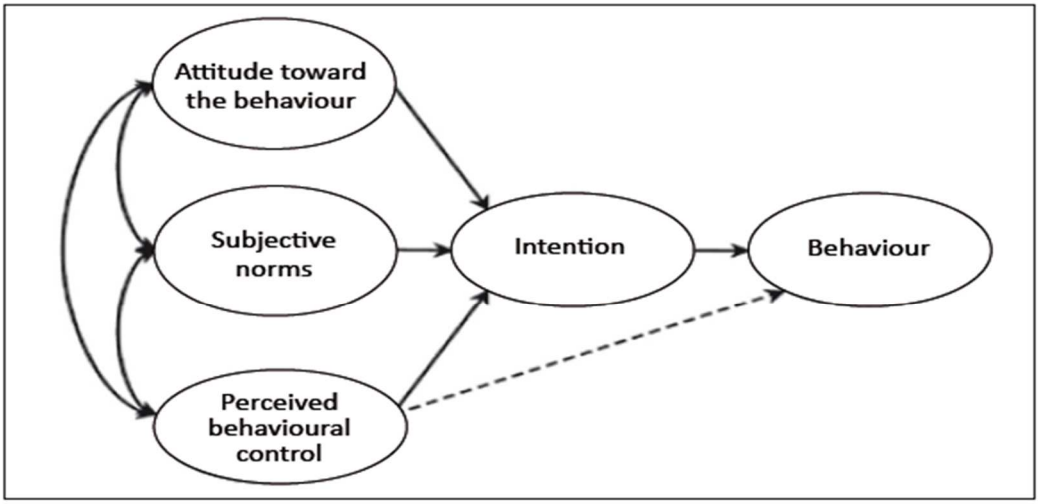
At the impact level of the CLFZ supply-chain case studies, there are impacts that were not expected or well documented. These will vary greatly between areas and sectors.
There is plausible evidence of more positive impacts than that of children not working and going to school. The following are insights on recent trends obtained from the interviews and focus group discussions. However, it should be noted there are no baselines so these are 'best professional judgements' that would need to be validated through more detailed studies:

- *Improved social cohesion*: positive impacts in almost every CLFZ that was visited, although in some cases there are remaining differences or even tensions between different ethnic groups, which is mainly associated with high levels of migration (e.g. gold in Mali, natural stone in India).
- *Household incomes*: income generating activities have been promoted in all CLFZs, with income generating effects for families as well as adolescent youth (e.g. stitching training for adolescent girls in Budhpura).
- *Improved wages*: not commonly mentioned, but a clear positive effect in Tirupur where adults are paid three time higher wages than children.
- *Improved nutrition*: there was evidence of families noting they would better feed their children now that they are going to school. In addition, there are instances where schools have started school feeding programs (Tirupur).
- *Improved occupational health & safety*: this has commonly improved, with specific examples from the natural stone case study where workers were supported to access insurance, immunization campaigns were held, support for medical care was provided, and an order was passed by the Department of Mines to enable silicosis patients to access financial compensation.

15) To what extent has a social norm and related institution building (including school as institution) been achieved within the CLFZs and has this norm and related institution building led to more children attending education in the CLFZs?

The case studies provide examples of how the change of a social norm is being perceived. Yet, there are conflicting opinions on whether a new social norm has been firmly established.
To evaluate the process of influencing social norms, the *Theory of Planned Behaviour*[6] is taken as a basis. It states that behaviour is influenced by three aspects: (i) the personal attitude people have towards the (desired) behaviour, (ii) the subjective (or social) norm that prevails in the community and (iii) the level of perceived behavioural control. These aspects are interlinked and jointly influence people's intention to behave in a certain way. Behavioural intention is an important predictor of actual behaviour.

[6] Ajzen, I. (1991). Theory of planned behaviour. *Organizational Behaviour and Human Decision Processes, 50, 182.*



Source: Ajzen, I. (1991). Theory of planned behaviour. *Organizational Behaviour and Human Decision Processes*, *50*, 182. http://dx.doi.org/10.1016/0749-5978(91)90020-T

FIGURE 1: Theory of Planned Behaviour.

The theory suggests there are several ways to influence behavioural intentions and the shift to actual changes in behaviour, using different (policy) instruments. The table below provides an overview of instruments linked to these processes of change. Also, potential boomerang effects are mentioned.

(Policy) Instrument	**Examples**	**Process of normative change**	**Possible boomerang effects**
Active influencing	Advertising, information, campaigning	Directly influencing personal norms, influencing beliefs about what others are doing	Others are not doing their part
Changing architecture	Making desired behaviour more convenient / viable	Cognitive dissonance, increasing social disapproval for failure to engage in desired behaviour, copying role model behaviour	Others are not doing their part
Financial interventions	Taxes, fees, allowances, subsidies	Repeated exposure to economic revenues and costs, reflecting the importance society places on certain behaviour	Creating an economic rather than moral reason for behaviour
Regulations	Laws, standards	Repeated exposure to social rewards and burdens, reflecting the importance society places on certain behaviour	Creating a fear of being caught rather than moral reason for behaviour

The evaluation used Focus Group Discussions (FGDs) and Key informant Interviews (KIIs) to assess the effects of these instruments and linked these to changes in the social norm. Also, possible boomerang effects were explored.

Based on the case study findings the following conclusions are drawn:

On personal attitudes and beliefs

There are conflicting opinions. It was often stated that traditional attitudes and beliefs have persisted for long, and cannot be changed overnight. Attitudes and beliefs are associated with ethnicity, reason

why in a context of ethnic diversity it will be more difficult to change behavior, as ethic beliefs may be deeply engrained (while others are not). However, while this is obviously relevant for the parents, we found that personal opinions of children may have more consistently changed. The following is a good example with a possible indicator.

Statement on social norm	Possible indicator
Children request for a break when being involved in family labour, and also know what is considered too heavy work	Opinions by a panel of children on how their rights are being respected

On the subjective social norm
There are consistent and significant changes at community level. In the following table are highlighted a few examples, with proposed indicators.

Statement on social norm	Possible indicator
Systematic reporting of cases of child labour to the CL committees or the police	Number of cases of child labour found by the CL committee or the police that were not known and reported by the community
Problem families are assisted in different ways to assure that their children will also go to school	Number of problem families that do not receive support from the community or teachers to be able to send their children to school
Effective approach to ensure that new families are immediately informed about the new social norm	Average time it takes for new migrant families to be informed about the new social norm
Assistance to children to get from their homes to school safely.	Number of children assisted to get to school safely

On the perceived behavioural control
There are major changes, mainly positive, as follows:

- Schools have been significantly improved and the quality of teaching has improved
- The financial barriers to send a child to school have become much lower
- The legal norm has been strengthened / enforced, including monitoring by the police
- Children that have been working are assisted through bridge schools
- There are better opportunities for families and children to gain an income in an alternative way

One good example is the following: In Tamilnadu (India), communities used to perceive public schooling (which is free of cost) as inferior to private schools (which is relatively expensive). The implementing local partner (SAVE) worked to improve the (perceived) quality of public schools to persuade parents to take their children out of private school and get them enrolled into public schools to save money. SAVE did so by offering additional trainings for teachers to help them improve their educational skills and to reduce lethargy amongst teachers.

Repeated exposure to economic or legislative measures influences behaviour
As economic incentives to send children to school could be mentioned the skills being educated at school that enable children to gain an income. Also, improved wages for adults who take over job opportunities may be included. When associated with supply chains, improved productivity might be another incentive.
Legal measures include punishments by the police or by labour unions who have been motivated to adopt and enforce the law of children not working but going to school. These have shown to be effective. For instance the cobble stone union now has a firm policy on no child labour with fines included, and there are billboards in the community showing this all the time.

Thus, the weakest chain in the model are the engrained cultural beliefs that may take a lot of time to change. The combination of a changed social norm, as well as repeated economic and legal actions, will be useful to change personal beliefs.

4.3 Relation with migration, urban settings and gender

3) To what extent is the CLFZ strategy applicable and effective in contexts with high levels of migration and urban settings? What are limitations / shortcomings in these cases and how can they be overcome?

First, there are cases of out-migration from the CLFZ by parents or other workers, often forming a systemic cause for child labour and 'problematic families'. There are good practices on how this can be tackled.
Especially in rural areas of Uganda and Mali, problems of child labour are often associated with parents working elsewhere and leaving their children behind, who then run a greater risks of ending up in child labour. Together with cases where parents have died (e.g. by HIV), these are among the most difficult families to solve problems of child labour. In Uganda, the remaining few cases of child labour in the CLFZ are mainly associated with these systemic causes. However, these cases will be effectively addressed, especially once a new social norm has been established. There are also examples of community members or teachers paying the school fees for these poor families.

Second, there are cases of in-migration of new families and workers into the CLFZ. Once a social norm has been established, measures are taken to assure that these migrants comply with the new norm.
It appears that in a successful CLFZ, the local structures associated with child labour monitoring will assure that new families are soon informed on the norm of children not working but going to school. In Tirupur, the community poses threats of sanctions if the arriving family has not enrolled their children within 3 month time.

There are also good examples of CLFZs established in urban areas, such as Kasubi in Kampala and Tirupur in India.
The Tirupur case study shows the effectiveness of the approach in an urban area. Potential problems of language barriers were also addressed. The Kasubi case study was not studied in detail, but it appears that the CLFZ in Kasubi is effective in terms of reducing child labour and getting children back in school. This is partly due to the fact that social cohesion is sufficiently good and there are schools available.

In areas with a high level of ethnic diversity and poor social cohesion, often resulting from high levels of past and/or ongoing migration, it is more difficult to establish a CLFZ.
In Mali, a minimum of social cohesion was often mentioned as an important success factor for establishing a CLFZ. This is challenging in an area of gold mining, with people moving in and out all the time. Also, in the natural stone case study, the challenges are mainly associated with low levels of social cohesion and different opinions between ethnic groups. In both cases, respondents stated that the project had a positive impact on social cohesion as well.

In areas with high level of migration, a very useful good practice is that of working with landlords. This approach merits of being better documented and replicated.
Both in Tirupur and Kasubi the project has worked with landlords as 'partners' to establish a CLFZ.
In Tirupur house owners were made responsible for assuring house renters send their children to school. In Kasubi, Kampala, landlords were convinced that it is in their benefit to assure that those renting the premise comply with the child labour norm. Landlords actually perceived that this indeed gives them many benefits: less use of water and sanitation facilities, less noise and dirt around the house, less theft and more security. This approach could also be useful in other situations, convincing powerful actors (i.e. those who own land or premises) that it is in their own interest to propagate a 'no

child labour' norm. For instance, in the case of tobacco production in Malawi, there is a problem with the landlords who in fact force the tenants to use child labour by offering a tight contract. In this case, landlords could be persuaded on possible benefits for them by adopting the 'no child labour' norm.

It appears that high levels of migration or an urban setting is not a 'killing condition' for establishing a CLFZ. However, we refer to an earlier conclusion that a high level of social unrest, lack of security or internal conflicts is a situation where a CLFZ is not possible to establish. This is likely to occur most in situations of highly profitable resources and levels of illegality (such as drugs).

4) To what extent have gender and context specific issues such as caste and migration been identified and taken up by project implementers?

Through the collaboration with NGOs that have profound knowledge of the local communities in the CLFZ area, context specific issues are implicitly taken into account. However, the baseline surveys do not systematically survey these aspects, especially issues of caste, ethnicity and migration, and if surveyed are not translated into specific approaches.

There is systematic attention for women and gender sensitive approaches.
There are numerous examples of gender sensitivity, for example: specific attention for female headed households; specific savings and loans groups and initiatives for women; the norm of gender balance in different committees that are being established; specific attention to income generating activities for women. There is also specific attention for girls in schools, and conditions that should be in place for girls to attend. There is also attention for the problem of teenage girl marriages. However, school attendance by girls is likely to drop strongly after the age of 10-14. This should be better monitored.

4.4 CSR related activities

5) To what extent have activities towards CSR initiatives and companies resulted in policies and practices against child labour and other labour rights violations in supply chains?
16) To what extent have CSR initiatives and companies improved their policies and practices with regard to child labour and other worker's rights in their supply chains? What have been challenges and how have they been dealt with?

Most companies are aware of the need to avoid any connection with child labour, mainly due to increasing consumer pressure and international consensus. However, many still tend to hide the issue due to fear for reputation damage, seek quick fixes which are not in the interest of the child or simply do not yet know how to achieve this goal. This happens more frequently for sectors with complex supply chains and in relation to domestic markets. Those supporting the CLFZ approach have experienced there are no simple solutions. Yet, they are committed to achieve lasting effects, firstly from the perspective of risk reduction, secondly because it may offer additional benefits.
We found that companies collaborating with the SCL programme to establish CLFZs in their supply chains have done so because they are aware of problems of child labour in their supply chains but have also experienced that simple solutions to avoid child labour in their supply chain do not work. They are frontrunners because they are committed to find a lasting solution. They have drawn the conclusion that it is essential to contribute to intensive work at community-level in order to address the systemic causes of child labour. They have turned to the SCL programme because working with the IPs at local level offers them a perspective for a lasting solution.

In short, the willingness of companies to collaborate on a CLFZ approach seems to depend upon three main factors:

- The awareness of having a direct or indirect involvement in child labour issues in a certain sector and hot spot area ('we have a problem')
- The conclusion there are no simple solutions, based on approaches that have been tried out but did not appear to work out ('we do not know how to solve it')
- The expectation of the CLFZ approach to be more effective and create a lasting solution, possibly based on a demonstration field visit, and the availability of local partners (NGOs, labour unions) who are willing to collaborate to implement the approach ('we have an effective option').

Companies who have been involved in the selected supply-chain CLFZ case studies should be seen as frontrunners. Their role has been important in triggering change in the CLFZ.
Companies can particularly contribute to a successful CLFZ, by their contribution in terms of financial and in-kind resources, their presence and status, and also by offering access to markets or services that lead to higher incomes. Those adhering to child labour free natural stone production can expect better access to markets and higher prices. The coffee company in Uganda supported families to increase their coffee production which has been a source of increased incomes. Also for the other supply chains there are both activities of legal compliance and risk reduction as well as supporting workers (e.g. the cobble stone union not only bans child labour but also supports its workers in different ways). Companies could be especially involved in CLFZ initiatives by generating youth employment opportunities and supporting producers in different ways.

For companies involved in a CLFZ approach, there is not only a reduction of risks, but also other benefits to be expected. Documenting these benefits could help promote the CLFZ approach.
The evaluation team found several potential long-term benefits for companies to collaborate in the CLFZ approach. These will vary by sector and geographical area, and depend upon the starting position:
- More secured risk reduction – as the systemic causes of child labour are being addressed
- Improved reputation and thus a leading position in the sector if the company is seen as an active and effective in solving the problem of child labour in a sustainable way.
- Improved productivity – as adults who take the place of children often have better capabilities and skills, and also families are more committed to earn more in order to be able to send their children to school
- Improved health and safety – as adults will better respect health & safety procedures, and if measures are taken to support workers health
- Less social conflicts – as social cohesion is stimulated (less risk of land conflicts etc).
- Improved producer loyalty – this is a potential benefit for which we did not find evidence, but which can be expected to play a role in sectors where supply is limited (e.g. cocoa).

Frontrunners can help convince other companies to adopt a similar approach based on their experiences. Frontrunners can also assure upstream producers to comply with their criteria.
Frontrunner companies are willing to invest in the CLFZ pilots, as they see this in a long term perspective of dealing with child labour in a sustainable way. It does not automatically give them short-term benefits, on the contrary, it requires additional financial and human resources. Moreover, their investments are not (immediately) rewarded by the market, as the market is satisfied if companies assure that the symptoms of child labour are tackled. Frontrunner companies could be seen as partners / allies to help convince others in the supply chain that there are better and more lasting solutions, with long-term benefits for companies.

To have a business case that can justify the investments made, for companies it is important to move from the pilot CLFZ area to their complete supply chain area. Upscaling might work more rapidly and may require less resources than the initial investments made in the pilot zone.
Companies see the CLFZ approach as a potential solution to achieve a lasting solution to problems with child labour. However, they then want to cover their complete supply chain, i.e. include the complete area from which products are procured. The current area covered by a CLFZ is acceptable as a pilot from which upscaling will need to take place. Replication and spin-off to surrounding areas was found to take

place in all the case studies, albeit at different intensities, so that for moving from the core area to larger areas might require less resources.

There is need for the market to reward companies that show progressive improvement and lasting effects in addressing child labour, especially when it is embedded in a CLFZ approach, rather then accepting unrealistic or unsustainable solutions. There is a common interest for frontrunner companies and the SCL partners to help realise this.
For companies, assuring no child labour within their factories is realistic, because the factory and production units on their own premises are fully under their control. However, supply chains are often not transparent until the lowest tier level (which is often deliberately done). Companies involved in CLFZ approach in their supply chains are confronted with the fact that the market asks for 100% child labour free supply chains, for companies to avoid any risk of being accused of child labour. This leads to unrealistic and fake claims, and short-term solutions that tackled the symptoms of child labour rather than sustainable solutions. In both above cases the auditors play an important role.

Frontrunner companies understand that achieving a 100% child labour free norm in supply chains is in most cases not realistic. The new UTZ standard on child labour has adopted an approach to child labour of progressive improvement, which is highly innovative. However, it is problematic for companies to communicate that one is 'progressing towards no child labour'. For example, one natural stone company stated that they do not get any certificate from their work on the CLFZ while competitors claim they are child labour free and come up with fake certificates. They would wish to receive at least a written evidence of their involvement in a process to develop a lasting solution.

Companies expect objective and convincing baseline data and reporting of developing a CLFZ, so that they better know what can be expected, in line with the perspective of a company. In return, companies can be expected to actively promote the CLFZ approach in their sector and respective supply chains.
Companies would like to receive more factual and objectively verifiable information about the supply chain and the CLFZ they are investing in, and on the progress made. In the footwear case study, the baseline study done by FLA was stated to be more objective and convincing than the information provided so far. Baseline studies should provide data on the incidence of child labour, school enrolment and school attendance, for different age groups and genders, either from reliable sources or by taking representative samples (with a sufficiently large sample size). Subsequent monitoring should show to what extent progress is being made on these indicators. For instance, this can help the 'sustainability officer' within companies to defend the CLFZ investments to the board, who wants to see results after one year.

Companies would also like to know what activities are required to realise the CLFZ, and what results can be expected in the short- and the long-term. In short, they expect a workplan with concrete set of activities, expected results and costs. While the evaluation team understands that every situation is specific and there are no blue prints, it must be possible to give a 'best professional' estimate of expected costs. While it is understood that the CLFZ takes a long-term (community-based) perspective to develop a sustainable solution to child labour, it is also important to provide insights in expected short-term benefits or results.

It is not easy from the SCL programme M&E and reporting to get a clear view on CSR related progress for CLFZ initiatives in supply chains. A distinction between export and domestic supply chains is not yet made, and companies of different size and at different positions in the supply chain are combined.
It took the evaluation team some time to get a clear view on progress on CLFZ initiatives for selected supply chains, based on the reporting as well as interviews with SCL partners. While the narrative in the 2nd annual report is very informative, it is difficult to match the narrative with data in the M&E results chain of the SCL programme. We found additional data in the SCL coalition M&E framework, leading to a somewhat more useful compilation (see Annex 2). However, the combination of export and domestic market supply chains also does not help to understand the current situation.

For instance, in the project in the garment sector in Tirupur, there is no reference to dialogues or MoUs with companies, but there is reference to 69 + 4 companies who have improved their policies and practices to prevent child labour (the baseline is 0). From the case study we identified the following facts:

- There is at least one big export company who procures from 14 SMEs in the Tirupur region where the CLFZ is located. This export company already has in place the systems to assure that these SMEs do not have any child labour involved. There are in total 20 SMEs producing for export markets, of which SAVE has assisted 13 to have child labour policies in place, while the 7 others already had such policies in place.
- There are in total 234 SMEs in Tirupur region, of which only 20 produce for the export market and the others (214) produce for the domestic market only. Of these, SAVE has so far assisted 52 units in setting in place child labour policies; SAVE is still working with / targeting the remaining 162 units.
- These results do not match with the M&E data in the result chain reporting.

17) Have policy makers, CSR initiatives and companies in the Netherlands/Europe/international changed their practices (behaviour) and policies in support of the elimination of child labour and creation of CLFZs?

There is evidence that the SCL programme has contributed to CSR initiatives and companies in the Netherlands, in Europe and at international level having adopted policies in support of the elimination of child labour and creation of CLFZs, and of having improved their practices (change of behaviour). There is good potential for more positive changes in the coming years.

We find initiatives by the SCL programme at different levels, that have contributed to the potential for changes in policies and practices among companies. However, the level of contribution is difficult to define, since there are also other driving forces. We note in particular:

- The signing of the garment covenant with specific reference to the CLFZ approach, and expected signing of other covenants, which will have to be taken up by companies as part of their mandatory due diligence when concrete workplans with companies or joint projects are being developed (as a recent one with RVO).
- The support to the new UTZ child labour standard, which constitutes a 'revolution' in thinking about effective ways to address child labour, which has been supported by the SCL programme activities. CLFZ experiences are highly valued as evidence to show whether and in what way this new standard can be effectuated. In fact, a new programme is being developed in Uganda to further test this.
- Dialogue with international initiatives, including the International Cocoa Initiative (ICI) and the Eliminating Child Labour in Tobacco growing (ECLT) initiative. Both have confirmed that they have been inspired by the CLFZ approach, and there is ongoing collaboration.
- SCL gave input on the No exploitation guidelines of TFT, especially the section on child labour; this guideline forms the basis for the member companies of TFT-RSP for addressing HR issues in their supply chain.
- The FLA promotes the area-based approach towards CLFZ as one of the best practices to remediate child labour. FLA has – in close cooperation with SCL - been actively involved in the footwear supply chain in India (now aiming at both a CLFZ and supply chain improvements on decent work) and the garment supply chain in Turkey.

The footwear case study shows the potential to move from a public campaign and raising of awareness to a partnership with frontrunner companies in order to develop a CLFZ pilot.

Work in the footwear sector started with a public campaign including "naming and shaming" of companies where child labour was found who initially did not reply to the request for reviewing the reported evidence. This was a difficult starting point to develop trust and work towards solutions. Subsequent steps taken in this programme, from 2013 onwards, have helped to create a situation of improved mutual trust and willingness among a number of stakeholders including 4 companies to work on the implementation of a CLFZ. Implementing partners will be identified soon and the next expected step is to develop a concept note.

Following the campaigning phase, the change in willingness and perceptions among the international companies appears to have taken place on the basis of three main factors:

- Quantitative data presented by an organisation with a neutral reputation, showing in a convincing way that the international companies have risks of being involved in child labour at lower tiers
- A change of attitude among the SCL partners towards willingness to collaborate with companies to solve child labour issues (including the above-mentioned information for public ranking).
- Demonstration of an approach similar to the CLFZ approach, showing its effectiveness and convincing companies this can be a solution to child labour in the supply chain.

The process is now at a critical point. It will be important now not to lose momentum otherwise the commitment by the companies will be lost. Criteria for the next steps seem to be:

- Confirmed goal of establishing a CLFZ pilot, with defined short- and long term results to be expected
- Confirmed attitude of working with companies as strategic partners, based on co-funding principles in the process of establishing a CLFZ (in-kind and financial contributions)
- Involvement of local suppliers right from the beginning, and also as engaged project partners
- Involvement by local government agencies, at least to take responsibility for the schooling aspects

The aim of the pilot CLFZ could be to demonstrate how companies serving the domestic market are willing and able to address the systemic causes of child labour in their supply chain (which are in many cases not very transparent).

The process starting out with the campaigning has taken rather long. There is evidence that several lessons have been learned from this process.The experiences are expected to lead to new insights on the strategy to address child labour issues in supply chains in an effective way, by striking a balance between raising awareness and creating opportunities for collaboration with frontrunner companies.

4.5 Lobby and advocacy

2) To what extent have IPs effectively advocated for desired change and liaised with national, regional and international stakeholders? – lobby and advocacy in the CLFZ partner countries

In most case studies, IPs have effectively liaised with public stakeholders, with most efforts and effectiveness mainly at local level.
In Uganda, CEFORD and UNATU have liaised with local public agencies, who are now highly committed to collaborate and have made available resources to support the CLFZ initiative. Particularly effective has also been the collaboration with local police. UNATU has also been active at national level but here we find less willingness to collaborate and little progress. In India, both SAVE (garment sector) and Manjari (natural stone) collaborate intensively with local stakeholders, including local public agencies, workers union as well as local companies. There are also some useful national contacts such as the National Child Labour Project and the Childline. In Mali, several initiatives have been taken to liaise with local and national stakeholders, by organizing workshops and meetings to raise awareness and resources for the education sector. Local stakeholders are invited to benefit from capacity building events, which helps to increase commitment.

The collaboration and lobby activities enhance local ownership, sustainability and potential for upscaling of the CLFZ initiatives, but these objectives could be better articulated.
At local level we find several activities that enhance local ownership and capacity building, which eventually will strengthen sustainability and potential for upscaling, such as:

- the creation or strengthening of local public committees
- the involvement of opinion leaders from religious groups
- strengthening of legal enforcement and collaboration with the local police
- creation of effective local bye-laws

- collaboration with labour unions or other interest groups

In all these cases the approach is that of participation and capacity building, which enhances a sense of ownership. These activities could be better positioned in an overall theory of change and strategy of enhancing sustainability and upscaling.

6) Have advocacy and lobby activities led to increased support from policy makers and international organisations for CLFZs as well as child labour free supply chains internationally?

Many stakeholders see the added value of SCL partners as experts on effective lobby & advocacy regarding child labour. **The L&A activities in the Netherlands have been efficiently organized, with a clear division in tasks and specific roles among different partners.**

People interviewed perceive the SCL in the Netherlands as being strong on lobby & advocacy work, a constructive partner yet with a critical view. SCL understands the child labour issues in supply chains and the role of companies involved and wants to find a way to reach common goals. Many stakeholders see SCL and especially ICN as a party that has clear objectives and a sound strategy. The strategy combines different levels of operating, for instance the work on covenants and lobby at political level. These different roles are also relatively clear to external stakeholders involved (e.g. in covenants, political lobby). Respondents interviewed regarding the garment and textile covenant also indicated that they trust the agreements made with SCL and know that they can be trusted (a deal is a deal); this is highly appreciated. Besides, the decision of SCL to stay in the process of this covenant may have contributed to this.

The SCL coalition has been particularly effective in L&A at political level.

In the Netherlands, SCL built a relation of trust with several persons involved in national politics such as members of the parliament and the Ministry of Foreign Affairs. Research done by SCL is perceived as credible. SCL has a good understanding of what is needed to raise awareness and ask questions within the parliament; SCL offers concrete inputs that can be effectively used by members of parliament. The main contacts of SCL within parliament and Ministry of Foreign Affairs are people who have a 'personal' interest in child labor and human rights.

It is too early to know to what extent SCL has influenced the opinions about importance of child labour within public procurement and sustainability issues in the value chain.

From the work done at policy levels, including covenants, there is still a way to go to implementation and application. This might require collaboration with other organisations oriented at embedding child labour in a more integrated approach (of community development, human rights, …).

Stakeholders in the covenant process are aware of the issues of child labour with in the sector. SCL and other NGOs are able to show the perspectives of the different stakeholders, such as the disadvantaged and local stakeholders. However, respondents also mentioned that companies are approached by many individual NGOs, all with their own message. It is also expected that the due diligence will highlight child labour as one of several risks for companies to address. Several respondents therefore advised SCL to look at child labour within a broader community development perspective. They suggested that SCL should work together with other NGOs to assure there is one comprehensive message for companies.

The added value of the CLFZ approach and its relation with supply chain approaches needs further elaboration.

Most respondents at policy levels and within companies (or organisations representing companies) associated the SCL lobby with the child labor free zone approach and explained the CLFZ concept as an area based approach that works together with different stakeholders to stop child labour. Some associated the approach with a landscape approach. This is very useful. However, in further elaboration of the approach and ways of working out the covenants there will be need to better elaborate the CLFZ approach in relation to the supply chain approach and the interests of companies and public agencies involved. There is a certain risk that the CLFZ approach is seen as a 'silver bullet' that will solve current problems of the supply chain approach of monitoring and remediation. A better understanding of the

CLFZ approach and its relation with a supply chain approach will be essential in order to develop more specific guidance for implementing the covenants and policy statements regarding child labour.

7) Has the programme led to more awareness among the public and consumers on child labour issues and to what extent has this led to increased public pressure to improve transparency of companies with regards to their activities to stop child labour?

Public campaigns conducted by the SCL programme have contributed to improved public awareness, and are part of a more general trend towards more attention for realising no child labour objectives.
As part of the SCL programme, the Campaign ''Gold from children's hands'' has been conducted with the aim to raise awareness and mobilize consumers to put pressure on companies to act against child labour. The campaign has an estimated reach of 1.5 million consumers and included articles published on several online media/ websites, exposure on social media. Together with Good Electronics a conference was organized in cooperation with the Ministry of Foreign Affairs, in which a number of large electronics companies (like Apple and Philips) participated.
A photo-exhibition of Eelco Roos and Jimmy Nelson in Amsterdam with attention to the issue of child labour in gold mining was organized by SCL. In addition, a petition was signed by more than 10,000 people to call on the electronic industry to work towards child- labor free gold and send to electronics companies inviting them to further cooperation. This campaign also included two reports: (1) Gold from children/s hands, Use of child- minded gold by the electronics sector, and (2) No Golden Future, Use of child labour in gold mining in Uganda 2.. This campaign and subsequent activities has contributed to SCL input in negotiations about a covenant in the gold sector (not finalized yet). The first report provided the basis for questions in parliamentary questions to the Dutch parliament and in the EU Commission. The EU commission responded that the public procurement directive allows for inclusion of social and environmental aspects in public contracts and there is intention to apply this for minerals. It is not possible to know to what extent this campaign has contributed to improved consumer awareness. One outcome of the campaign is the role/position of SCL in the negotiations for the gold covenant. SCL submitted a proposal (March 2017) to RVO for the Fund against Child Labour together with Philips, FairPhone, Unicef and Solidaridad to tackle child labour in the gold sector.

4.6 Synergy between program components, sustainability and upscaling

8) Have the three programme components reinforced each other in achieving the overall aim of Stop Child Labour and how has this been done? What were challenges and how have they been addressed?

It is relevant and effective for the SCL programme to work on the three defined programme components. The evaluation team found examples of good synergy within the CLFZ case studies. There is need to consolidate and learn from these experiences and assure that the potential for synergy is enhanced in the overall programme. The main success factor is one committed coordinating person for a sector.
In the process of implementing CLFZs, there has been good synergy between the three components of the programme at local level (i.e. sub-national or regional). The success factor is probably the local coordination or proximity between partners. The synergy has been less explicit with partners and activities at national level.
At programme level, there are examples of good interactions between the programme components in the natural stone sector, e.g. the work on CLFZs with stone companies, activities with procurement related to Dutch government, work with TFT and the report Rock Bottom have reinforced the work on the ground and vice versa. It has also led the RVO and government to take new initiatives on the social aspects of public procurement. In the coffee sector there are good interactions with UTZ. Initiatives have also been taken to move to other sector, such as exchanges with the International Cocoa Initiative (ICI) and the Eliminating Child Labour in Tobacco (ECLT) initiative. In the garment sector, there is be potential for better coordination. The success factor for good synergy is one strong coordinating person.

For instance, in the natural stone sector the coordinating person of ICN is the contact person for the companies involved, is responsible for the contracting of the IP in India, collaborates closely with FNV and its local partner and is involved in the ICSR covenant process for the natural stone sector.

It is our impression that synergy could be improved, by consolidating the good practices and lessons learned. One angle would be to assure that the CLFZ experiences and realities on the ground are well documented and used to inform decision-makers at policy level and within international companies. The other would be to assure that opportunities emanating from policy changes are properly interpreted and materialized at local level. Given that sectors (or supply chains) are very different and find themselves in different phases of development towards achieving sustainability, it would be best to have a strategy on synergy that varies by sector. We did not come across such a written-out strategy or vision, though in practice such differences per supply chain are taken into account. For example, the number of companies actively involved in each of the supply chain initiatives is still relatively small. In Uganda there are plenty of coffee companies, but only one is involved so far. In garment in India, there are good potentials for upscaling.

18) Is the commitment of relevant stakeholders strong enough to ensure that the CLFZs will be capable of continuing without external support? If not, what type of support is still needed?

Sustainability of the CLFZs has been noted as a concern in the previous evaluation, and is still a concern that is insufficiently developed. There is no systematic approach to addressing sustainability aspects.
The SCL coalition emphasizes the aspect of an exit strategy and of sustainability in the reporting of each partner organization. The reporting on sustainability shows variation and apparent combination with potential for scaling. Although in practice these aspects are closely interrelated, we believe they should be separated. In the case studies we elaborate sustainability of the CLFZ, under different headings:

1. Institutional aspects (the structures that are required to sustain the project results):
- At community level the continuous functioning of different monitoring structures is critical. This is likely to sustain in successful CLFZs.
- At school level the continuous functioning of different structures is also likely to sustain, provided that they receive support from the local and /or national government. Especially some teachers appear to be over-burdened.
- At sub-county level the establishment of management structures is also important for sustainability, such as the child labour Task force in Uganda case.

*2. Financial or commercial aspects (*the financial means available to sustain the project results):
- At community level, the existence of the VSLA and income generating activities are important, but in most cases will be expected to sustain.
- At school level, funding for upgrading and maintenance of school infrastructure and teacher's quality remains a concern in most case studies, being a responsibility of the local and/or national government.
- At local government level the financial means are almost without exception limited.
- At company level, we find variable willingness to invest in the CLFZ. In Uganda the local coffee company is highly dependent on donor funding, which is not sustainable.

3. Legal aspects (the laws that will enable the results to be sustained)
- Here we see promising results when looking at local legislation. In Uganda a bye law has been established. In the Kasubi CLFZ a bye law has been accepted providing a legal basis to the work being done. In India, we see effective legislation among the cobble traders union.

*4. Socio-cultural aspects (*the social norm confirming that a change of mentality has been established)
- This was discussed earlier on, with variable effects. In Uganda it was concluded that to consolidate and secure the social norm at least another 2-3 years of light level of support will be required.

We have tentatively rated the remaining challenges for the different sustainability dimensions of for different case studies in the following table. The scores for Mali vary because of the variation between the different CLFZs that were included.

	Uganda coffee	India garment	India natural stone	Mali
Institutional sustainability	0	0	X	X
Financial sustainability	XX	0	X	XX
Legal aspects	0	0	X	0
Socio-cultural aspects	X	0	XX	0/X

XX: serious remaining challenges; X: some remaining challenges; 0: few if any remaining challenges

The evaluation team noted much evidence of replication and spin-off effects from ongoing successes of the CLFZs. This suggests good potential for upscaling. An upscaling strategy is essential to achieve greater levels of impact and to realise significant benefits for companies, who want to see their complete supply chains covered. However, an explicit upscaling strategy is missing.

All the case studies show evidence of replication and spin-off from the existing CLFZ initiatives, even if these are not yet fully successful. We note the following examples:

- In India, Tirupur, there is replication through the Merchant's Association to other wards
- In Uganda establishment of functional CLFZ committees and law enforcement by the police in surrounding villages
- In India, Budhpura, copying of the use of signboards by Cobble Stone Union members in other areas.

Based on these examples, we observe good potentials for upscaling. The following are identified mechanisms for upscaling. The programme could more specifically aim for developing these upscaling mechanisms as an indirect way of achieving greater impacts:

- Local government coordination and child labour monitoring structures
- Local bye laws and enforcement by the police
- Surveying / policing of market places where many traders come together
- National sector level platforms, such as the coffee growers platform in Uganda
- Standards for sustainable production, such as the one by UTZ, including a child labour approach.

A strategy of collaborating with companies is missing. The recent document on cooperating with the private sector in India does not reflect a partnership approach and an orientation at opportunities, but rather reinforces the critical attitude to companies.

At least three respondents mentioned that the SCL coalition has a rather negative bias and attitude towards companies. It might be more effective to emphasise potentials for collaboration and demonstrate the potential benefits of collaboration based on existing CLFZs and experiences with frontrunner companies. The document clearly highlights the risk prevention aspects and legal responsibilities of CBOs and NGOs to engage with companies:

- Bring attention to the risks … of companies (why not mention the potential benefits or opportunities)
- Have the private sector actors recognize their responsibility … (as if none of them has any sense of responsibility)
- Include private sector actors as partners … (why not invite them to work in partnership).

Moreover, the list of roles for multinational, national or local companies (page 30) is one of requirements and activities aimed at child labour prevention and remediation. There is no attention for how to work with companies in partnership and how to stimulate companies to create opportunities for youth employment with shared potential benefits for companies.

4.7 Efficiency and learning

14) Have the capacities of the different coalition members and southern partners been used optimally in the achievement of the objectives?

One major success factor for an effective CLFZ is the selection of an organization with local roots and trusted within the targeted communities.
We have found without exception that the local partner organisations (NGOs or labour union) that were responsible for the community-level work are highly capable, motivated and effective for working at community level, as well as collaboration and lobby & advocacy work at local level, especially with pubic actors. Skills most commonly mentioned are community mobilization, multi-stakeholder approaches, networking and alliance building, knowledge on children's rights.

As a result of the survey among IPs, we found a set of remaining needs for skills improvement.
First of all, it must be noted that IPs from India did not raise needs for further capacity building. The other IPs mentioned needs mainly related to the following skills:

- engagement with companies, especially developing a business case
- engagement with national level public agencies (as opposed to local government which scores high)
- skills to support teachers

In terms of improvements, the following are priorities for suggested improvements in skills (emanating mainly from other partners than those from India, but including those from Budhpura):

- Capacity building or refresher trainings (e.g. on guiding and counseling teachers), capacity building for other players active in development of CLFZ, on conceptualization and formulation of projects
- Development of awareness raising tools in local languages
- Skills on building up relations and engagement with companies
- Skills on policy analysis, policy lobby and advocacy
- Skills on platforms for advocacy at national level, information sharing towards companies

On the current state of human resource capabilities, partners generally give a good score and stated that the contribution of the SCL is high. One exception is lower scores on gender balance, where 38% of the partners give a moderate or poor score.

12) How is learning from the programme secured in SCL members and the coalition as a whole? Has learning / innovation taken place on the basis of earlier evaluations and recommendations?

In terms of main added value by the program, most important appear to be the skills related to the establishment of a CLFZ, and the exchange and learning between partners. There are suggestions to further intensify learning.
More specifically, the following two issues were mentioned as the main added value of the SCL programme for IPs:

- adoption of the CLFZ approach, which led to improvement of quality and results of the program
- exchange visits and contacts between SCL partners are much appreciated and have been effective, although there are also requests for more exchange visits. These visits have contributed to learning, adoption and diversifying the CLFZ approach and optimizing results. Reference is also made to useful contacts with other stakeholders, NGOs or agents with specialized skills.

On learning, most partners find the current state very good to good. The majority of the partners indicated that the contribution of SCL to learning has been very large to large. The lowest scores in this category are on the availability of resources for exchange or learning events (which emphasizes that exchange is much appreciated but could be enhanced with additional funds). Also, there is request for more learning events planned half-way of the project and not only at the end. There is also request for learning events organized at a national or regional level.

There are also requests for improved capacities on strategic planning, theory of change work and work on sustainability issues.
In terms of improvements there is reference to capacity building on gender, internal management, and internal reflection and reviews e.g. semi-annual review of project to evaluate approach. On strategic planning, most scores are good, but 30% of the partners give a moderate score and a limited ('some') contribution by the SCL, on all subjects except ability to respond to opportunities. In terms of improvements, the partners refer to capacity building on strategic planning, theory of change and how actors in a value chain can be reached. They ask for a refresher training on M&E and more knowledge on sustainability and exit strategy.

Looking at the previous evaluation (Omar's Dream), several recommendations have not yet been fully addressed.
We mention a few recommendations that have not been fully addressed:

- The concept of a CLFZ: here we run into a lack of good understanding among some stakeholders and debate to what extent a CLFZ is an area-based approach, a community-based approach and how it is related to a supply-chain approach. We do observe that the definition has much improved from the initial set of 7 criteria (referred to in Omar's Dream).
- The theory of change of the programme: this has not improved as a written-out strategy, especially the relation between the L&A, CSR and CLFZ work, though good experiences are visible in the case studies and internal strategy discussions.
- The sustainability of the approach: in the reporting, IPs should describe the sustainability of the results, but the concept is not well defined so that the responses are quite variable.
- The baselines and monitoring: we believe the baseline studies can be further improved to allow for drawing firm conclusions on what has been achieved.
- The scaling up of the approach: the programme does not yet have a strategy for scaling up the results from the CLFZ to wider geographical areas and impacts, especially one that includes a partnership approach with companies.

Looking at the previous evaluation (Omar's Dream), several recommendations have not yet been fully addressed, which can be partly attributed to the fact that the recommendations have only become available a year after the Out of Work programme had started.

13) To what extent did the governance (coalition set-up), coordination structures, M&E procedures and tools and the grant management structure (division of labour between coalition partners in terms of partner's support) contribute to or hamper the achievement of the objectives?

Several IPs have problems in acquiring enough funding, and could benefit from initiatives to enhance communication and upscaling of the CLFZ successes.
On fundraising, 77% of the partners find the current state of fundraising outside of the programme moderate or poor. In total 46% find the financial resources made available by the programme moderate of poor. Many partners have mentioned that access to funding needs to be improved and they request for capacities on fund raising. Given the successful results of several CLFZs, and the apparent opportunities (see above) for upscaling, the programme could work out more proposals for co-funding with companies, with well-defined roles of the local NGOs (mainly in terms of their skills at community level) and the participating companies.

Many IP state that they have learned much on M&E, but also observe remaining weaknesses.
The current state of skills to apply an M&E plan and analyse the data is considered very good or good, with moderate rates of contribution by the program. In spite of that, many partners also mention that the M&E aspect needs to be improved, on aspects of statistical research techniques, data analysis, documenting good practices, having software and setting up a computerized database. This concurs with one conclusion of this evaluation study, being the need to improve baseline and evaluation studies in order to be able to draw more firm conclusions supported by quantitative data.

4.8 Conclusions and recommendations on evaluation questions Mali

The following additional evaluation questions were submitted for the Mali study. Following are the responses as based on the results of field visits to 5 CLFZs (see section 6.5).

1) How were the various intervention areas characterized at the start of the interventions, in terms of children in child labour/children in & out of school, in quantitative and qualitative terms?

We looked at quantitative data on school enrolment, of which a baseline has been recorded for all areas and there are recent data available. The rate of increase is significant in all cases. The respondents to the evaluation interviews also include consistent accounts of the poor starting situation in terms of existing child labour and low school enrolment and attendance, and how this has improved over the last years. Child labour has been mainly with family labour, with involvement in sesame and karite production mainly, as well as involvement in the gold sector (Bougouni). It was told that the revenues for children to gain from these activities are not significant. Most significant during implementation of the CLFZ has been reduced incidence of child labour, the improvement of school infrastructure, presence and quality of teachers, as well as improved social cohesion in the selected villages.

2) How did these areas compare to neighboring areas, and to the national situation in their country?

The areas have been selected for their low level of school enrolment. In addition, the areas are comparable to neigbouring areas, except for two areas that are more accessible being located near a tarmac route. This is expected to stimulate teachers to work in the CLFZs as the areas are not too remote from access roads.

3) What have been the interventions of the implementing organizations?

A range of interventions has been noted, including community mobilization, income generating activities and improvements with schools. The main interventions are the following:

- Establishment of an “Association des Meres d’Enfants”, to undertake and manage income generating activities of mothers of school going children
- Establishment of a “Comite de Gestion Scolaire”, to support school materials and management
- Establishment of “Association Parents d’Eleves” (Parents Teachers Associations), to monitor education quality
- Establishment of childrens parliament
- The establishment of a teachers Forum
- Support to school infrastructure; construction of classes, school kits for pupils
- Lobby to improve the coverage and quality of teachers
- Income generating activities, including the training of older children (youth in the age of 15–18 that passed school going age) to make soap and paint tissues, which has helped them to generate some short-term incomes.

4) What has changed in the situation described above since the start of the interventions?

The following are the main recorded changes:

- Increased incomes from different sources, so that most families can now pay by themselves for school fees and school kits; increased incomes from karité processing supported by the project has been an important driver
- However, for poor families there is not yet sufficient support
- The socio-professional education of the youth has been successful, especially soap making and tissue colouring have been effective
- There is some evidence of reduced incidence of marriages by young girls
- Teachers sometimes support poor families
- There is reference to a new credit system and association BENKADI particularly mentioned
- There is a strong decline in child labour in all CLFZs
- There is a strong increase in school enrolment in all CLFZs and improved education quality
- In most CLFZs there is evidence of increased social cohesion

- Agreement on a local / informal rule to penalize parents who do not send their children to school
- All new arrivals will be linked to a local family that will inform them on the norm
- Migrating parents leave children with relatives

5) To what degree can the intervention areas now be called Child Labour Free Zones?

Considering the improvements mentioned above, major progress has been made with respect to the CLFZs. In most cases there is evidence of significant progress with respect to the social norm of children not working but going to school, but the community and stakeholders doubt whether it will sustain if the project would end at this point in time. The (positive) exceptions on this opinion are in Markala and Mopti. The (negative) perceptions are due to several factors. Most important is the financial support required to support schools. The other factor is the continuous in-migration and social unrest resulting from that. It would be good to explore in more detail why the opinions are more positive in Markala and Mopti than in the other CLFZs.

We understand that activities are ongoing to lobby for a national policy and available resources to support the CLFZs at local level through national institutions. This was not subject of our evaluation.

6) How do the changes in in the intervention areas compare to changes in neighboring areas, and to the national situation in the country?

It is highly plausible that the CLFZ compares favorably with the regional and national situation. For instance in the CLFZ in Bougouni, the level of school enrolment is 100% while in the wider region the level is only 72%.

The field study gives evidence of several cases of copying and replication by surrounding villages, which would not have taken place if the situation in the surrounding areas is good.

7) Which internal factors – i.e. pertaining to the intervention- may explain the findings?

A minimum of local social cohesion is an important success factor. Besides that opportunities for income generation and good relations with the NGO supporting the CLFZ is essential.

8) Which external factors – i.e. pertaining to the context- may explain the findings?

As stated above opportunities for income generation are important. Where gold deposits can be found, this is a highly disturbing factor, as it attracts migrants and is attractive for children to gain an income.

9) Was the intervention necessary, could the result have been achieved without it?

The evaluation results provide evidence that the results could not have achieved without the CLFZ interventions, because a lot of investments were made in schools infrastructure, income generating activities and quality of teaching, that have been lacking in the surrounding areas where improvements in school enrolment have not been observed.

Recommendations

Based on the above findings, the following recommendations were formulated:

- Undertake some more in-depth study to understand the more positive opinions on sustainability in Markala and Mopti, something that was not possible in this evaluation.
- Monitor in more detail the ongoing processes of replication of practices from the existing CLFZs to surrounding areas, to understand which practices are most appealing and ready for replication without much external support.
- Explore the possibilities of engaging with traders and/or private sector companies to improve the marketing of products being promoted in the CLFZs, such as sesame and karite, to improve its profitability and access to markets.
- Explore the possibilities of applying the CLFZ approach is areas where cotton is being grown, also known to involve significant child labour.
- Develop a fact sheet and promotion brochure capturing the existing experiences, with an estimate of the resources required in terms of financial and human resources to establish a CLFZ in Mali, the success factors and main activities, for other development partners to adopt if possible.

5. Concluding remarks and recommendations

An overview of the responses to the evaluation questions in the previous section shows that most of the responses are positive. The evaluation team has also highlighted some findings and insights that appear rather new.

The recommendations are classified in four main sub-categories: deepening, synergy, scaling and capacity building.

Deepening: gain more insight in the dynamics and cost-effectiveness of CLFZs, remaining challenges and relation with companies and supply chains.

1. There is need for defining of a set of well-defined key performance indicators that capture the main impacts and the cost-effectiveness of the CLFZ approach, and systematic data collection, analysis and reporting on these indicators based on baseline surveys, monitoring and endline evaluations. One aim is to draw more firm conclusions on cost-effectiveness. There is need for more fine-grained data on child labour, school enrolment and attendance for different categories of children, within well-defined geographical boundaries. The monitoring should also assess dynamics of replication and spin-off, in order to understand under what conditions and how this is taking place. It is advised to structure the results by the different phases of developing a CLFZ (as suggested in this evaluation), thus developing more evidence of results to be expected in the different phases, the expected duration and required financial and human resources. These data will be useful to provide evidence-based advise on duration and intensity of efforts to establish a successful CLFZ.
2. There are some issues in the CLFZ approach that need further attention or consolidation:
    a. Further elaboration of the concept of social norm, and associated indicators, building upon the experiences and inputs provided in this evaluation report
    b. Better defining acceptable and non-acceptable child labour (or acceptable light work)
    c. The role of economic factors and the potential economic benefits for communities by participating in a CLFZ initiative
    d. Integration of income creation and youth employment opportunities as part of the CLFZ strategy
    e. Strategies for a CLFZ to be successful in situations of high migration, such as of working with land owners
    f. Defining conditions that constitute 'killing assumptions' for creating a CLFZ (such as high levels of civil violence)
    g. Demonstrating how the CLFZ approach can help address other community-based issues, such as decent work, fair wages, health & safety, violence, women's rights.
3. It is advised to undertake (assign consultancies) for robust studies of the impacts of CLFZs (not only including the incidence of child labour and school enrolment and attendance, but also other impacts like incomes, youth employment, health & safety) - it is not true that a counterfactual study is not possible for drawing firm conclusions on the results of a CLFZ in comparison to an area without such interventions. There may be funding agencies interested to finance such studies (note that Fairtrade conducts a range of impact studies financed by donors and Foundations). Child labour is an attractive area for foundations to get involved in.
4. There is need to get more insight in the expected inputs (resources, roles) and potential benefits for companies from collaborating in a CLFZ. In principle, companies are responsible to assure that their supply chains are free from child labour. While companies will have to make available resources to collaborate in a CLFZ approach, there are also potential benefits for companies, other than only those of risk mitigation. These benefits will vary by sector and area. Better insights in roles and potential benefits are important for communication and promotional purposes, and will also better show how a supply-based and an area-based approach are expected to create synergy.
5. The sustainability of a CLFZ should be addressed in a more systematic way, including a rating and attention for institutional, financial, legal and socio-cultural aspects. An overview can be developed

of good practices and strategies to address sustainability in these 4 dimensions. Sustainability is clearly also associated with capacity building (such refresher trainings) and learning and collaboration platforms, as indicated for the last phase of developing a CLFZ. Creating ownership among companies involved and local governments, based on their own interests and mandates, should form the backbone for sustainability of a CLFZ.

Synergy: building upon experiences, enhance synergy between the 3 components of the CLFZ programme

6. The programme shows good examples of synergy but also sectors with poor synergy, both at project (local) level and at programme level. There is need to consolidate the good experiences. The main critical success factor appears to be strong leadership and coordination within one person or organization, for a certain sector. Leadership should be recognized by a formal mandate to take certain decisions. This should be integrated in the design of new and ongoing projects. The sector coordinator will provide strategic guidance and help realise alignment with lobby and advocacy activities, a more proactive approach towards upscaling, involvement of stakeholders and new partners (e.g. companies). The aim is assure vertical exchange of information, between community-level work on CLFZs, supply chain actors and market demands, and policy work at national and international level relevant to the supply chain.
7. One element of synergy is to strike a balance between campaigning to raise awareness among companies, and the required collaboration to work on a solution strategy using the CLFZ approach. Identifying frontrunners and collaborating with them to develop good pilots that demonstrate the potential of a CLFZ, and then stimulating others to adopt the new approach, could replace or reduce the need for campaigning. It seems that nowadays many more companies are aware of the need to address child labour in their supply chains. Problems with companies serving domestic markets may be addressed through international companies that somehow have a link with these local companies.
8. At programme level the SCL vision should be upgraded to better reflect the interrelations between the three components. The reporting per sector can also be much improved, to demonstrate progress and mutual interactions (the case studies developed for this evaluation can serve a starting point)

Scaling: enhance scaling of the CLFZ pilots

9. It is important that upscaling takes place and an upscaling strategy is developed, to achieve greater impact and reach out to the entire supply chain and hot-spot areas for companies. Upscaling can 'simply' start out by identifying and strengthening ongoing replication and copying processes. The evaluation team has also identified some potential upscaling mechanisms. One approach to consider is that of strategic partnerships with leading companies, to bring about changes in targeted sectors. Strategic partners are frontrunners who can help convince others in the sector, if given the opportunity and the floor to do so. Having a company instead of a project member advocate for a CLFZ makes a more convincing case. Working with strategic partners would require the definition of conditions that will need to be met by partners (e.g. commitment to comply with international and national legislation and conventions, and shared vision).
10. Develop communication and promotion materials on the establishment of a CLFZ that is structured like an 'investment proposition', targeted to donors, companies and foundations to consider support and adoption of the CLFZ approach. The communication material must be concise and factual. More specifically, develop a communication for companies to explain and promote the CLFZ approach. The guidance should also refer to the benefits that companies can expect from adopting a CLFZ approach. It should provide an estimate on expected timelines, required financial and human resources and expected short- and long-term results. It will elaborate how both the objectives of child labour risk reduction and remediation as well as opportunities for enhancing social value can be addressed. The communication materials should reflect a constructive attitude of working with companies.
11. As part of ongoing activities to achieve greater impact, SCL could collaborate more with other international organizations who may expand the CLFZ approach. To do so, more communication

material on CLFZ and SCL achievements and lessons learned are and shared with L&A partners (members of the covenants, political parties etc.). This will become particularly relevant once companies will develop action plans as a followup step in line with covenants. Specific elements of this communication could be (i) the position of child labour within broader human right issues, (ii) the added value of the CLFZ approach and its relation with the supply chain approach.

Capacity building of implementing partners

12. Among partners, the following are suggested improvements in capacities and skills:
    - Capacity building or refresher trainings (e.g. on guiding and counseling teachers), capacity building for other players active in development of CLFZ, on conceptualization and formulation of projects
    - Development of awareness raising tools and factual communication in local languages
    - Skills on building up relations and engagement with companies, from the perspective of establishing partnerships, with guidance on information sharing with companies
    - Skills on policy analysis, policy lobby and advocacy, and its relevance for working on a CLFZ
    - Skills on platforms for advocacy at national level and approach for demonstration of CLFZ pilots
    - Improved skills on M& and baseline and evaluation studies, as well as data analysis to draw firm conclusions and acquire factual information on CLFZ progress.

13. Several IPs have problems in acquiring enough funding, and could benefit from initiatives to enhance communication and upscaling of the CLFZ successes.

6. Case studies

In this section will be presented the case studies with more in-depth findings, including:

- Section 6.1: Case study on coffee (Uganda), in collaboration with local consultant Paul Emojong
- Section 6.2: Case study on garment (India), in collaboration with local consultant Tina Koshy
- Section 6.3: Case study on natural stone (India), in collaboration with local consultant Tina Koshy
- Section 6.4: Case study on footwear (India)
- Section 6.5: Summary tables of the study on selected CLFZs in Mali, in collaboration with local consultant Gabriel Coulibaly
- Section 6.6: Evaluation of lobby and advocacy (L&A) work in the Netherlands and Europe
- Section 6.7: Digital survey among partners.

The case studies 6.1 to 6.4 are generally structured as follows:

- Background
- CLFZ – main activities and effects on the community
- CLFZ – schooling effects
- Relation with migration
- Gender aspects
- On the social norm
- Overall impacts of the CLFZ
- Relationships with companies/ CSR initiatives (roles, effects and benefits)
- Relation with lobby & advocacy and the role of the local government
- On sustainability and scaling of result
- On management efficiency of the project and learning
- Determining factors
- Main specific conclusions and recommendations

6.1 Findings from supply chain case studies – Uganda coffee

Background
This case study focuses on the CLFZ in West Nile, project with CEFORD and UNATU, in the coffee sector (funded through Hivos and Mondiaal FNV with support from a local coffee company and UTZ Certified). The project runs from April 2015 to April 2017. Work in the region started before that date: The local coffee company has been working in the region since 2014, while CEFORD has a long track record in the region and can be considered as a trusted organization by the communities in the region.

The project has a budget of €80,000 (CEFORD proposal), disregarding inputs from UNATU, the local coffee company and other stakeholders. This case study is based on document study, interviews with stakeholders and a field visit (see Annex 1).

This case study also refers to experiences with the CLFZ project by NASCENT in the Kampala slum area of Kasubi (funded through Hivos) September 2015- April 2017. The experiences are based on one interview during the field study, and mainly serve for purposes of comparison.

The case study is organized per evaluation theme and ends with a set of conclusions and recommendations. The case study serves as an input to the overall evaluation report.

1. CLFZ – main activities and effects on the community

Context
The project is located in Erussi sub-county, which has 5 parishes, of which one is Padolo parish which has 13 villages. Erussi sub-county was selected because of its more pronounced child labour and a more responsive sub-county local government. The project in Erussi sub-county was done jointly by CEFORD the local coffee company and UNATU, and has received good collaboration by the Erussi sub-county (e.g. role of police).Each of these four organisations has its own role, as briefly elaborated hereunder. The baseline was conducted by NASCENT, with strong inputs by CEFORD.

The work done by CEFORD is mainly community mobilization and establishing CL committees who are responsible for monitoring the incidence of child labour and assuring that these cases are addressed. CEFORD has also supported these committees. In addition, village savings and loans systems (VSLA) were introduced, which now includes 3 components: a general fund, an education fund and a social welfare fund. Also, people were trained on income generating activities and good agricultural practices. In 2015 the work by CEFORD started in 4 villages (there is reference to 772 households and a population of about 2,000, but the correct data are 689 households and 3495 people). In 2016, the work by CEFORD gradually included another 7 more villages (total 11 villages) in 2016, with CL committees established. In the 2 remaining villages work is still ongoing but will be finalized soon. The sub-county of Erussi has an estimated population of 34,660. The total population of the Padolo parish is 1956 households (10,244 people).

Area	Population	Households
Sub-county Erussi	34,660 Sample size survey: 6723	6731 (5.2 per HH) 271 (24 per HH??)
Parish Padolo	10,244	1956
Villages (4) in core area:	3495	689 772 according to CEFORD reporting; According to MTR Padolo Parish = 4 villages and has 1,998 households.

It was stated that the baseline study (done by NASCENT) was already an important first step contributing to awareness raising, which also involved local government.

Since 2014, the local coffee company works with all coffee producing members in Padolo parish, of which there are 483. This company has a set of activities for member producers to comply with the UTZ standard of certified coffee. This includes good agricultural practices to increase coffee production, as well as measures to address cases of child labour. The activities conducted by the local coffee company are elaborated in another section below.

In Padolo parish there are 4 schools. In the sub-county there are 15 schools. Apart from the 4 schools in the Padolo parish, in all the 15 schools UNATU has sensitized and trained the teachers. More details on schools are given in the next section.

Thus, while CEFORD, the local coffee company and UNATU work closely together, they each covered different sub-areas within the Erussi sub-county. There are basically four zones:

- Zone 1 (core zone): 4 villages, since 2015 with work by CEFORD, the local coffee company and UNATU, = core CLFZ
- Zone 2: + 9 villages, since 2016 with work by CEFORD, the local coffee company and UNATU, Cl committees still to be formed in 2 villages, together forming Padolo parish
- Zone 3: + other 4 parishes, schools covered by UNATU but not yet sensitized, forming Erussi sub-county.

Effects

It appears that in zone 1 from 2014 to 2016 in total 372 children that were found working went back to school, and 347 children were prevented from dropping out. This relates to zone 2 (Padolo parish). As a result, the proportion of children (age 5-17) going to school has increased from 80% (2014) to 95% (2016). Based on data from schools it appears that in Erussi as a whole an additional 499 children were prevented from child labour. Specific data from the different zones would have allowed to assess progress and draw conclusions on the spin-off effects from the core zone where the initiative started.

We requested several stakeholders about the effects of the project on children; the following insights emerged:

- Strong decline of child labour and increase of school attendance in the core zone, however there are still cases of children at home and not going to school, which are particular cases such as orphans or parents working in other areas – these cases are being addressed through work by the CL committees; estimates of the number of cases vary.
- Increased school retention as a result of cluster monitoring by teachers
- A similar trend in zone 2 but there are more remaining cases – these are also being addressed but the CL committees have been functional only a few months or are just being formed.
- A decline of child labour in Erussi sub-county as a whole due to a range of activities that stimulate replication and upscaling, such as the work done by the Erussi SC local government. Stakeholders made an estimate of 20% of households still having children at home and not going to school.

The baseline study that was done shows important incidence of child labour in Erussi (28% of children 5-17 yrs not in school) and Ndew (21%) sub-counties. According to CEFORD estimates, the current incidence of child labour (proportion of children at work and not in school) varies as follows:

- 2% in the core zone
- 5% in the remaining 9 villages
- 4% in Padolo parish as a whole
- 15% in Erussi sub-county.

Also, and importantly, children know whom to address if they believe they are forced to carry out child labour (a strusted person) – we were told children will in that case address a person from the CL Committee and several examples were given. Children are also now aware of their rights such as right to education, right to food, clothing and freedom from hard labour.

The monitoring data from the local coffee company show a decline of cases of child labour both in Padolo parish as well as in the other parishes in Erussi SC, from 8% (2014) of HHs to 4% (2015) and then almost 2% (2016). There are no significant differences in the rate of decline. This suggests that the collaboration of the local coffee company with CEFORD in the CLFZ does not have an added value in terms of reduced incidence of child labour among coffee producers.

The interviews and FGDs provide evidence that the decline of child labour and increase of school attendance is due to the work done by the project. There is reference to the strength of a holistic or integrated approach, meaning the combined efforts of CEFORD, the local coffee company, UNATU and the local government, with different components interacting that can explain the rapid rate of change: community mobilisation, livelihoods enhancement activities, increase of coffee production and sensitization of school teachers. It was stated that the involvement of the police has been an important change agent; they were involved from the beginning to confirm that child labour is illegal by law and those who do not comply can be penalised. Crime preventers being a community based structure under the police, played a role of arresting children not attending school and handing them to the sub county authorities who subsequently summon their parents for questioning.

There is evidence of strong copying and replication from the core zone towards the surrounding zone and Erussi sub-county as a whole. There is also reference to copying effects cross-border to the DRC, because many people from DRC come to the Erussi markets sending their children. This is now being monitored and discouraged. Even families from DRC now start to understand that in Erussi the norm has change and they cannot anymore send their children to the market. It is suggested that families from DRC would also like to see changes in their home villages in DRC.

There is also work by UNATU in three other CLFZ's near Entebbe, from an earlier project phase. One was handed over by KIN to the community and LG in 2012 (Kitubulu) and the other two were deserted by KIN (no proper handover) in 2014 (Kingungu and Nakiwogo). The Kitibulu CLFZ now seems to be running well on its own: UNATU does not provide further support. UNATU is working on reviving the other two CLFZs in collaboration with the community and LG.

2. CLFZ – schooling effects

The following results are mainly found within Padolo parish (4 schools), but it was noted that similar changes are taking place in the other 11 schools supported by UNATU. However, in several schools the number of teachers is still too low.

As a result of the CLFZ teachers have become more motivated but they also have many more tasks, as follows:

- they keep a cluster register of children attending, to monitor absenteeism and know who is missing
- they follow-up high risk children (who are absent)
- they provide remedial teaching, since there is no bridge school
- they provide guidance to children at risk and their parents

The project (CEFORD) is currently supporting teachers who provide remedial teaching, but this might drop out if the project ends. Also, teachers request for refresher training to remain motivated and learn from each other. The policy of remedial teaching is a government policy that the project found in existence. CEFORD provided a motivational top up to the teachers. This activity can be continued without the CEFORD support as long as they can be supported to lobby government to increase the allowances for remedial teaching.

Over-aged drop-outs are taken to learn some skills such as agriculture, weaving baskets, garden work.

At schools there have also been several changes as a result of the CLFZ activities and recent changes. First, enrollment has increased as a result of project activities. This is now putting pressure on school infrastructure like class rooms, latrines and water facilities. The Erussi sub-county and district authorities have included such issues in plans and budgets and have provided desks and latrines. The school Management Committees and Parent Teachers Association (SMC&PTAs) meet on quarterly basis and work with other structures like local government and CL committees to develop school infrastructure where needed. In this way parents have put up temporary latrines. New classrooms remain to be funded by the District government. Also, there have been contributions by the community and by other development partners.

Secondly, at schools the school management committees have become trained and become more active. They strongly interact with the CL committees in addressing cases of child labour or school absence. Also, recruitment of female teachers has been done in 80% of the schools. According to UNATU, 2 to 3 teachers have been recruited in all the schools in Erussi except one. However, UNATU could not provide gender dis aggregated data on the number of teachers.

Thirdly, there are several innovations at school level that can be attributed to the project:

- A children's parliament
- School youth clubs
- Training of girls to make their own sanitary pads
- More school play materials
- Children clusters, being peer groups who monitor themselves and other children.

As a result, the performance of children at schools in the CLFZ was reported to be exceptionally high as compared to the average in Erussi SC, and the best performing child was also from the CLFZ.

One critical point is the fact the improvements have only been recently made, and no child being supported to be out of child labour and into school has so far reached grade P7. This would suggest that some more follow-up is needed to verify whether there is no dropping back at a later age. Generally the Universal primary Education assessment reports for the last three years indicate that over 30% of pupils especially in rural areas drop out at the level of P7.This is attributed to high cost of secondary school not affordable to many parents. The other critical issue was the fate of children with disabilities which CEFORD confessed they did not have concrete plans on.

The above results and changes were reported to occur in the 'core zone'. It was also stated that in the other 11 schools similar changes are ongoing and were expected to soon catch up to the same level.

3. Relation with migration

With the CLFZ in Erussi, there are three relevant relations with migration, which have all been successfully addressed:

- First, parents may migrate from Erussi to rent land or work on land in another region. This is due to land fragmentation because of high population pressure. This situation obtains mainly in Payera parish and less in Padelo parish in Erussi sub county. These are usually poor families who do not own much land. They leave their children behind, and these children are at high risk of ending up in child labour. These cases have been reported and are intensively followed-up. Parents are supported so that at least one parent remains with the children and the children go to school. This approach was reported to be successful.
- Second, families may migrate towards the CLFZ. There are only a few cases like this. This did not pose any problems, as the CL committee informed the arriving family about the norm.
- Third, there is temporary in-migration of families with children to the weekly market. This is mainly cross-border migration from DRC. CEFORD in collaboration with LG and the local police have monitored the entrance to the market to identify such cases and inform these people that child

labour is not allowed. As a result the incidence of child labour at the market has strongly declined. There is some anecdotal evidence that this has contributed to a change of attitude in the neighbouring villages in the DRC. This could be considered as an opportunity to initiate a process of change in these villages.

With the CLFZ in Kasubi there is strong migration. As stated, families come in and move out all the time. Migration makes it difficult to build a relationship with the community. The approach taken is that of engaging with landlords who rent out the land and houses to the migrant community. Landlords are being convinced to register new entrants and adopt the principle of children going to school based on the multiple benefits that they could expect from adopting it, because if children go to school:

- water and sanitation facilities will be less intensively used
- there will be less noise and dirt around the house
- there will be less cases of theft and drunkenness.

Landlords have by now noticed that norms of children and their parents have changed and their houses are indeed kept better. This has convinced landlords on the above expected benefits. This is an example that shows the advantages of reasoning in terms of the expected benefits from the position of the one who should change his/her attitude.

4. Gender aspects

With the CLFZ in Erussi, there is evidence of attention to gender aspects in different ways:

- Within the CL committees that are formed in each village, it is compulsory that at least 4 of the 9 members should be female. Unfortunately, when we meet representatives from the CL committee, only 1 out of 7 was a woman.
- The women community leaders reported that they have an advantage of penetrating the women folk who are the main custodians of children in a household and can therefore influence the children to go to school.
- Among the teachers, a lack of female teachers and school staff was noted, thus there are no female role models available to convince parents to send their children to school. The Nebbi district council has promised to re-organize teachers posting, bringing more female teachers to rural areas and taking better care of teachers housing. It appears that more female teachers have been employed recently but they are still in a minority. During our meeting with a group of teachers, 7 were men and 2 were women.
- It has been noted that many girls drop out of school due to socio-cultural reasons (young marriage (Keny practice) and early motherhood) undermining girls progress and education. According to CEFORD continuous sensitization of parents and local leaders (Functional Adult Literacy) has convinced the community that this should change. We have consistently heard that the cases of young marriage and early motherhood have declined in the CLFZ. CEFORD has also started using Gender Action Learning systems (GAL's) to help communities addressing domestic violence and embrace joint family development planning.
- At sub-county level the new development plan and related budget includes activities specifically focused on school girls, being school training of sanitary pads for girls, and washrooms for girls in schools.
- Interviews with the CDO Erussi sub county, the District labour officer and the district vice chairman indicated that child marriages are still high because most of the girls drop out of school in P7 and the social-traditional pressure. There is no systematic monitoring or reporting of girls marriages.

There is evidence of women empowerment. One widow remarked she has regained hope for her future due to the project. Another woman noted that there is now more discipline in the family and her husband has stopped drinking. Also, there is more consciousness of feeding children.

With the CLFZ in Kasubi, it is reported to be hard to engage with men due to problems like alcohol abuse, gambling and joblessness. Women are more active and concerned about their children education and often carry a financial burden as main breadwinner. Children are often found out of school because they are supporting their mother to generate more income. To overcome this constraint, project staff has been meeting men in gambling places and drinking joints.

5. On the social norm

The establishment of a social norm about child labour (out of work, into school, area- and community based approach) is part of the question whether sustainability of the results has been achieved. This issue was discussed during all interviews and FGDs. First of all, in the FGDs there was reference to the causes of child labour, and the fact that these causes have been there for a long time, including:

- Meals are not provided at the government aided UPE/USE schools, so the children may still escape from schools and go to work to be able to feed and purchase scholastic materials.
- Sports betting and alcoholism are a major area of concern. The adolescent youth have been so engaged in these destructive behaviors. Alcohol liquor is sold in sachets and as cheap as 500/= which is easily affordable. Few hours of work in coffee industry yields quick easy money.
- HIV leading to orphan children and poverty
- Domestic violence is prevalent and has led to breakage of marriages and abandonment of children giving rise to single mothers / women headed families.

It is clear from all responses that the social norm has definitely changed and there will be no return to former practices. However, we also have the following observations:

- This view could be somewhat biased because we were not able to make a random selection of households, teachers or children to be interviewed.
- This view is mainly relevant to children up to age 14; there are indications that the cultural norm related to marriages of young girls has not changed.
- The time has been relatively short for the social norm to get established, and a period of consolidation is needed, especially to deal with the remaining cases of child labour or children not going to school. For consolidation, refresher meetings, limited funds for parents who cannot afford payment of school materials, support to over-crowded schools and support to over-burdened teachers seem to be the priorities.
- It remains difficult for some people to be able to clearly distinguish between acceptable and non-acceptable child labour (or acceptable light work). This could probably be best 'solved' by providing concrete examples.

In general there is a range of different structures that have been set in place (at schools, within the community and within the Erussi SC) to assure that the norm is respected. It was also stated that 'business men' at markets were told about the new norm and they are convinced of its importance and would now even contribute to identifying cases of child labour in the market and reporting this to the police.

Another question is if there are indicators that can be used to assess whether the social norm has changed. Here are a few examples of relevant responses and examples:

- If there are cases of child labour, we will inform the CL committee or the police.
- As a CL committee we are regularly being requested by the community to show our presence because that is what we have been asked to do.
- If a child works in the weekend, he/she will stop around lunch time and request the parents for a break and a meal
- Families make sure they generate income in order to pay for school materials
- Children used to get beaten at home, and also at school, but this is not anymore considered acceptable

- One child testified that he refused to be sent by his father at 10 pm in the night because it was unsafe for a child to move so late
- If children wonder around in the village during school time, this will be noticed and reported to the CL committee.
- Parents understanding of child labour (quotes from FGDs):
    - ”Any work that affects the child’s growth physically, emotionally and psychologically”,
    - “Giving hard work to children which can stop them from going to school”,
    - “Heavy load and involving children in activities that remove them from school”.

6. Overall impacts in the CLFZ

We found plausible evidence for numerous impacts in the CLFZ: increased incomes, improved food security, improved safety, better health and improved levels of education. Each component is elaborated below.

There was agreement that during the last two years in the CFLZ incomes had increased. We do not know for which households this is valid but apparently mostly for those growing coffee and having land. There are several underlying factors:

- Coffee productivity (yields) have increased as a result of support by the local coffee company
- Productivity of other crops has increased as a result of training, there is reference to cash crops such as potatoes, tomatoes, beans. Note that this is possible as the area is quite fertile and there are good markets.
- Families also want more cash in order to be able to buy school materials for their children to be able to go to school, so they undertake activities (become less lazy as several stated) to acquire more incomes
- VSLA has allowed households to make investments and do business, especially women seem to have benefitted from this.

There is reference to the fact that many families now feed their children better in order to assure that they perform well at school. Also, some say that feeding their children has become more important than selling. This obviously will also improve the health of the children. Also, children are not anymore allowed to carry heavy weights or be involved in dangerous work, so one could expect there are less casualties.

There is reference to improved safety in the community due to less theft by children – who used to stay at home and apparently also undertook theft. Children would steal coffee beans from neighbours.

There is reference to change in behavior of parents, as they are closely monitored if their children do not go to school. There is also reference to less cases of alcoholism and parents leaving their children alone when going for work in other regions.

There is evidence of women empowerment. One widow remarked she has regained hope for her future due to the project. Another woman noted that there is now more discipline in the family and the man has stopped drinking. There is also reference to higher levels of self-esteem and confidence of children. The policeman (who is new to this area) stated that he was surprised to see so many children that can very well express themselves and show responsibility.

There is reference to higher levels of education in the CLFZ. Children reach higher levels than the average in Erussi. In 2016 the child with the highest level comes from the CLFZ in Erussi. He was awarded a school fees bursary from the sub county to formal secondary education.

Within the CLFZ in Kasubi similar dynamics and changes in behaviour are noted. However, there is no increase in incomes, but at least there is no decline of income (since children were provided additional

funding due to savings of caretakers in the VSLAs). This was mainly attributed to the effective VSLA scheme. Communities in the slums have high economic vulnerability and are expected to pay school fees for formal schools. Also in Kasubi, there is reference to less theft, more discipline, more education.

Overall, these changes suggest that there is an overall improvement of livelihoods and of community cohesion and of empowerment of children as well as their parents.

We note above impacts and changes are mainly based on qualitative information. Some of the above impacts were unintended and have not been well documented. Yet, they can function as strong arguments for advocating for an area- or community-based approach.

7. Relation with local coffee company, UTZ and the value chain (roles, effects, benefits)

In 2014, the local coffee company started a sustainable coffee scheme in West Nile, now working in 13 sub-counties. The scheme currently works with over 5,000 coffee farming households and is certified under UTZ and 4C.

Every year, the company staff visit all member households to train them on good agricultural, social and environmental practices. The training follows an inspection of the household and its farm against the control points of the UTZ and 4C certification standards. As part of the training, the field staff agrees with the household on solutions to solve any identified non-compliances and/or improve on specific areas. The solutions are written down in an Improvement Plan, which could include issues of child labour. Households with non-compliances will receive a second follow-up visit to check on the progress they have made with the implementation of the agreed solutions. This approach is in line with the aim to create a cycle of continuous improvement. In West Nile the company team has given particular attention to the identification of child labour and working with households to find a solution.

The UTZ child labour guidelines from 2015 have adopted an approach of continuous improvement that aims at prevention, identification and remediation, rather than sanctioning, exclusion or de-certification. It is recognized that communities play an important role in the identification and remediation of child labour. The guidelines requires a risk assessment (identification of child labour in the production area) and in case of high risk the presence of a child labour liaison officer who is responsible for prevention, identification and remediation through an improvement plan. The UTZ approach is new and results have not yet been received. One important challenge of the new approach (for UTZ, for the company and others adopting this approach) is how to communicate to consumers the fact that there is no guarantee of no child labour being involved. This also poses a problem to the coffee company, since communicating that they work on child labour also raises expectations that they will soon assure to have no more (zero) child labour, which is not realistic and shall never be achieved.

The coffee company has a procedure to distinguish the CL-free (UTZ certified) coffee from the other (non-CL-free, non-certified) coffee production. The company knows how many coffee bushes their member producers have and makes an estimate of the expected coffee production. If the farmer suddenly has a much larger coffee production, this must have come from third party suppliers. Much of this ‘third party’ coffee comes from the DRC and is certainly not CL-free. This non-CL-free batch of coffee is not sold as UTZ certified coffee. Although this approach does not seem to be water tight it is a good effort. Thus, for the UTZ certified coffee the value chain is simple because there are no middlemen or traders.

In collaboration with partners the coffee company adopts a more intensive approach in the CLFZ, which is referred to as the child labour eradication approach, which is done following the improvement plan, to develop a more lasting solution for any identified problems of child labour. For the child labour eradication plan more time is spent by company field staff in working with members where child labour

has been identified, to identify the systemic causes and find a solution. By linking these households to CEFORD and UNATU a more lasting solution can be found and children are supposed to end up in school while the household is supported to change their attitude. In practice, however, the CL eradication approach by the coffee company is not so much different from the improvement plan. For instance, attention for children not moving to other sectors for labour are also part of the improvement approach. It was found that most cases of child labour are seasonal and involved in pulping the red cherries. This explains why by far most absenteeism is in the 3rd term of school.

The coffee company has also built a washing station where it only buys red berries. This will contribute to reduce the involvement of child labour as children are mostly used for pulping. This change comes with a slight cost increase for the company. However, parchment (washed berries) are also still directly bought from farmers. There is also increased formal employment opportunities at the washing station. The washing station was externally funded. The coffee company adopts stringent monitoring of those bringing the red berries to the washing station, and do not allow children during school time or with heavy weight. However, it is mentioned that this is a norm that is difficult to apply.

In addition, the coffee company supports children and youth development and employment in several ways:

- It has also established youth teams (age 18-25 years), with the aim to provide services to coffee farmers, such as those of pruning trees. The team is provided materials (e.g. a light chain saw). Youth teams are not only established in the CLFZ but also in other company production areas. In the CLFZ, it was stated that the youth teams are not paid but receive tokens. The company agrees that this could better be changed to cash payment in order to encourage entrepreneurship. However, this appears to be difficult for several reasons.
- Setting in place a demonstration plot, where demonstrations are given to children and youth.
- Coffee school clubs, to learn some skills to children on coffee growing, which will allow children to help their parents outside of school time and become good coffee farmers when they grow older (only in the CLFZ)
- Training of youth (14-17 years old) on good practices of becoming a coffee producer, with various practices from planting trees to sustainable land management and agroforestry principles (only in the CLFZ).

To carry out all above activities, apart from having child labour liaison officers, and staff for the washing station, the coffee company has employed additional staff (6 in total in Erussi).

The available data do not (yet) show that the intensive approach is more effective in terms of reducing the incidence of child labour in the short term, because both in the CLFZ and outside there is a similar rate of decline in child labour among coffee producers. However, there are no data on child labour in general, including other (all) sectors and incidences of child labour, as a baseline reference. However, this does not show whether for the child identified as being at risk of child labour a lasting solution has been found, and is actually attending school. It is expected that the intensive approach will be more sustainable, by assuring that the children go to school and that the household is assisted to change their attitude and possible also acquire additional incomes.

We conclude from the interviews that the involvement of the coffee company in the CLFZ project has been an important trigger to change the awareness and attitude of the communities. It was also stated that now that the attitude has changed, the economic benefits of being involved in coffee production are not anymore essential.

The coffee company is interested in continuing and scaling the CLFZ approach towards other areas. However, the company has the opinion that the current approach is too intensive, and may not be necessary to achieve the same effects. Even if the coffee company now operates with resources from donors the aim is to develop an adapted and less intensive approach and also cover a larger production area, thus reducing costs (and manpower) per unit of production. In the less intensive approach there

will also be collaboration with CEFORD including an agreed number of activities that are considered essential for the CLFZ approach (including the establishment of CL committees, introduction of VSLA, support to school teachers). The lower intensity of the approach is primarily associated with not monitoring all households and not having change agents in each village, but only monitoring those involved in coffee production for the coffee company.

For the coffee company, the CLFZ 'intensive' approach is not required to acquire and maintain its UTZ certification. Identification of child labour and working on prevention and remediation would be sufficient. So what are the benefits for the local coffee company (or any other coffee company) of adopting the CLFZ intensive approach? The following are elements emerging from the interviews and FGDs:

- Coffee production in Erussi has increased in a spectacular way, more than expected and witnessed in other sub-counties, which could be the result of stronger engagement with the producer households and possibly also an improved community cohesion
- Coffee producers in Erussi are expected to show higher degrees of loyalty to sell their coffee beans to the coffee company after having witnessed intensive support, the company does not have data to show whether this is the case; however, the coffee company so far has the experience that coffee producers would always opt for the company offering the highest price.
- Assuring that children and youth learn skills of producing coffee can be beneficial in the longer term as they become professional coffee producers and do not leave the village to find employment elsewhere; clearly this cannot yet be known.

It is not yet clear whether other coffee companies are willing to adopt an approach that is related to the CLFZ approach, i.e. involving NGOs to track children and their parents.

UTZ has also shown strong commitment to further the adoption of the SCL approach to work with an area based approach towards the creation of CLFZs to see if it is scalable and worth the investment. This has developed into a follow-up prgramme that is now being developed. This initiative certainly merges from the experiences by the SCL programme. UTZ has committed to continuing the Erussi CLFZ after SCL stops through a less intensive approach. Although the proposal is not yet fully ready, the idea is to pilot an approach with three different intensities, whereby the highest intensity includes activities from all three partners (UNATU, CEFORD and the coffee company) and the lowest only the activities of the coffee company.

8. Relation with lobby and advocacy and the role of local government

In discussing with government officers and about the role of government, it was frequently emphasized that Uganda has good policies and laws relevant for stopping child labour, but implementation is quite poor. This is due to two main reasons. First, the policies have not been popularized among the different local government structures as well the communities not having been sensitized on the existing laws. For example the UPE policy makes primary education compulsory for all school going age children but this policy not known even to some of the teachers. Second, there is always a lack of financial means to implement these laws. For instance, a local child labour task force is even proposed in the law. On a positive side, this means that the project can always refer to the fact that child labour in Uganda is formally illegal.

With the CLFZ in Erussi, there has been engagement by the project team with local government from an early stage onwards. Officers of Erussi Sc also referred to a training workshop in Kampala, which was much appreciated. The evaluation team had interviews with different officers at District level (District education officer, District labour officer, and the District Local Council Chairperson.), as well as at sub-county level (police, community development officer, sub-county chief, parish chief, speaker).

CEFORD organized coalition meetings with different stakeholders at community, sub county and district levels including CSOs. This provided a platform for lobby and advocacy activities for CEFORD and other stakeholders like teachers.

At District level it was confirmed that District officers were involved rights from the beginning. Also, it was confirmed that the CLFZ experience is good, it has lead to increased school enrolment and this is due to the project. There are general remarks of appreciation. However, when asked about their expected role and contribution in the coming years, also for further upscaling purposes, the response also relates to the lack of financial resources and the expected support by development partners. The district Local council vice chairperson reported that the project did not fully utilize the existing local council structures at village level which are mandated by the local government act and the children's act to handle any matter related to abuse of children's rights and also carry out sensitization and community mobilization.

At sub-county level, we were impressed by the level of engagement, as a result of early engagement and lobby by CEFORD mainly. It is important to note that there is good collaboration. Sub-county officers and the police support the work done by the child labour committees. Other key elements are:

- A task force has been established on child labour at sub-county level. This Task force formally coordinates the work by the village-level CL committees. This is a good mechanism for institutionalised coordination, collaboration and exchange.
- Priorities emerging from the CLFZ project were integrated in the new development plan and related budget. This plan still needs to be approved at SC level. It also includes a week for sensitization on child labour, organizing competitions between schools, sensitization and tracking during market days, school training of sanitary pads for girls, support of the best performing school child, and washrooms for girls in schools.
- There is reference to the need for a bridge school, but no suitable building was found so far, and no budget was acquired to construct a new building.
- A strong engagement was felt to assure that the CLFZ concept now also spreads to the other parishes in the sub-county.

Another important element is the passing of a bye law. The bye law is basically one of specifying the implementation of the national law to the sub-county, to assure its enforcement.

At national level, in December 2016 UNATU has demonstrated the CLFZ concept to parliamentarians in order for them to promote the concept for adoption to other regions. UNATU also moved a motion to appreciate the CLFZ approach, which received overwhelming support. However, the motion was not debated as parliament was dissolved paving way for electoral campaigns. UNATU hopes that the new parliament will debate and pass the motion as soon it is presented. One of the UNATU members was appointed the Minister of Education which shades a ray of hope as they believe she will push for the passing of the motion. UNATU emphasized that they need convincing information and documentation to convince parliamentarians.

With the CLFZ in Kasubi, the relation with the local government is more complex. Although NASCENT works closely together with strong local leaders and know how to mobilize people, it remains difficult to mobilise local government. Through its advocacy campaign, NASCENT seems to have saved a public school in Kasubi from being demolished. The project does have strong engagement with local Uganda Police Force, especially with the Child and Family protection Unit.

9. On sustainability and scaling of the results

SCL emphasizes the aspect of an exit strategy and of sustainability in the reporting of each partner organization. The reporting on sustainability shows some variation and apparent combination with potential for scaling. Although in practice these aspects are closely interrelated, they are different.

Sustainability

1. Institutional aspects (the structures that are required to sustain the project results):

- At community level, the continuous functioning of the CL committees is important to sustain the results. After their establishment (selection of the members) they will have to function with support by CEFORD for at least one year. After that, a more light type of support will probably be sufficient. This means that within the CLFZ core zone (4 villages) this level has been reached, but not yet in the other 9 villages of Padolo parish. There is one change agent in each of the four villages who are also community based.
- At school level, continuous functioning of school Management Committees and Parent Teachers Association (SMC & PTAs) is important, as well as sufficient teachers and improvement of facilities that are over-burdened. This situation has not yet been achieved and will require additional support, ideally from the government (Ministry of Education).
- At sub-county level, the establishment of a child labour Task force and integration of child labour related issues into the sub county workplan is evidence of local ownership and an institutionalized management and coordination structure. This will enhance sustainability of the results (and scaling from Padolo parish to the sub-county as a whole).

*2. Financial or commercial aspects (*the financial means available to sustain the project results):

- At community level, the existence of the VSLA education fund and social welfare fund that was established are essential to allow poor families to finance school attendance of their children. It appears that their functioning is good and might not require further support in the coming years.
- At school level: here funding must be available to pay for new facilities that are over-burdened and also support teachers who spend much time on remedial teaching. Several facilities can probably be financed by the community and the sub-county but will require funding from the District or others. It is uncertain whether secondary schools are sufficiently equipped. (see above).
- At sub-county level: the financial means must be available to carry out the workplan including issues related to child labour.
- For the coffee company the commercial perspective is leading - there should be a sound business case. Currently, company staff are payed from external funding which was used for their involvement in the CLFZ approach. This is not a sustainable situation, although the intensive presence of company staff may not anymore be required to sustain the current situation. On the other hand, there is increased coffee production and expected improved loyalty of members. However, the business case for a company to apply the CLFZ approach has not yet been firmly established.

2. Legal aspects (the laws that will enable the results to be sustained and/or scaled)

- Uganda has policies and regulations that do not allow child labour, which can be referred to, however these are not very clear and not adapted to local situations. Therefore, at Erussi sub-county level a bye law will most likely be accepted soon, which will provide a legal basis to implement and enforce work on child labour, and thus support the work being done and structures that were established. Note that in the Kasubi CLFZ a bye law has already been accepted providing a legal basis to the work being done.

*4. Socio-cultural aspects (*the social norm confirming that a change of mentality has been firmly established)

- This was discussed earlier on, and yes it seems that a social norm is being established, but to consolidate and secure it another 2-3 years of light level of support will be required.

Altogether, for Padolo parish it appears that the potential for sustainability of the results is good, however, another 2-3 years of support is still required to consolidate the results and assure that all the structures are in place and function adequately. This support can be relatively light, meaning refresher

training and exchange visits to enhance learning and exchange of experiences, and lobby for teachers and upgrading / maintenance of schools.

Scaling

We believe there are a few important scaling mechanisms in place, as follows:

- At sub-county level the existence of a Task force, which will continue to coordinate and exchange at sub-county level
- The expected adoption of a bye law at sub-county level to support the CLFZ approach
- The agreement by UTZ to carry on with the approach in a wider region, in collaboration with UNATU, CEFORD, the local coffee company and in relation to coffee production

At District level we did not yet find concrete initiatives, nor at national level. It would be good if a national platform was created to enhance and exchange on child labour issues and progress made in applying the CLFZ approach.

10. On management efficiency of the project

In general the project appears to be well managed. Partners are highly motivated and have regular exchange. However, there are also some indications of duplication and lack of coordination between the different structures involved (but we were not able to validate or triangulate this). According to the coffee company, it was not possible to match the M&E data from the company with those from CEFORD, which would be needed to track children.

The M&E system looks impressive. We could not assess the quality of the collected data. Quality control of data and achieved results is done during monitoring missions by the M&E officer or other SCL staff during which also any difficulties or problems related to data collection are discussed with project team members. It should be noted that local partners have only started working with such a monitoring system in the current project, it is still a learning process. Unfortunately, it remains difficult to observe trends and draw conclusions in terms of efficiency (i.e. value for money).

UNATU local field staff are 'not clear about their roles and don't get the required info from UNATU head office.'

There would be need for a child labour data storage and management system, that can be locally managed, for tracking and resolving child labour cases, and for tracking progress within a village or parish on the proportion of children out of work and into school. Note that no one at field level could provide us information on the current level of children out of work / into school, based on the monitoring data. We believe that at least the sub-county and the CL committees should have the most recent updates. This type of information is also essential when aimed at popularizing the concept to new areas.

11. Determining factors

Internal factors:

- CEFORD already had a strong presence in Erussi sub-county from the period before the project, and was well known and highly trusted with both the District and the sub-county local government. Also, NASCENT in the slum area builds upon a previous area based girls education project. It is therefore difficult to draw conclusions with respect to how long it takes to build up trust, as a precursor to start the CLFZ approach.
- An integrated approach was adopted right from the beginning, including a role for LG.

External factors:

- Relatively fertile area, with potential for increased productivity and income generation activities
- High rate of population increase (highest in Uganda), putting pressure on natural resources and public resources such as schools
- Close relation with DRC, which is a cause for the region of being relatively backward, with negative cultural traditions.

12. Main conclusions and recommendations

Conclusions

The project has adopted the CLFZ approach in a core zone including 4 villages. The number of households in the core zone is 689 (it was noted that initially the intention was to work only in one village). The approach is intensive, including detailed identification of child labour cases and risks (surveying of all households, monitoring in schools, monitoring market places), community mobilization, establishment of monitoring structures, follow-up dialogues with parents of households with evidence of risks of child labour in order to identify systemic causes and prevention and remediation strategies, establishment of village savings scheme and other measures to support prevention and remediation strategies. We observe that the intensive approach can be characterized as one that also addresses the systemic causes of child labour which is essential to achieve a lasting effect (instead of addressing the symptoms). Most of the systemic causes seem to be with cultural values, others are more economic.

In the core zone, there are convincing data and insights from the interviews and FGDs held that there is a significant reduction in child labour and increase of school attendance in the core zone. This does not mean that child labour has been eradicated, we estimate that is has been reduced from more than 20% to less than 5%. We also note a significant change in the social norm with respect to child labour. Also, most likely this result and change process will sustain, given the various structures in place and financial means made available. This result can be entirely attributed to the project. The strength of the approach has been the integrated approach, with contribution by CEFORD, UNATU, the coffee company and local government combined. We found the following list of the most important components of change, showing integration of the 3 components of the program:

- The involvement of LG from the beginning, leading to an effective enforcement of the existing legislation on child labour (and most likely acceptance of a local bye law on child labour in April 2017)
- The role of the police in sensitization and community policing through crime preventers
- The intensive community mobilisation approach
- The role of the coffee company for increased production and related incomes from coffee – mainly for coffee farmers
- The VSLA system, to generate cash for school fees and materials, also for poor families
- The existence of CL committees with good training provided and regular meetings
- The sensitized teachers, with good training provided and regular meetings
- Remedial teaching mechanisms, with motivational top up for teachers involved.
- An approach to assure support to school materials and infrastructure where needed

We conclude there is ‘proof of concept’, meaning that the approach has proven to be successful. There are positive impacts on income, safety and education levels, as well as women and children empowerment and social cohesion. There are also initiatives taken to facilitate vocational training of children and youth, which goes beyond the objective of eradicating child labour. However, some more years of a ‘light’ support will be required to assure that the results will sustain, mainly by supporting the different monitoring structures that have been set in place, including those of the local government.

We also note that the CLFZ has gradually been expanded (through the intensive approach) and is now almost covering 13 villages, i.e. the entire Padolo parish. This approach builds onto ongoing copying within the wider community. We also observe rapid uptake in the remaining part of the Padolo parish. There is also evidence of uptake in other parishes in the Erussi sub-county. Thus, there is good potential for roll-out of the approach and further upscaling. *We believe that for further upscaling there is no more need for an intensive ('door-to-door') approach such as carried out in the core zone.* The arguments are as follows:

- A social norm seems to have been firmly established in the core zone, that does not accept child labour in a general sense, not only related to coffee production - however there are still doubts about the norm for children aged above 14 years old, especially young girls
- The principles of the new social norm seem to spread and are being replicated beyond the core zone, because of the apparent benefits that families perceive of adopting the new norm and assuring that their children will go to school (except for 'problem families' such as those affected by HIV, and for older aged children)
- There are structures at sub-county level that play a role in monitoring child labour incidence (in the schools and in the local government), to enhance wider adoption and enforce the new norm.

Unfortunately, the project so far has not collected and/or analysed the available data to draw conclusions on cost-effectiveness or value for money of its approach for this particular pilot. This is considered essential to support the conclusion on 'proof of concept' and convince others of the effectiveness of the approach. The project in fact constitutes an ideal case to draw conclusions on the efforts made in the core zone, and the process of uptake of the approach in surrounding areas. This information would be valuable for companies as well as governments and donors to decide on support for this approach and further scaling.

For the coffee company the 'intensive' approach is certainly not required to maintain its UTZ certificate. The intensive approach as adopted in the core zone requires substantial funding and human resources (although it must be said that the costs are probably not so high). Therefore, to support further scaling, a more light approach will probably be sufficient. We believe a light approach would have the following elements:

- a Task force at the level of local government
- training in livelihoods enhancement technologies as well as child protections laws and rights
- a CL committee in each village
- a VSLA scheme including an education fund in each village
- a liaison officer by the coffee company
- active support by the police, also to survey market places or other locations with risk of child labour
- support to schools facilities and teachers as well as a children's parliament and youth clusters
- support to 'problem families' by making available financial means and intensive monitoring.

In addition, activities to support vocational training would be useful, both for over-aged drop-outs and also for children who have successfully finalized school, to create a real employment perspective of youth.

Recommendations

- Scaling up of the CLFZ approach in other parishes across the sub county through sensitization and mobilization.
- Support the development of a district ordinance in child labour
- Increase monitoring of child labour cases during holidays as the emphasis seems to be during school time
- Scale advocacy or engagement with district officials on improving and expanding school facilities to accommodate the increasing enrolment in the CLFZ core zone

- Support parents to tap into the existing government community service programmes like youth livelihoods programme, women entrepreneurship programme and programme on people with disabilities. This will enable them increase incomes and be able to further education for their children
- Devise a more effective communication mechanism between the different structures involved in child labour activities especially as an exit strategy

6.2 Findings from supply chain case studies – India garment

Background

This case study focuses on the Child Labour Free Zone (CLFZ) in the garment industrial area of Tirupur (Tamilnadu, South India). The project is carried out with implementing partner SAVE (Social Awareness and Voluntary Education), funded through FNV Mondiaal and ICCO. The project has a long background in the region:

- SAVE has been intervening in Tirupur since the year 1997, with the support from Kerk in Actie /ICCO, with a focus on child workers, runaway and destitute children being rescued and rehabilitated through alternative learning centers.
- ICCO has also been involved since the year 2000 to support economically poor women as self- help-groups towards empowerment on women's rights.
- FNV has been active in the region since 2004, to organize garment workers and educate them on labour rights and support welfare facilities.

For the current SCL programme, SAVE carries out two projects in the region:

- a FNV funded proposal, taking a rights-based approach to promoting a conducive environment for migrant garment workers inside the CLFZ, with a budget of EUR 120,000, running from January 2015 to April 2017.
- an ICCO funded proposal aiming to prevent and reduce child labour via the CLFZ-approach, with a budget of EUR 120,000, running from January 2015 to April 2017.

This case study is based on document study and a field visit including interviews and focus group discussions with communities and stakeholders (see Annex 1).

1. CLFZ – main activities and effects on the community

Context of the CLFZ[7]

The project is located in Tirupur, in the southern district of Tamil Nadu. Tirupur is known for its fast growing garment industry, which dominates the situation of many families and their children in this area. The estimated turnover in the garment industry of Tirupur has touched the Rs 17,500-crore mark (2013-14). Tirupur region's garment industry consists of an estimated 6,850 Small and Medium Enterprises (SMEs) including around 600 knitting/spinning units (a Fairwear source cites 2500 units in Tirupur)[8]. It is estimated that nearly 500,000 workers are regularly employed and the seasonal workforce even touches a staggering 700,000 workers. 75% of the workforce of Tirupur is employed in knitting and stitching. It is estimated that 80% of them are migrants.

In general, the SMEs supply garment to larger companies, which either serve export or domestic markets. Some of the SMEs also make use of informal homeworkers to supply components for the garments. Almost every household in the town undertakes some activity directly linked to the knitwear industry.

The work done by SAVE is mainly raising awareness within the community, community mobilization and establishing / strengthening local structures that aim to monitor and address child labour in the CLFZ. Also, people were trained in life skills (food & hygiene, financial literacy, dealing with addiction, leadership skills).

Tirupur consists of 60 wards, the CLFZ-approach is implemented in ward 16 and ward 17. Wards 16 and 17 consist of 10 sections: Pandiyan Nagar, Teachers Colony, Nallappa Nagar, Anna Nagar, J.P Nagar,

7 SAVE (2014). Final proposal SAVE-ICCO garment.

8 Background study Tirupur, Fairwear Foundation, 2004

Cholan Nagar, Kamaraj Nagar, M.G.R nagar, Vavipalayam, Kuruvayurappan Nagar, Samathuvapuram. There are 5,252 households in ward 16 and 17, and 2,693 children (aged 6-17 years)[9].
Ward 16 and 17 were selected for the implementation of the CLFZ-project, because they are relatively close to Netaji Apparel Park, a large garment production centre on the outskirts of Tirupur[10].

Effects
SAVE established a CLFZ in ward 16 and 17 in Tirupur and achieved the following results:
- 1929 children were prevented from child labour[11]
- 739 children were withdrawn from child labour.

From the interviews and FGDs it became clear there is agreement that child labour is practically not existent any more in the CLFZ. However, child labour still can be found in informal labour (e.g. very small production units like home-based workers or working for family members) in other areas of Tirupur (that means: outside the CLFZ). Stakeholders' estimates about the rate of children working in other areas of Tirupur (meaning: outside the CLFZ) varied from 15% to 40%. Baseline data for CLFZ in Tirupur shows that around 9% (259/2713) of children between 6-16 were out of school and 37% of the children 16-18 were out of school.

The decreasing number of children in child labour can partially be attributed to SAVE's interventions. Before the projects started there was already a trend of reduced child labour in the area (refs). It is plausible that SAVE contributed to and strengthened that trend, mainly by improving school facilities and monitoring attendance (see section below) and by empowering community members to actively address situations in which they witness or suspect that children are working (see section on the social norm).

Respondents mention that the following characteristics of the SAVE approach have been important to reach the achievements mentioned above:
- Friendly persuasion: "The friendly persuasive way of communicating about the issues in the community, how so many children are found out of school, how they are all potential child labourers and that we need to ensure that another generation of children do not get into the child labour situation, made me think. Then I started noticing that yes, what they were saying about children being out of school was right"
- Persistence: "When SAVE used to visit for enumeration of households I remember getting irritated with them for coming again and again, putting up stickers, asking so many questions. What I remember is their unfailing enthusiasm. They would continue to smile, and if I said I'm busy come another day, they'd come back smiling the next day, never giving up"
- Awareness raising: a respondent mentioned that awareness among teachers for children's rights and the importance of education, came though SAVE.
- Tools for behaviour change. A respondent mentioned that training from SAVE has helped her to address issues in the community: "The inputs from SAVE have been very helpful in my work. I have attended 3 trainings by SAVE. It has made me more aware of the rights of children and I have tried to use this learning in my work, as well as given me the courage to talk to parents and children and follow up with schools about children's attendance. Another respondent described the change in her behavious as follows: "It was not that we had not seen them around before, but we were all busy with our work, we did not pay attention. Now if I see a child on the street, I'll go up and ask, "what are you doing out of school?" If he says he's sick, I'll check if someone is responsible for him at home. If he's alone, I'll offer, "if you are in trouble at school or home, let's go and I'll talk to them"

There is evidence of copying and replication of the CLFZ approach to other wards in Tiripur.

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9 SCL (2016) Monitoring report – all interventions. Version 20160915.

10 Personal interviews with SAVE-staff members

11 SCL (2016). Second annual report Out of Work and Into Schools.

- The community from ward 3 has stated interest to implement the approach themselves. To date, it is unclear whether replication has actually taken place
- SAVE has started surveying households of wards 27 and 56
- SAVE participates in the Children at Risk (CAR)- network, aiming to spread the CLFZ- approach to other members of the network. To date, three CAR-partners (CARDS, Gramya and CASA) have adopted an approach similar to the CLFZ-approach. An important lesson is that partners, whose original approach was more aligned with the CLFZ-approach (e.g. working in a limited geographical area) were more successful than partners who had to scale-down their approach to a limited geographical area[12].
- Community members in the current CLFZ that were trained by SAVE, indicate that they are ready to train others themselves (so, without support from SAVE), providing a new basis for copying and replication of the approach.

2. CLFZ – schooling effects

There are 9 schools in the CLFZ: 6 primary schools and 3 secondary schools. Of these, 2 primary schools and 1 secondary school are government schools[13]. Education in government schools is free of charge.

Before the CLFZ-project started SAVE conducted a baseline survey, mapping the educational situation of children in the project area[14]:

- There are 6,597 children (aged 6 to 17) enrolled in school.
- 551 children were identified as being out of school (305 boys/ 246 girls)
- 163 of the children enrolled in schools, did not achieve a 75% attendance rate
- 2,234 of the children enrolled in schools, were at high-risk of dropping out
- all schools had basic infrastructure in place, but maintenance had been poor over the years and teachers appeared to be lethargic and inactive.

SAVE achieved the following results[15]:

- A decline in number of children out of school: 551 at the start, 424 in year 1 (2014), 317 in year 2 (2015) and 7 in year 3 (2016). This is in line with the opinions expressed during the interviews: according to respondents, 100% of the children were in school.
- An increase in number of children that are prevented from dropping out: from 0 in 2015, to 1,756 in 2015 and 1,929 in 2016
- 48 children placed in bridge schools
- 147 children mainstreamed into formal schools
- 1045 children following extra-curricular activities on formal schools.

Stakeholders confirm the trend of a decline in number of children out of school and mention that there are functioning community structures to monitor school attendance (e.g. Child Right Protection Forums -CRPF-), Children's Parliaments). Respondent described a fine-mazed network of CRPF members, each being responsible for 60 families to keep close watch on whether children go to school regularly. In addition, respondents mentioned SAVE's efforts to visit each household in order to be familiar with the details of every family and every child (also, see section on schooling effects. Dropout rates have decreased sharply, mainly because of improved school facilities, improved quality of education and improved monitoring systems.

Respondents in interviews and FGD describe huge (positive) changes in schools and attribute these schooling effects to the project. They described that the atmosphere in schools is better, that school

12 SCL (2016). Mid-Term review – out of work, into school. Mission Report India, 14-24 March 2016, p19-20.

13 SAVE (2015). Survey report June 2015 –updated version.

14 SAVE (2015). Survey Report June 2015 – updated version.

15 SCL (2016) Monitoring report – all interventions. Version 20160915.

facilities (sports and play, cleanliness and hygiene) have improved, communications between parents and teachers are better and there is more awareness (parents, teachers) that education is important.

The following effects can be attributed to the project:

- Increased enrollment: SAVE visited and informed families that had not enrolled their children in schools and their approach proved to be highly effective. Out of 1,726 families visited and informed, 1,709 decided to enroll their children in school (only 17 families remained reluctant to do so).
- Increased school attendance. SAVE installed local structures to monitor school attendance and to take appropriate action when children are not in school. Local monitoring structures include Child Right Protection Forums (CRPF), Parent-Teacher-Associations (PTAs) and Children's Parliaments. Members of CRPF explain: "*when we started, there was daily physical verification that each child we were responsible for, was in school. Now, we keep an eye on the children, by visiting schools at least twice a week checking attendance'.*
- Reduced drop-out rates. SAVE addressed dropping out, by designing its interventions to fit local patterns of dropping out: the risk of children dropping out was higher after 5th, 8th and 10th grade, after elementary, secondary and after high school). SAVE began more intensive work at the primary schools, and strengthened PTA (Parent Teacher Association) and SMC (School Management Committees) focusing on these 'drop-out-points'. Also, to prevent children that are likely to be drawn to work during school holidays and then continue working after that, SAVE raised the required attendance requirement to 95% (compared to 75% advocated by the MV Foundation).
- Improved school facilities. Although basic facilities in schools were already in place, these often proved to be insufficient when more children started to attend school. One respondent explained: '*When these children began going to school, we realized many things were lacking in schools. In one school, special facilities were required to accommodate children with special needs. In another, there were no chairs or tables for teachers'*. SAVE supported local people to improve school facilities themselves (for example by supporting them to raise funds for educational materials) and provided additional facilities (for example, providing bridge schools for children unable to join mainstream education, or by offering language lessons for migrant children that did not speak Tamil).
- Improved (perceived) quality of education. To improve quality of education SAVE provided trainings for teachers, supporting them to be more active [instead of lethargic], to actively seek interaction with parents ('teachers have the phone numbers of their students' parents now) and to provide more nurturing environments for students. SAVE also worked to improve the perceived quality of education in public schools: SAVE actively promoted public schools and attempted to persuade parents to take their children out of the private schools and into the public schools[16]. This is important because public education is free of charge and private education is expensive.

Box 1. A summary of reasons for parents for not sending their children to school, from focus group discussions and interviews

- lack of interest of children themselves (FGD1)
- no transfer/ migration certificates (FGD1)
- alcoholism in parents (FGD1, SAVE, KII1 –reason for drop out as well-, FGD3, KII8)
- lack of family income (FGD1, SAVE)
- perceived lack of quality of government schools (FGD1)
- if learning problems (language, slow learners), children are referred to bridge schools (FGD2).
- previously there was no pressure to stay in school, no control from parents (KII1, FGD3)
- no realization/ knowledge that education was important to improve children's lives (KII1, FGD1)
- no control from parents, as they are often busy working in garment factories (FGD3), suffering from alcoholism (several sources) or illiterate (unable to read progress cards from school (FGD3).
- perceived benefits of children earning (little) pocket money (FGD3)
- parents are too busy working (KII2)

16 SCL (2016). Mid-term review Out of Work – Into Schools. Mission report India.

There is some evidence that SAVE's work in schools may be replicated. A key informant described that school innovations (e.g. fund raising for SMART classes, attention for health and hygiene, discipline, competitions and variations in the reward system) were being studied by the network of government schools, to explore the applicability of innovations in other schools.

3. Relation with migration

SAVE identified a returning migration pattern, that can be seen throughout Tirupur: three times a year, new occupants come into the region when they return from their home villages after celebration of festivals (Pongal; mid-January, for Aadi-Perukku; June-July, and for Ayudha Puja-Deepavali; September-October).

SAVE reacted to this migration pattern, with the following strategies:

- updating household information three times a year, just after the festivals when new workers come into the region
- involving house owners in the CLFZ process – make them responsible for house renters sending their children to school. The community also imposes a threat of sanction if the arriving family has not enrolled their children within 3 months: their facilities of water, electricity, ration through the public distribution system, etc. could be affected
- Getting Child Rights Protection Forums (CRPFs) to connect with migrants on the day of landing in community, so migrant children will be in school the next day. Also, CRPF members check with renters in order to keep the monitoring database up to date
- Addressing potential language barriers: respondents agree that language barriers are not a big problem. Most migrant children possess basic Tamil and are placed in classes matching their level[17]. Migration can pose a strain on teachers, because it requires them to constantly assess migrant children's language skills. To reduce this pressure, SAVE can enroll children in bridge schools and/ or hires teachers that can also speak Hindi. For some (adult) workers, language is a problem, especially when trying to register for a Welfare Board or a trade union. SAVE has organized Worker Education Groups, offering practical support of peer to these practical issues.

4. Gender aspects

There is evidence of attention to gender aspects in Tirupurs CLFZ in different ways:

- There is no significant gender difference in school attendance in the CLFZ: the number of boys that attend school (total of 2375) is comparable to the number of girls that attend schools (2230 girls)[18]. SAVE monitors attendance for boys and girls separately.
- There is a significant gender difference in qualified teachers: there are more female teachers (157) than male teachers (19) in the schools in the CLFZ-area[19].
- SAVE undertook various activities/ measures to address gender issues:
    - SAVE addressed gender aspects in the school surveys (for example: measured if there were separate toilets for boys and girls)
    - SAVE provided gender sensitization training to Workers Education Groups (WEGs). SAVE sensitized 990 members of 66 WEGs.
    - SAVE organized leadership training for women workers (123 women, from 41 WEGs).

Gender is not mentioned as a key-issue related to child labour or school attendance by respondents. To fully understand gender effects of the CLFZ on child labour and school attendance, additional data is needed.

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17 In FGD1 this was explained as follows: 'Around 50% of Tirupurs workforce comprise migrants. Of these, 30% are from other districts of Tamilnadu while around 20% are migrants from other states. The main difference is that out of state migrants are more likely to be single men or women, those from other districts of TN are here with families. So there is more chance of child labour from among this group.'

18 Based on data from SCL monitoring report.

19 Based on data from SCL monitoring report.

5. On the social norm

The establishment of a social norm, prescribing that 'no child should work and that children should be in school', is related to the question of sustainability of results (see also the section on sustainability). It is clear from the responses that the social norm has definitely changed and that this helps to sustain and strengthen the results achieved to date.

In general, we have observed the establishment of various local structures to ensure that children are not working and are attending school. These local structures include CRPFs, PTAs, Children's Parliaments and WEGs. When asked about their knowledge or opinion on the social norm, we got the following responses:

- 'my understanding of the norms is that no child should work in our place: we have a child labour policy at our workplace. No child should be out of school, whatever the excuse. If I see any child labour in any unit in the CLFZ, I will talk to the owner myself, and if that does not help, involve my WEG-leader, CRPF and teachers in the area. They will be able to influence the owner!
- 'So it has become the norm in our community that the community is responsible in ensuring that all children are in school. Friendly persuasion is how we would describe our way of convincing. But between the CRPF and house owner, we have the means to ensure children are kept in school'.
- Children from a Children's Parliament told us: 'Together we are responsible for monitoring that there are no children out of school in our area. We see new families moving in, we go and talk to the children, invite them to play with us and come to school with us.

Respondents were knowledgeable and able to act when they were confronted with situations in which the social norm was violated.

- Representatives from business associations have declared themselves prepared to hand in business members that violate the norm that children should not work
- People know how to address violations of the norm that children should not work and should be in schools. For example: a local entrepreneur in the CLFZ tells what he would do if he noticed child labour in his surroundings: If he [the trespasser] is not willing to listen, I would use my CRPF group to put pressure on him. If he continues to hold out, then I would have no hesitation in complaining to child helpline.

There can also be more formal repercussions of violating the social norm:

- Families that do not send their children to school, can be cut off from using utilities (gas, electricity, water) by their house-owners/CRPF/community members.
- All house owners are now responsible to ensure that children of their tenants are in school. It is one of the conditions of renting out the house, and it is enforced.

There is legal fine on employing children in factories/ companies and community members are willing to hand-in employers violating norms There is also (limited) evidence that changes in the social norm are being replicated outside the CLFZ.

- One respondent (leader of the merchants association) said: Now, when I go to someone's house, whether a relative or friend, before I partake of refreshments, I make it a point to ask about the children of the family, whether they are in school, how they are doing. If they are at home I check why the child is at home. If they are unable to send the child to school – if it is support required for putting the child in school, books or uniforms, I offer to contribute or take care of it. In this way, I do what I can to promote education and raise awareness among my community. All the members of our association are now doing this, even those outside Ward 16 & 17.
- Representatives of a company (outside the CLFZ) stated that they will boycott establishments that use child labour'. However, this effect can probably not be attributed to SAVE's intervention, since the company representatives indicated they have been actively engaged on this topic before the start of the CLFZ-project.

6. Overall impacts of the CLFZ

There is plausible evidence that the CLFZ-approach contributed to improved livelihoods, improved health and improved income, and improved social cohesion and children with better future aspirations.

For 48 adults/ legally working youths, the CLFZ-project resulted in improved wages[20]: adults or legally working youths, took the place of children that previously worked but are now enrolled in schools. This also leads to improved quality of garments. Wages improve because these adults/ legally working youths, are more productive and produce higher quality of work. Likewise, 8 adults/ legally working youths reported improved working conditions, because of the CLFZ-project.

Because of the CLFZ-project, schools have extended their curriculum to include additional topics that previously were not covered: topics related to health and hygiene and topics related to food and nutrition. In addition, government schools provide free meals during school hours, providing additional food for children who attend class. This is expected to have positive effects on children's health.

Respondents agree that the social cohesion in the community has improved: people are much more connected and feel empowered to address issues should they arise. Also, people take pride in working and living in a CLFZ. One respondent explained: 'When a child that I have supported and convinced to go to school walks by, I get a tremendous sense of pride and satisfaction. We as a group, a community, have made this possible. All of us together – workers, companies, traders, school, teachers, students, CRPF – we worked together to achieve this. It gives satisfaction to be part of this, and contribute my bit'.

7. Relationship with companies/ CRS initiatives (roles, effects and benefits)

Snap shot of companies in the CLFZ
In the Tamil Nadu garments industry it is common to find large firms that have grown large 'horizontally, by splitting off production into many units under a single company.' Each unit can be registered as a small-scale unit (Tewari/Goebbel). Small firms with 100- 200 machines are the most agile and able to handle both, small-batch orders, and large orders by subcontracting out portions of the job to smaller firms. Therefore the use of the distinction between small and larger enterprises often is not very clear in the Tirupur context[21].
Companies in the CLFZ are relatively small (qualify as Small and Medium Enterprises – SMEs-). Few of them are, either directly or indirectly, involved in exporting value chains. By far, most SMEs in the CLFZ produce for the local market. Below, we provide an overview of the SME-landscape in the CLFZ, based upon information from SAVE's company-mapping).

Table 1. Characteristic of SMEs in CLFZ Tirupur – baseline data[22]

Aspect of SME	**Number**
Total number of garment units (SMEs)	234
Number SMEs with more than 20 workers	198
Number SMEs with less than 20 workers	36
Number of registered SMEs	8
Number of SMEs producing for export markets	20
Number of SMEs with occupational health and safety measures	9
Number of SMEs providing Social Security benefits (ESI/ PF)	5
Baseline: number of units employing children during holidays	137
Number of SMEs having child labour policies	20 (out of 20 SMEs producing for export markets)

Results - SMEs
There are 234 SMEs in the CLFZ. Twenty companies are either direct exporters or approved sub-contractors to large export units in Tirupur. SAVE supported 13 of these exporters/ sub-contractors to

20 SCL Monitoring report – all interventions.

21 Background study Tirupur, Fairwear Foundation, 2004.

22 SAVE (2015). Survey report June 2015 –updated version.

develop child labour policies and to display boards stating publicly that they do not employ child labour. The remaining 7 exporting companies already had child labour policies and public boards in place.
There are 214 SMEs supplying local markets. Of this group, SAVE supported 52 companies to develop child labour policies. Currently, SAVE is targeting the remaining companies.
Progress in working with the SMEs has been characterized as slow and difficult. Relations between SAVE and companies in the area have been tense due to tax inspection that followed soon after SAVE's survey. Therefore, SAVE suspended work with companies for 6 months. Afterwards, relations improved and SAVE continued attempts to organize orientation meetings for companies. However, progress was slow: SAVE reported that it generally takes 20 contacting attempts before a face-to-face meeting or orientation session can be organized. SAVE tried to use leverage from larger companies (e.g. Thangaman Exports) outside the CLFZ to gain leverage on SMEs in the CLFZ.

Despite the initial hurdles in contacting companies, effects of SME engagement are positive. Respondents agree that the small businesses in their wards have been convinced not to employ children. Respondents are confident that business owners will not employ children, even if those children are asking for employment themselves. Businesses are expected to take appropriate action if children try to gain employment with them, for example by informing local CRPFs about the child. This expectation is confirmed in interviews with SME-owners.
The social norm that no child should work is also communicated by legislation and enforced by the government. SAVE-staff has pointed out that in Tirupur there are frequent inspections on occurrence of child labour in both smaller and larger factories, and factories are heavily fined when children are found working on site.
Another contributing factor to the adoption of the social norm by companies is that 80% of the CRPF members are either workers or owners of SMEs within the CLFZ. So, companies are surrounded (both internally as externally) by influential community members who are actively advocating the social norm. One CRPF-member and SME-owner described the mechanism as follows: Child labour is definitely cheaper. Where adults are paid Rs.300, children would be paid Rs. 100 at best. Nimble fingers do more work in one day than an adult would do in one and a half days. But with CLFZ, older adults are being called back to work. No one is willing to take a risk of employing children; there is the fear of raids if anyone complains. As CRPF, we use this and warn employers of legal action if anyone is found employing child labour.

Reasons for SMEs to stop employing children
We discussed potential benefits or reasons for SMEs to stop employing children. Responses included:

- Ethical considerations and personal experiences as former child labourers
- Adults may be more expensive in terms of wages, but their work is better
- There are also less accidents as adults pay more attention than children.
- Legal implications: child labour is against the law
- Reputational risks
- Possible repercussions from the community (community members may inform CRPF or authorities)
- It creates more business opportunities and new markets, as a response to consumer demands
- Marketing benefits by using the CLFZ-logo/ signs

Larger companies
One interview was held with a larger company – Eastman exports. They are not located in the CLFZ, but they procure garment from 14 SMEs, some of which are in the CLFZ. The company has put in place a system to monitor supply chain compliance to international standards that Eastman is accredited to, and 'no child labour' is covered therein. There are no specific advantages for Eastman through the current CLFZ, unless the whole of Tirupur is covered as CLFZ.

Eastman is clear about zero toleration of child labour in its company, units or supply chain. They encourage and support higher education of workers children. Throughout their units, there are boards stating "Say NO to Child Labour, Say YES to Education," in place much before the CLFZ.

As far back as 1997, Eastman was putting aside approx. Rs.1.75 per from each garment in order to support schools offer better facilities for students. Eastman supports communities and schools through their CSR activities. To the CLFZ, they support the salary of one language teacher in Pandiyan Nagar Elementary School. "The state provides free education for students; as part of our CSR activities, we support infrastructure development in schools. We invest time and infrastructure in schools so that our workers children can take advantage of these opportunities. We contribute towards higher education of children as per government requirements."

Outside the CLFZ, Eastman uses SAVE as a resource to help strengthen their social initiatives at the workplace. SAVE helps constitute and strengthen Internal Complaints Committees (ICC) for grievance redressal, provide awareness on workers' rights and children's rights in all the units of the company. In all the companies SAVE works with (around 15 in Tirupur), SAVE advocates that it is the responsibility of the company to ensure that children of school going age of every employee is in school, and is willing to provide support required to HR teams if required to enable this. SAVE's support extends to the main suppliers of the companies too.
Large companies, like (but not limited to) Eastman, do not only adhere to the new social norm, but some have taken concrete steps to support children to go to school:

- Allowing 1 student of SAVE bridge schools and 1 student from the CLFZ into the company´s engineering course (note: if there are suitable candidates in the bridgeschools)
- Funding 1 language teacher in a government school
- Willingness to meet the educational needs for up to 100 individual children
- Funding for SAVE´s bridge schools to additionally support non-Tamil speaking children.

Attribution of effects to the CLFZ-project
The positive effects of engaging companies can partly be attributed to SAVE's interventions in the CLFZ. Especially the SMEs that are part of larger, international oriented value chains, have been working to move away from child labour before. One SME-owner described: "we are part of an international value chain, so we follow the norm of no child labour even before the CLFZ". This is confirmed in an interview with a large exporting company, outside the CLFZ: 'we say NO to child labour, we say YES to education. These have been in place much before the CLFZ'. However, it is plausible that the progress made with SMEs producing for the local markets, can be attributed to SAVE's interventions.

TEAMA manufacturers Association
TEAMA, Tirupur Exporters and Manufacturers Association (formed in April 2010) represents micro and small knit garment manufacturers and exporters. Currently, TEAMA represents 580 members. Before it's foundation in April 2010, there was no exclusive platform for small exporters to voice their concerns. TEAMA is explicit in condemning child labour and states that they have pushed the No Child Labour – agenda among its members. Members face losing membership and legal consequences if they are employing children. TEAMA is also supportive of the CLFZ-approach as means to addressing child labour: 'SAVE has been doing remarkable work. They have set up the systems, the mechanics are in place. I look forward to see the label of Child Labour Free Tirupur!'.

Copying effects
There is some evidence that the CLFZ approach is being copied by other companies outside the CLFZ. One respondent, representing the Merchants Association (holding 700 members in Tirupur, 150-200 members in ward 16 and 17) has stated that association members are actively replicating the model and are promoting education and awareness outside the CLFZ.

8. Relation with lobby & advocacy and the role of local government
From discussions and interviews with stakeholders, it appears that the policy environment is helpful to stop child labour. Also, frequently people mention that the laws regarding child labour are enforced and

that companies will be heavily fined when child labour is found within their operations. This approach is not limited to the CLFZ-area, as was illustrated by a company-representative from outside the CLFZ: 'Years ago, every day had newspapers reporting raids rescuing 30-50 underage children. The government departments have been diligent in their work, even checking company buses for underage children, but for the past 3-4 years there are no such news items, so that is good'.

There may be agreement on effectiveness of governmental policies and enforcement related to child labour, respondents are also in agreement on lacking governmental support in other areas. Respondents specifically mention:

- Lack of facilities and maintenance of schools. Several respondents mention that they have to raise funds in the community to pay for basic educational materials. Others mentioned that computer classes are too expensive and that government support is not sufficient.
- Lack of support for social and economic development of Tirupur[23]
- Lack of effectively addressing the issue of alcoholism. A respondent explains: 'The only form of entertainment and relaxation is drinking and it leads to addiction. Tirupur has grown so fast, there are no open spaces to play games, either for children or adults'.

SAVE has been actively networking with a number of governmental bodies at different levels:

- Child Welfare Committee (CWC): district level, deals with matters concerning children in need of care and protection.
- District Child Protection Units (DCPU): district level, is responsible for effective implementation of Integrated Child Development Scheme (ICDS) and all other child protection policies and programmes at the district level
- National Child Labour Project (NCLP): national level, this scheme was set up to rehabilitate working children, and mainstream them into schools or bridge schools and vocational trainings.
- Childline 1098 Service is the 24 hour, toll free, emergency phone service for children in need of aid and assistance. Childline responds to emergency needs of children and links them to services (CWC/DCPU/NCLP) for their long-term care and rehabilitation.
- Sarva Shiksha Abhiyan (SSA) is a programme for achievement of Universalization of Elementary Education (UEE) in a time bound manner, as making free and compulsory education to the children of 6-14 years age group a Fundamental Right.
- The Integrated Child Development Services (ICDS): a (national) programme for early childhood care and development. Through trained ICDS staff, apart from pre-school non-formal education for the age group 2.5-6, children in the age group of 0-6 years, adolescent girls, pregnant women and lactating mothers get the benefit of supplementary nutrition, nutrition and health education, immunization, health checks and referral services.

There is some evidence that SAVEs work with governmental bodies, may lead (in the future) to copying effects of the CLFZ approach to other wards:

- During a speech for the CRPF, the counselor of ward 16, pleaded that the CLFZ approach could be used in more challenging wards (like wards 18, 19 and 3, which have larger poverty and migration issues compared to ward 16 and 17) as well[24].
- SAVE provided trainings for ICDS on development of children's rights to 162 rural and 150 urban ICDS teachers. SAVE is currently designing follow-up training. However, this training was not specifically focused on the area-based approach to dealing with child labour.

We found no evidence that work with governmental bodies has already led to copying effects outside the CLFZ.

9. On sustainability and scaling of results

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[23] KII8: 'With government support much more can be done – unfortunately there is no support from the state government. We are seen only as a business. There is no mindset to develop Tirupur'.

[24] SCL (2016). Mid Term Review, mission report India.

We distinguish sustainability issues from (potential for) scaling effects.

Sustainability:

1. Institutional aspects

- At community level, the continuous functioning of CRPF and other local structures (Children's Parliament, Village Education Committees, WEGs) is important to sustain the results. Some community members indicate that they are ready to carry on this approach and they will continue the work without SAVE's support. However, there are also respondents that point out that the CRPFs are still very dependent on SAVE's support and that continued support is needed. There are efforts to support independent functioning of these local structures (e.g. by developing year plans, develop plans of action or assigning local facilitators), but it is not sure if these efforts will be sufficient to keep these structures functioning. It is suggested that regular trainings for local structures by SAVE are required to guarantee their functioning. It is also suggested that there needs to be a more fine-grained network of CRPF-members, so that one CRPF-members is responsible for 3 families instead of 60
- At school level, quality of education needs to be further improved (parents will only send their children to schools, if (perceived) quality of education is high). Connections to improve quality of education have been established (e.g. networking ties between SAVE and governmental bodies, but also PTAs), but these need to be maintained and strengthened. Facilities for education need to be improved and will probably need additional funding (e.g. computer classes). Governmental support to improve quality of education is perceived to be low, and needs to be improved.

2. Financial aspects

- At community level, the high-intensity strategy that SAVE took at the start of the CLFZ resulted in a dense network of local structures that seem to be functioning. However, these local structures probably require additional support for at least 2 years before results can be sustained.
- At school level: additional government support is required to further facilitate education.

3. Legal aspects

There is agreement that India has policies in place that prevent child labour and there are serious attempts to have these policies enforced.

4. Socio-cultural aspects

There is agreement among respondents that there is a social norm in the CLFZ that children should not work and that children should go to school. Additional support for community structures to maintain this norm and to support the community to address issues is needed.

Scaling

There are several copying effects that have been mentioned in previous pages. These are cases in which the CLFZ-approach has been copied to other areas (some with support from SAVE, some without), for example:

- Starting June 2016, SAVE has started community mapping and surveying in two additional wards (ward 27 and 56)
- SAVE participation in the Children At Risk (CAR) network has led to the adoption of adjusted CLFZ approach by other CAR-member organizations (CARDS, Gramya and CASA). These CAR partners have used an area-based approach and implemented a CLFZ since 2 years (starting 2015), but found it difficult to scale-down their activities to a limited geographical area.
  - for CARDS working with the CLFZ approach was challenging because it required them to switch the approach with which they worked for 20 years (broad geographical area, focusing mainly on Dalit children). Currently, there is a pilot in 4 of 140 villages they work in. Results are unclear.
  - for Gramya, the CLFZ approach was more aligned with Gramya's original approach (working in small areas). Focusing on girls' empowerment and working towards scaling up. Results are unclear.

- for CASA it took some time for them to rewire efforts towards children and education, because they used to work on the broader theme of livelihoods. CASA is not (yet?) working from an area-based approach, but are reaching out to 23 villages. Project status and results are unclear.

- SAVE's work on schools in the CLFZ have led to request for trainings for other pre-schooling initiatives (children aged 0 to 6 years) and for ICDS-teachers. SAVE has used these trainings to inform participants about the CLFZ-approach and results, which has raised interest in participants to replicate this in their own areas and workplaces. It is unclear if the training has led to actual copying or scaling effects in these cases. Also, teachers that we interviewed, mentioned that improvements on their schools have drawn the attention of other teachers, hoping to replicate the approach on other schools as well. It is unclear if the approach has actually replicated to other schools.

10. On management efficiency of the project and learning

In general, the project appears to be well managed. SAVE has introduced a very intensive community approach and has supported the community structure to exchange regularly. SAVE has developed an impressive tracking mechanism to monitor the community, school attendance of children, incoming or leaving migrants and has shown elaborate community maps.

It is signaled that analysis of all the data collected is a problem[25]. Modern data collection techniques (e.g. digital surveying) may be part of the solution for this problem. Sometimes, there are no clear data available on key indicators (e.g. % children working) and sometimes there are contradictions between figures. These concerns have been raised before, and in response SAVE has hired 2 documentalists to increase data availability and transparency on how figures are constructed.

11. Determining factors

Internal factors

- SAVE has a strong presence in the area and is physically located in the CLFZ and has a strong link with the local community.

External factors

- Though unconnected, following SAVE's initial survey among SME in the CLFZ, there followed a series of tax inspections by the government. This has led to tense relationships with companies. Currently, relationships have improved again, but work with companies has been delayed by 6 months.
- The recently proposed amendments to the Child Labour Prohibition Act raised a lot of concerns. The amendment states that children below the age of 14, cannot be employed anywhere, except in non-hazardous family-enterprises or entertainment industry. Critics have argued that the amendment partially legalizes child labour. It is not yet clear how this amendment will influence the social norm that no child should work.
- In November 2016 the Indian government unexpectedly and suddenly, withdrew 86% of the cash flow in India, declaring 500 and 1000 Rupees banknotes invalid. This has led to a loss of jobs in several sectors throughout whole India and may (negatively) influence the efforts of reducing child labour. The effects of demonetization were not mentioned by respondents.
- Respondents point out that there is a shortage of workers in Tirupur (some mentioned a shortage of 40 to 50%). In the interviews, it was highlighted that the shortage of workers has led to increased migration (especially of young men from out-of-state) and that it had not increased pressure on families to send their children to work instead of sending them to school.

12. Main conclusions and recommendations

Main conclusions

The project in Tirupur has provided convincing results that an area-based approach can lead to further reduce child labour, increased school attendance and reduced drop-out rates. There is evidence of

[25] SCL (2016). Mid term review, mission report India.

increased social coherence in the target areas and an established social norm that children should not work and should be in school. Also, we found evidence that the CLFZ is being replicated in other areas and there is potential for continued upscaling.

Important factors for change are:

- intensive and fine-grained community work (e.g. household mapping, linking CRPF members to specific households for regular monitoring activities)
- Establishment of local structures (CRPF, children's parliaments, GWEG's, Garment Workers Education Groups)
- Targeting multiple target groups: community, schools, SMEs and governmental bodies

Recommendations

- Provide follow-up support for existing local structures in the CLFZ that are crucial for maintaining the social norm (mainly CRPFs). Support can be in the form of regular update-trainings.
- Continue attention for securing the quality of education, including engagement with governmental bodies.
- Continue work with SME that are producing for the local markets. SMEs that already have child labour policies in place, may be used as ambassadors to reach other SMEs
- Improved documentation of the process of change, especially in SMEs that have proved to be reluctant to work with SAVE.
- Longitudinal study of children that are withdrawn/ prevented from child labour to showcase the effects of education on children lives.
- Actively follow-up with organizations that have shown an interest in adopting the CLFZ-approach, provide support for these organizations and facilitate exchanges to improve capacities and facilitate learning.

6.3 Findings from supply chain case studies – India natural stone

Background

This case study focuses on the Child Labour Free Zone (CLFZ) in the natural stone sector in Rajasthan. There were two projects implemented in this sector and region:

- an ICN funded project in Budhpura, with implementing partner Manjari, running from May 2014 to April 2017, with a budget of EUR 90,000[26].
- a Mondiaal FNV funded project in Palri Mangaliva/ Purohitsar, with implementing partner BWI, running from January 2015 to April 2017, with a budget of EUR 66,000[27].

For this case study the project in Budhpura was selected, since here the CSR component is most prominent because of the active involvement of two international companies (Beltrami and London Stone). The case study is based on document review, interviews with stakeholders and a field visit. The case study is organized per evaluation theme and ends with a set of conclusions and recommendations.

Implementing partner Manjari has been active in Budhpura since 2013 and is located inside the CLFZ. Before the actual CLFZ-project started, Manjari piloted the approach in 2013 (funded by ICN, Beltrami and IDH). The pilot ran in 5 communities in the village Parana[28]. The pilot communities are part of the current CLFZ project.

1. CLFZ – main activities and effects on the community

Context of the CLFZ

Budhpura, in Rajasthan, is a major source of cobbles, which are also exported for the Belgian, Northern French and Dutch markets. The quarry areas are informal and are associated with a multitude of social problems, including low wages, child labour, health problems especially silicosis, high level of premature deaths due to accidents and work related diseases, alcoholism, domestic violence, environmental damage and non-functioning governmental systems. The sector is largely unorganized and most of the production takes place in front of people's houses involving whole families. A large number of children, of school-going ages (6 to 17 years), are out of school in the quarrying area. Many of them are involved in cobblestone making on a part time or full time basis.

The CLFZ area in Budhpura consists of 9 villages: Budhpura Village, Bhilokajhopra, Budhpura Choraha, Parana Shiv Mandir, Parana Marubhat, Parana Gurjar, Parana Ramdev, Parana Karado and Patiyal) [29] [30]. These villages consist of 1,371 households with a total population of 6,972 inhabitants (of which 1,731 are children between 6 and 18 years old)[31]. Over the course of the project, 2 villages have disappeared or have been displaced to other areas in the region, because the frontier with mining activities came too close. Villages are displaced or removed overnight by crafty mine owners, as technically mining is not permitted within 500 meters of habitation[32]. The population in the CLFZ has a large component of migrants of different ethnic groups.

The work done by Manjari is can be summarized as followed:

- Raising awareness within the community on the importance of education
- linking families with social schemes/ entitlements

[26] SCL (2014). Final proposal ICN Manjari sandstone in Budhpura.

[27] SCL (2014). Final proposal BWI FNV.

[28] http://nochildleftbehind.be/project-2/

[29] http://nochildleftbehind.be/project-2/

[30] SCL (2016). Out of work and into school. Second annual report. Page26.

[31] Manjari (2014). Baseline report.

[32] KII Varun Sharma

- strengthening government services through lobby and advocacy and collaboration
- awareness raising and increasing motivation among teachers and students
- improving quality of education and education facilities (including facilitating access to schools)
- establish local structures to involve communities, parents and teachers
- working to improve healthcare for cobble workers, women and children
- providing alternative sources of income for families
- engaging with business community (cobble traders unions, buyers/ importers), with local and district level governmental bodies and participating in the multi stakeholder platform State Forum on Natural Stone.

Effects

Manjari's baseline survey revealed that 48% of the children in the CLFZ were out of school (we assume 1,019 children out of a total of 2,118 children aged 6 to 18, however the available data from different sources are conflicting)[33]. It is not exactly known how many of these children were working, but it is estimated that from these out-of-school children:

- 40% to 45% of children out of school were working with cobblestones
- 50% were doing house work and looking after younger siblings
- 5% to 10% were herding cattle.

Manjari achieved the following results by implementing the CLFZ-project[34]:

- 361 children (=17% of all the children in the CLFZ) were prevented from child labour
- 593 children (=59% of the working children in the CLFZ) were withdrawn from child labour.

Respondents point out that the potential of the CLFZ approach to replicate to other areas outside Budhpura is limited, because the needs and issues in those communities are very different. Neighbouring communities are mostly agricultural based, whereas Budhpura is dependent on mining. However, documentation mentions that Manjari identified 3 other communities just outside Budhpura that could be involved as well (communities living between hills of mine dump waste: Patni colony, Laxmi stone colony and Kherwa Basti)[35]. The current state of the project in these additional communities is not known.

Respondents in the interviews and focus group discussions confirm that there are fewer children working with cobbles in the CLFZ, compared to the start of the project. Respondents attribute this change to Manjari's interventions. They especially point to the following activities/ strategies as being effective:

- Manjari works at grassroot level and is able to connect with the poorest people
- Door-to-door motivation visits, to make children and parents aware of the importance of education
- Providing alternative sources of income for families, so it is no longer necessary for children to contribute to family income.

2. CLFZ – schooling effects

Manjari's baseline survey found that 47% of the children in the quarrying area were out of school (272 children out of a sample of 578 children, aged between 6 to 14 years). Out of the 5 schools available in the area, only one school was functional (Budhpura Chowraha, offering education for 18 children).

The following results related to schooling were achieved in the project area[36]:

[33] Manjari (2014). Baseline report, p9.

[34] SCL (2016). Second annual report, p26.

[35] Manjari (2016). Bi-annual report June – November 2016, p4.

[36] SCL Monitoring protocol.

- Increased number of schools: before the project started there were 5 schools in the area, of which only 1 school was functional. Now there are 7 schools, all fully functional: 6 primary schools (offering classes I to V), and 1 secondary school offering up to class XII (12th Standard/ Std XII). Two of the primary schools were newly opened; one school is no longer in use after the community was displaced. Manjari achieved this by lobbying district administration, but also by assigning volunteer teachers.
- Increased available of pre-school centres for 2 to 6 year old children (Anganwadis): in 2014, there were no functional Anganwadis. Through lobbying with the district administration, achieved that currently, there are 8 fully functional Anganwadis.
- Increased school enrolment: since 2014, there are 712 children enrolled in formal schools and 219 children are placed in bridge schools. 69 children that were placed in bridge schools, were mainstreamed into formal schools. 456 children followed extra-curricular activities
- Reduced number of children dropping out: 361 children were prevented from dropping out
- There is also the firm commitment that there will be additional teachers appointed by the government in June 2017, thanks to strong lobbying by Manjari.

Respondents in the interviews and focus group discussion confirm that there are more children enrolled in school and that there are less children dropping out. It is estimated that of children aged 6 to 9, 90-95% is enrolled in schools, of the age group 10 to 14 years enrolment is 60%. However, stakeholders also agree that retaining children in school and out of work is still very difficult. Reasons for this are:

- Children can easily contribute to the family income. Respondents have explained this as follows:
    - 'every opportunity to earn is a hurdle [to stay in school], when an 8 to 10 year old can earn from Rs. 100 to Rs. 150 per day'
    - 'it is the children of fathers who are sick or dead and can't provide for the family, who start working'
- Children (especially girls) are required to do housework and look after younger siblings when their parents are away working on cobbles
- Teachers are unmotivated or lack interest in teaching children, because:
    - teachers are overburdened and are obliged to carry-out activities that are not always related to education, including: keep up several registers, follow-up on government schemes (such as building toilets in schools), seconded for upcoming elections, support vaccination campaigns. Every additional student is seen as a burden as it adds to this workload, as it requires them to fill in additional paper work.
    - teachers are not happy to be stationed in a rural area with very basic facilities, like Budhpura. Most teachers are happy to be transferred out of the area.
    - Since facilities in the area are minimal, most teachers stay in Kota, which is approximately 50 km away, so teachers need to travel significant distances each day.
    - teacher – student ratio is high, due to lack of teachers
- Lack of teachers: Community members and parents of Budhpura organized a strike and closed the secondary school for 1 day to pressure the authorities to allocate more teachers[37]
- Children leave school during the day, after their free midday meal or need to go home for accessing water (since water availability in schools in scarce)
- Unsafe environment, especially for girls.

For children aged 10 to 14 years old, retention and enrolment in schools is particularly difficult, because:

- working children have become accustomed to earning and spending money: working children do not always give all the money they earn to their families, but keep a part for themselves. They copy adults' behaviour and spend their money on ghutka (edible tobacco), cigarettes, alcohol or buy junk food. As a result, going back to school is difficult because then they no longer have the money to finance their addiction (tobacco / alcohol).
- They see no clear benefit in going to school

[37] Manjari (2016). Bi-annual report June –November 2016.

- Age appropriate education is not available and older children feel uncomfortable when joining younger children in class.

Manjari implemented the following strategies *in schools* to increase school attendance and reduce drop-out rates:

- Children's forum (Bal Manch: 7 groups, 105 members): children's forum addressing issues like food/ meals, health, prayer and interaction, games and recreation.
- Children's Parliaments (Bal Sansad, 8 members): focuses on issues in the schools, like availability of toilets, issues with teachers, corporal punishment, follow-up on drop outs.
- Engaging with volunteers to support schools and education: 5 local volunteers offer practical support. For example: volunteers collect children from their homes to go to school, keep children engaged until teachers are available, provide education for lower classes. Manjari moves these volunteers around to provide support where it is most needed in the CLFZ.
- Teachers forum: group of 15 teachers discussing potential for improvement in schools
- Implement School Management Committees (SMC's): in some schools SMC's are active
- Connecting with school administration at district and state levels

Manjari implemented the following strategies *in communities* to increase school attendance and reduce drop –out rates:

- Alternative income generating programs for the poorest families: Manjari implemented a goat-rearing program in which 8 families took part. These families received an adult goat and it's calf to help support the family.
- Skill training for young adults:
    - Adolescent girls forum (Kishori Manch): 84 girls completed this program focusing on 15-18 year old girls, offering stitching trainings to improve their income generating capacity, combined with education on government schemes for youth, disadvantages of child labour and early marriage, women's health and hygiene.
    - Young men's group: 22 young men aged 15-18 years, following a 6-month electrician's training.
- Addressing and raising awareness on worker's health, especially silicosis: workers were screened for Tuberculosis and silicosis. Silicosis is a major issue among workers, with one worker dying of silicosis every 8 days, 20% of the widows having lost their husbands to silicosis and 50 children being orphaned when they lost their parents to silicosis.
- Establishment of local community structures:
    - Child Right Protection Force groups (CRPF's): these are groups of influential community members, set up as a platform for sharing responsibilities related to issues of education, teachers, school attendance and nutrition. CRPFs are increasingly involved in monitoring these issues. There are 9 CRPF groups, consisting of 84 CRPF-members in total.
    - Women's self-help groups (SHG's): SHG are structures for collective saving and facilitating access to credit, Manjari established 17 SHG's, consisting of 197 members. 16 of out 17 SHG's have established linkages with formal banks
    - Mother's groups
- Promoting leadership in communities
- Supporting families to access entitlements and social security schemes: 570 people received pensions or benefits for widows.

Manjari implemented the following strategies on *health*:

- Supporting 586 workers to access insurance (health and accidents) for workers, costs for the insurance is paid by employers under the Rashtriya Swasthya Bima Yojana (RSBY) health and insurance scheme for families below the poverty line. Manjari hopes to extent coverage to all workers in the CLFZ by June 2017.
- Supporting immunization campaigns.

Respondents in the interviews and focus group discussions attribute increased enrolment and reduced drop-out rates mainly to Manjari's interventions. One respondent explains: 'a few NGOs have come and gone over the past years, but with Manjari it is different. Manjari is very grounded in its interventions and activities are at the grassroot level to help the most vulnerable people'. Community members point out that Manjari made them aware of rights that they did not know they had: 'Manjari introduced widow and old age pensions to the people, no one even knew of such entitlements'.

3. Relation with migration

Migration is an important issue in the CLFZ. There are approximately 2,000 migrant families living in 5 out the 9 CLFZ-villages, mainly in the villages in Budhpura Chowraha[38]. These families tend to stay from 6 to 8 months in the CLFZ and then leave again. One respondent states: 'The whole of Budhpura Chowraha is made up of migrants. People come from different states in search for work. 20 to 25% are seasonal migrants, coming for short periods of time (4 months) each year. Others make this their home'.

While social cohesion within groups has improved, social cohesion between groups is still an issue. This is especially the case because migrant communities originating from different areas tend to keep to themselves and stick to their own languages, group and caste. This is reflected in a focus group discussion with women from Rajasthan. They were only aware of people from other states, but stated that they did not have anything to do with them.

Another issue is that different migrant groups differ in their opinion on education, therefore requiring different approaches. One respondent explained: 'among the Marobaht, a nomadic tribe, there is more resistance among parents. As Sarpanch [head of village, *ed.*] I tried to convince them […] but that did not do much to change parents' attitude'. One schoolteacher explained: 'Bhil is a tribal community, so there is less importance given to education. It's not that children drop out, they just do not give importance to education. They will attend school for 10 days, and then may decide to help their family to erect their house. That means that they will be out of school for 10 days'.

The continuous flow of migrant groups and limited social interaction between migrant groups with resident community members, makes community mobilization, establishing local structures and raising awareness, difficult. Strategies to adequately cope with this high level of migration are yet to be found. To date, we found no documentation that illustrates that Manjari targeted migrant groups differently than non-migrant groups.

4. Gender aspects

Attention to gender aspects was given in several ways:

- Gender appropriate skill training: Manjari offered tailoring and stitching classes for girls and electricity trainings for boys.
- Improving position of women by establishing support groups for mothers and Self Help Groups (SHG's) for women. SHG's mainly focused on financial issues like (collective) saving and supporting access to credit. SHG members make monthly savings (e.g. Rs. 100 or Rs. 200 per month), which the SHG will lend at low interest rates to other SHG-members (SHG interest rate is 2%, compared to regular rate of 5 to 10%). 16 out of 17 SHGs have linkages to formal banks.
- The reasons for girls to drop out are different from reasons to drop out for boys: girls are expected to do housework and look after younger siblings. There is no mention of gender specific approach to deal with this.
- It was mentioned that the lack of clean and functional sanitary facilities in schools, is a problem affecting especially older girls. There is no mention of approaches to deal with this. However, new toilets were observed under construction in the secondary school.

[38] SCL (2016). Mid term review – Mission report India

Some stakeholders specifically point at the potential of educating women to achieve change: 'where women have at least some education, you will not find child labourers. They will be sent to school, whatever the cost'. Also, one stakeholder (the head of one of the villages) reported that, as a result of Manjari's door-to-door campaigning, there was a decline in incidence of child marriages of 40%: 'when not educated, parents want their children to marry off young. This is changing slowly'.

5. On the social norm

There is increased awareness that children should not work and about the importance of education. However, this awareness has not yet translated into changing the social norm that permeates throughout the communities within the CLFZ. The community does not seem to have internalised the message of the community taking responsibility. This is reflected in the way community members speak of the program: they seem to perceive it as something that does not involve them personally (e.g. ' Manjari is doing an excellent job', or 'the Didis [school volunteers] are good'). Though people have started to see the importance of children going to school, they expect someone else to make the effort of convincing children to go to school and to monitor or follow-up on attendance.

Also, the level of acceptance of the new social norm varies across tribal groups. One schoolteacher explained: 'Bhil is a tribal community, so there is less importance given to education. It's not that children drop out, they just do give importance to education. They will attend school for 10 days, and then may decide to help their family to erect their house. That means that they will be out of school for 10 days'.

6. Overall impacts of the CLFZ

We found limited evidence for changes at impact level (e.g. increased income, improved food security, increased production, improved livelihoods and social cohesion):

- Food security for children seems to have increased a bit, because schools provide midday meals free of charge.
- We found no evidence of changes in income. There is no data available on effects on income or food security of the alternative income generating programs or the introduction of social security schemes.
- There is mention of increased labour productivity, because adults take the place of children when children start going back to school. However, there are no details backing up this claim, nor reference to the number of adults involved[39].
- Stakeholders agree that, to date, changes at community level (in terms of improved social cohesion) are modest. One stakeholder stated that 'there is nothing much of social cohesion in the community'.

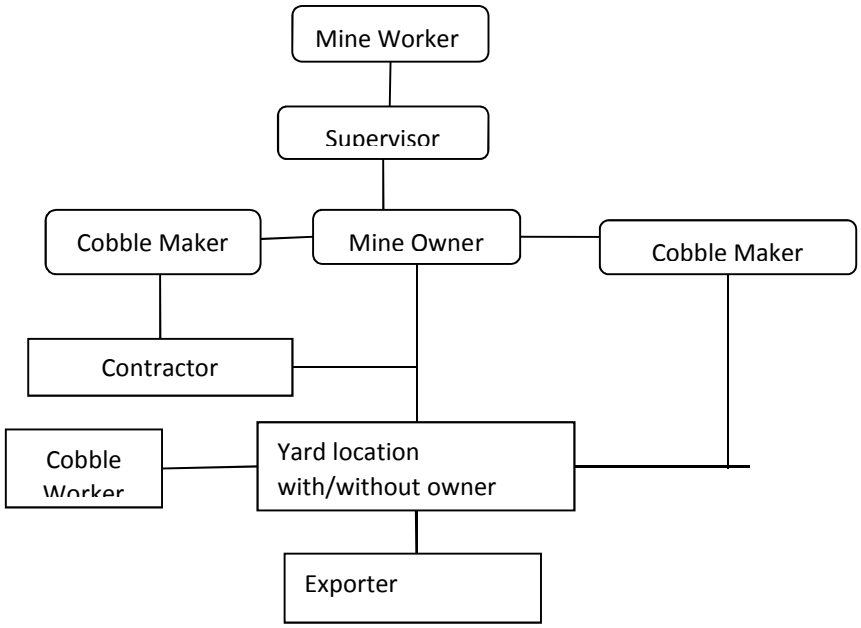
In sum, though Manjari achieved significant results (outcomes) in getting children out of work and into schools, this has not yet led to convincing impacts at household or community level.

7. Relationships with companies/ CSR initiatives (roles, effects and benefits)

Overview of the cobble stone supply chain
The natural stone sector is informal and fragmented, with numerous small companies, informal stock yards and home-based production. There are several unorganized and informal local quarries. In stock yards, stones are brought together, for traders to buy. Stock yards and quarries are open to everyone. The supply chain is illustrated below.

[39] SCL (2016). Mid term review Out of work – into School. Mission report India, p4.

Figure 1. Illustration of the cobble stone supply chain[40].



This supply chain diagram shows different options in how cobbles are produced and traded:
a) The cobble maker buys stones from the mine owner directly, produces optimum size cobbles and sells to a small contractor
b) The cobble maker buys from the mine owner directly, produces optimum size cobbles and sells to the stock yard directly
c) A small contractor provides the cobble maker with slabs to cut to specific sizes, pays them for their labour, and either sells to a yard owner or holds on to the stock till there is request from a stock yard
d) A yard owner provides the cobble maker with slabs and pays for labour
e) A yard owner has a team of cobble workers in the yard to cut the stones and holds stocks.

Cobble Traders Union
The CLFZ area in Budhpura has 28 cobble yards and 41 cobble traders registered as members of the Cobble Traders Union. The Cobble Traders Union is an informal network of cobble traders and was set up about 10 years ago, by local cobble traders. It was set up to counter the image of Budhpura as an area with high incidence of child labour, and as an advocacy arm for the traders. At this time, the traders are aware they need a united front to promote and sustain their business.

The Cobble Traders Union forbids its members from employing children or buying from children. This is confirmed by stakeholders like cobble traders and local government representatives. Cobble traders state that they do not allow children in their stockyards because of the regulation from the Cobble Traders Union. To ban child labour from their operations, traders have put up billboards (stating No Child Labour) at the borders of their yards to prevent children from accidentally wandering into their yards (boundaries of stockyards are not always clearly demarcated). In addition, 14 stockyards have installed camera surveillance (with past recordings going back 15 days) to be able to prove their case if necessary. Cobble traders know that they will be sanctioned by the Cobble Traders Unions if child labour is found on their yards: Rs.11.000 for first offences, Rs. 21,000 for second offences, third offenders will be blocked from the supply chain. There is no data on actual application of these fines.

[40] Mahadevan, P. & Sanjay Raj, Phd. (2016). 'Ground Zero' Sandstone quarrying in India. Available via www.indianet.nl/budhpura.pdf, p10.

Manjari's influence on the Cobble Traders Union has been that it successfully prioritized child labour issues, whereas before the union would focus more on business and labour in general. After Manjari's interaction with the union, the union decided to fine members that were still using child labour and to demarcate stockyards with 'No Child Labour'-billboards.

Interviewed cobble traders clearly see the benefits of not working with children:

- Traders produce for an export market with clear social policies that are not accepting child labour. Cobble traders are willing to comply with these policies, because they believe it will support their businesses by keeping the buyers content.
- Reputational benefits: traders who are actively promoting their 'no child labour'-stand, are seen as preferred supplier by some buyers. This supports their businesses.
- Some traders report that their business has improved, but that there were no changes in productivity, wagers or casualties among workers.

Manjari has not directly focused on working with cobble traders (after all, they already were actively promoting 'no child labour', following the Cobble Traders Union's rules). Instead, Manjari focused on establishing linkages between cobble traders, the Cobble Traders Unions and community members. As a result, the Cobble Traders Union have supported the community in various ways:

- Support for individual community members: in the case of Binod (a former child labourer), the Cobble Traders Union has provided Binod with a Rs.2,000 – scholarship to pay for this education.
- Support for medical care: the Cobble Traders Union has supported medical camps, that are held every 6 months, focusing on workers' health (prevention and treatment of silicosis), changes in life style (diet and nutrition), avoiding substance abuse (gutka/ alcohol)

International companies: Beltrami Stone and London Stone

Beltrami Stone and London Stone have been involved in the SCL-program for 2 to 3 year. They joined the program because it was their experience that other approaches to address child labour were ineffective. Beltrami and London Stone both contributed around EUR3,000 per year to the project and provide additional support by visiting the area twice a year. Especially these field visits provided added value by raising awareness on the issue of child labour and convincing other stakeholders.

For large international companies, the benefits of not allowing child labour are ethical, reputational and based on customer/ stakeholder demands. Currently, there are no clear commercial benefits of not allowing children in the supply chain. However, commercial benefits may emerge when the industry develops. A representative from Beltrami mentioned: 'at the moment, there is no clear benefit for us. On the contrary, we do not get any certificate while other companies claim they are child labour free and come up with fake certificates. […] We also expect that in the long term, this will influence the industry and stimulate other companies to follow this approach'.

The companies value the progress of the CLFZ-project as promising, but also point out that the current approach will not be fully successful because of the fragmented nature of the sector and illegality in production. London Stone advocates formalization of the natural stone sector in Budhpura. The company believes that the community is too diverse and the activities in the natural stone supply chain too informal to achieve a sustained result. According to the respondent from London Stone, it is essential that the cobble stone yards are organised and formalised with a clear ownership structure, to enforce the child labour principles in the supply chain.

Replication

There is evidence for potential replication of the CLFZ-approach:

- A new CLFZ-project is being launched in a quarry in Andhra Pradesh

- Currently, SCL is working to include another international company in the CLFZ-project in Budhpura. The new project has not actually started yet, but foundation laying activities are under way. during the Out of Work – Into Schools program.
- Organizations like ETI, TFT (responsible stone program), Unicef and Good Weave have taken an interest in the project and visited the CLFZ-area. It is unknown if this interest/ visits led to concrete projects using an area-based approach.
- Some businesses outside the CLFZ-area, in Dhabi and Dhaneswar, have copied the use of signboards in stockyards by Cobble Traders Union-members and have put up similar boards in front of their yards.
- Owners of cobble yards located outside the project area have self-declared their yards as no child labour zones. Articles in local newspapers were successful in putting pressure on yards that were not located inside the CLFZ.
- Sub-contractors with small yards are now beginning to register with the cobble traders union, and agreeing to abide by the union norms.

Attribution of effects
The results presented in this section can partially be attributed to Manjari's interventions. Local structures like the State Forum on Natural Stone (see below) and the Cobble Traders Union, existed already before Manjari came into the area. Therefore, these structures cannot be attributed to Manjari. However, Manjari proved to be very effective in linking with these existing structures. Manjari successfully positioned itself as part of the value chain, giving voice to and addressing issues relevant for these largely unorganized home-based workers. Several stakeholders praised Manjari for its ability to work at grassroot level, with community members at individual level. As a result, Manjari was able to achieve results for community members that were paid for by the companies (e.g. providing scholarships, providing medical care).

8. Relation with lobby & advocacy and the role of the local government

Health
Manjari worked together with governmental bodies to achieve access to financial compensation for silicosis patients.
Since silicosis was often wrongly diagnosed as Tuberculosis, Manjari took up the work to identify patients to be screened in order to receive an adequate diagnosis of silicosis. This was followed-up by the State Forum on Natural Stone (of which Manjari is a stakeholder): the forum took the issue up to the State Human Rights Commission for financial compensation. This led to an order, passed by the Department of Mines, enabling silicosis patients to access financial compensation. This process of lobbying and linking took 3 years.

To access the benefit scheme for silicosis patients, workers needed to show employment at mines. However, no employer gives such documents. Manjari used its linkages with employers and developed passbooks - a small notebook - which workers carry with them to work, and in which accountants could enter the amount earned. This became acceptable proof of their status as mine workers. Among those screened, 63 workers were diagnosed with acute case of silicosis. Manjari obtained compensation for 27 patients so far. Of the 27, 3 have since died.

State Forum on Natural Stone, ETI and TFT
Manjari joined the State Forum on Natural Stone in 2013. The forum is hosted by Aravali (Association for Rural Advancement through Voluntary Action and Local Involvement), a state-level development support organization, meant to operate as an interface between the government and voluntary organization. Other participants include the Ethical Trading Initiative (ETI), natural stone companies (e.g. Beltrami and London Stone), TFT Responsible Stone Program, NGOs and labour unions. Through the

Forum, participants aim to share information and experiences on human rights, children's rights and possible solutions to deal with these issues in the value chain.

Manjari, as a participating stakeholder, raised several worker and community related issues in the Forum:

- Worker related issues: insurance, financial compensation and facilitating access to benefit schemes (e.g. development of passbooks), health and safety issues especially related to silicosis
- Community related issues: importance of education for children and issues in schools (drinking water, shortage of teachers, inactive SMCs), advocacy on education at state and district level
- child labour and the CLFZ approach

The State Forum and the SCL-campaign gained support from international brands in Europe, which facilitated access for Manjari to other actors in the value chain (buyers, sellers, traders). Manjari positioned itself as supply chain partner for businesses, offering access to the grassroot level (workers and their families, migrants and their families). Also, by facilitating access to the end of the supply chain, Manjari helps businesses to increase transparency in the supply chain necessary for complying with social and environmental norms. A stakeholder from ETI explains Manjari's role as follows: 'The convincing point with Manjari is that they have built consensus with the community and with the business […]. Manjari has been able to raise their sensitivity and this has helped bring buyers, aggregators/ contractors, suppliers on board in the same space and connect them with the bottom rung - workers'.

9. On sustainability and scaling of results

We conclude, based on the interviews, focus group discussion, field visit and monitoring data, that the results obtained (decreased incidence of child labour, increased enrolment, decrease in drop-out rates) are not yet sustainable, because:

- There is no consistent change in social norm
- There is a lack of social cohesion and a lack of feeling empowered, required for the community to sustain results themselves
- The risk of children returning to cobble making is high, especially the group aged 10 to 14.
- Registered cobble traders comply with the rule of the Cobble Traders Unions and do not accept child labour. However, they state they cannot control production with home-based workers
- Unavailability of qualified teachers threatens sustainability of schooling effects. Also, factors like water availability in schools need to be resolved in order to achieve sustained effects.

We believe that the project may reach sustainability when allowed to continue longer. This is based on the positive results related to incidence of child labour, enrolment and dropping out, the emerging local structures, active involvement of companies and effective positioning in state level bodies as the State Forum on Natural Stone. Results are likely to emerge when there is additional time spent on working with communities. However, we also conclude that additional effort is needed to formalize the sector and regulate access, supply and procurement from quarries and stockyards. The effort needed to realize is a shared responsibility between all stakeholders and should thus be seen as a multi-stakeholder initiative (government, international companies, local buyers and traders, Cobble Traders Union, Natural Forum on Natural Stone).

10. On management efficiency of the project and learning

Manjari Swanthan is the youngest partner in the SCL-coalition. It was set up by Swaroop Ratan Pal in 2008 and registered in 2009. Unfortunately, he passed away in 2013. A group of people that he had worked with, realized the importance of a grass root level organization in Budhpura, and decided to

carry on his work. Manjari receives strategic, operational and technical support from the MV Foundation and Aravali and support on documentation from ETI.
Manjari successfully organized support, however, we feel that capacity remains a point of attention. This was also reflected in comments of stakeholders: 'Manjari needs more staff and more new ideas. […] The mothers groups and adolescent groups can be made more active'.

Manjari developed a comprehensive tracking and monitoring system. However, we found that it was not always clear how reported data were constructed and sometimes we found conflicting data. Also, relevant information was missing, for example data impact level, data on (results of) of accessing benefit schemes or data from projects that can be considered spin-offs from the CLFZ-project.

11. Determining factors

Internal

- Unfortunate passing of Manjari's founder (Swaroop Ratan Pal) in 2013
- Capacity building within Manjari remains a point of attention
- Development and implementation of adequate monitoring and evaluation system

External

- Largely unorganized sector (home-based workers)
- Highly migrant area, lack of contact between groups
- Low levels of trust in the sector and community, for example
    - UNICEF published a report on child labour in the area. That has damaged the trust between stakeholders and became a barrier for the Cobble Traders Union-members to work towards solutions for child labour in collaboration with other stakeholders
    - Some stakeholders reported on incidents in which people who had raised their voices, were exposed to violence and (death) threats.
- Lack of government intervention to solve issues related to education (availability of teachers and education materials)
- Substance abuse (alcoholism, gutka) in families and children.

12. Main conclusions and recommendations

Main conclusions
Manjari operates in a difficult area and sector, with high levels of migration and low levels of trust between community groups and supply chain partners. However, Manjari managed to reduce incidences of child labour, increase school attendance and establishing local structures (SHG for women, adolescent groups for boys and girls, activating SMC's) to further results. Also, Manjari is sensitive to community needs by offering alternative income generation programs and enabling access to social benefits. Manjari proved to be effective in linking with the Cobble Traders Union and in positioning themselves as supply chain partner (offering access to the grass root level of the supply chain) for businesses and governmental bodies. There is also the firm commitment that there will be additional teachers appointed by the government in June 2017, thanks to strong lobby by Manjari.

Results cannot yet be considered sustainable: there is no evidence of a consistent change in social norm, the risk of older children returning to cobbling is high, local structures are still unstable and it is still difficult to adequately address issues related to the high level of migration. However, it is possible that results will become sustainable over time and with increased attention to new strategies to deal with newly emerging issues. Formalizing the sector would be an important multi-stakeholder initiative to enhance sustainability.

Recommendations

- Develop specific approach for specific migrant groups or develop specific educational programs for children that only stay for a short period of time (4 or 6 months).
- Improved monitoring of results, especially at impact level (income, food security)
- Allow a longer time frame for results to emerge: people in the CLFZ are in fragmented groups, they do not consider themselves a community, and community members are engrossed in earning their livelihood. These factors make it a challenge to build and strengthen communities. The risk of children in the age group 10-14 moving back in to cobbling is high, while going to school seemed to have become a habit for younger age-groups (6 to 10 years old). Results are more likely to emerge when there is additional time spent on working with communities.
- Provide more and continuous training for volunteers in schools: leadership, teaching, motivational and mobilization training
- Work out new/ additional strategies to heighten effectiveness of interventions in collaboration with stakeholders, for example:
    - Together with businesses: explore the potential of formalizing cobble yards and to make them part of the formal supply chain and explore possibilities of providing some kind of written appreciation/ reference of the efforts companies make in the CLFZ
    - Together with governments: explore strategies to address the lack of teachers (for example training of educational volunteers)
    - With key persons in the community: continue establishment and activation of community groups (SMC's, adolescent groups, SHG's)
    - Together with SCL/ MV Foundation: explore new strategies to address issues of migration.
- Improve baseline, monitoring and evaluation protocols (provide more transparency on data, resolve conflicting data, explore indicators relevant for businesses). This will improve accountability towards program donors, facilitate development of (internal) learning strategies, but also help to convince companies to join the program.

6.4 Findings from supply chain case studies – India footwear

Note that this case study was added because it shows the process of developing a coalition to agree on the establishment of a CLFZ, and is therefore different from the other 3 case studies.

1. The process of establishing agreement with companies

Initial campaign
The current Footwear Programme of SCL in collaboration with FLA (Fair Labor Organisation) builds upon the SCL campaign 'We Want Child friendly shoes!' on child labour and labour rights in the leather footwear sector worldwide. This campaign started in 2012 with the publication of the SOMO report 'Where the shoe pinches – Child Labour in the production of leather shoes' for which field research was done in two regions in India (Agra and Ambur). It continued by targeting 28 footwear companies selling shoes on the Dutch market, by scoring their efforts on corporate responsibility and with regard to identification and preventing child labour and to get insight in where their production takes place. Results were presented in a report in December 2012 and again in 2013 about the progress made. It aimed to stimulate footwear companies to improve their policy and practices to improve labour conditions in their supply chain with a specific focus on child labour. This report and campaigns in 2012-2013 triggered several initiatives and developments including a meeting between the Dutch ministry of foreign affairs and Dutch footwear companies, and two stakeholder meetings organized by the Business Social Compliance Initiative (BSCI), in Agra and Chennai in April 2013.

During these meetings 6 international companies participated, while many more operate in the sector and procure from the Ambur and Agra region. However, it is difficult to get insight in the brands sourcing from these areas as this information is not available and only few footwear companies are transparent about their suppliers and/or sourcing areas. The meetings did not run smoothly: companies were not convinced that they had child labour in their supply chains and were reluctant to collaborate.

Involvement of the Fair Labor Association (FLA)
In 2014 SCL contracted the organization Fair Labor Association (FLA) to perform a more into-depth research into systemic causes and presence of child labour in Agra and to identify possibilities and strategies to address the issue. This was done to conduct high quality research by a trusted organisation that was also considered to be neutral. The exploratory phase aimed to learn more about local educational opportunities and challenges facing families with children. To do so, a baseline study was done among a sample of 200 families in Agra. This was done in a structured and objective way. Given the situation in the Agra production zone, it was concluded that a CLFZ was both feasible and necessary. The results of the exploratory phase were presented to six footwear brands (earlier) sourcing from Agra during a meeting in April 2015. The study showed child labour existed in Agra (20% of children work in this sector) but linkages to the contracted suppliers of the companies were still missing. Among those present at the meeting in April 2015, 4 international companies decided to collaborate, 3 of them previously targeted by the campaign. According to FLA, more companies had been invited to join the research project, but for different reasons they did not participate or pulled out: Clarks pulled out because they did not anymore procure from the Agra zone, while others claimed that the problems are only related to domestic market supply chains.

Acknowledging the potential risk, stakeholders then agreed to carry out a research Phase II, to gain more insight in the underlying dynamics of child labour and the relation with the footwear industry. In 2016 FLA together with research organization iMentor undertook research phase II, including detailed household survey mapping and leather footwear supply chain mapping. Four companies Deichmann, Bata, Bugatti and el Corte Ingles agreed to work with SCL in a research among ten of their suppliers. To do so, they demanded a Memorandum of Understanding (MoU) to be signed in which it was agreed not to mention any names in the final report.

A meeting was planned in Agra in February 2017 to present the findings of Phase II. The four companies agreed to pay USD 3.500 and SCL contributing USD 6.500 for the 2017 meeting.

Results of the research
The supply chain research shared in 2017 had convincing data on the risks of the existence of child labour in the production of shoes in Agra, especially when production takes place in the informal sector. At the level of the tier one suppliers, the export factories, no (risks of) child labour were found. It also became clear that the majority of the risks are in the production for the domestic market. However the findings show that the several tier one suppliers work with subcontractors where no monitoring or auditing takes place and where risks of child labour cannot be ruled out. Although there are no official accounts of subcontracting it is still common practice to outsource parts of the shoe production to others who do not work in the factory. Most of these are fabricators (tier two): smaller units primarily located within communities. Research showed that these fabricators often employ children. In their turn, fabricators often buy specific shoe parts from agents (tier three) who buy from individuals/families working from home (tier four). It is in this last group that issues of child labour are most imminent. Girls and boys starting from around eight years old have been found to work together with their mother (mostly girls) or in a small group under adult supervision (mostly boys), performing fine stitching work for upper shoe parts. It can be concluded that the footwear supply chain is fragmented and not transparent, but it will be almost impossible to assure transparency and traceability in the lower tiers of the supply chain, as changes are very frequent and agents do not disclose information.

The February 2017 meeting
An important component of the February 2017 meeting was a visit to a project of Goodweave using an area-based approach to work towards a Child-Friendly Community, with representatives of the 4 companies involved, to demonstrate what a project with a similar approach as a CLFZ means in practice. The interviews show that, apart from the quantitative research data, this demonstration visit has been important to convince companies of the usefulness of a CLFZ, and has much contributed to the agreement at the end of the meeting to develop an action plan for developing a CLFZ in collaboration with SCL.

After the field visit a two-day meeting took place in Agra. On the first day preparatory sessions exclusively with the civil society organizations and government (morning) and separately with the business took place to reflect and agree on their priorities and define possible solutions and contributions. Subsequently challenges and opportunities were discussed. On the second day all participants came together in a multi-stakeholder convening. During this day approaches and experiences were discussed and agreements were made on next steps. Concrete interest was expressed by the brands to start with a pilot CLFZ project and it was agreed that an action plan would be made.

2. Progress towards CLFZ and local lobby & advocacy

CLFZ preparations
The Research performed by FLA and iMentor assessed the feasibility of a CLFZ in Agra and came back with positive results. The adoption by stakeholders of developing a CLFZ approach at the latest meeting can be attributed to a mix of factors:

- First, Bugatti had been enthusiastic about the CLFZ approach after having visited a SAVE CLFZ at their own initiative several times in the second half of 2016. In our conversations with FLA, it was indicated that it helped tremendously that a peer told other companies that this might be a good approach for them.
- The interview with Bata showed that they had not acquired a good idea of what a CLFZ implies. The field visit to GoodWeave pilot in February 2017 helped to convince companies about the usefulness of a CLFZ. However, especially local companies might still require this experience to get a good understanding of what a CLFZ really implies.

- Companies being aware of the child labour problems, they had already exhausted other remedies to tackle child labour, which had proven ineffective. Deichmann had previously tried setting up a community based stitching center to be able to monitor women coming to work without children. Unfortunately, only men came to the center. Forbidding subcontracting was tried as another remediation measure, which led suppliers to turn to undisclosed subcontracting. Reaching out to collaborate local trade unions had not worked either: these had proven themselves to be too weak to have any influence. Ultimately, CLFZ remained as the best option for lack of any better implementation.

From the interviews, it seems there is a risk that companies have unrealistic expectations of CLFZ as a solution. They see it as a 'silver bullet' that will solve all their problems, and expect results within a short time. Good communication is required to manage these expectations.

Lobby and advocacy and broad stakeholder participation
Local government authorities and schools have not yet been approached on their involvement in the CLFZ. Signs of interest are mixed. Some but few government officials participated in the last meeting and they have not provided concrete commitments. Some officials have shown enthusiasm, however a representative from the education department came late to the stakeholder meeting and did not have a cooperative attitude. A work plan including lobby & advocacy activities is currently being developed by FLA.

Other stakeholders have shown interest after the stakeholder meeting. Tularam Sharma, president of NGO Uttar Pradesh Gramin Shramik Shiksha Sansthan (UPGSSS) & Trade Union Uttar Pradesh Gramin Majdoor Sangthan (UPGMS) called the meeting 'a historical step taken in the eradication of child labour in India.' He further indicated that he is looking forward to contribute to the programme by motivating and organizing parents and workers through a campaign including seminars and workshops.

3. Migration and Gender Aspects

There are no high migration numbers in the Agra area and social cohesion in communities is high according to the research done by FLA.
Until now, the project has not implemented any specific activities with regard to gender. Research findings showed that the leather sector in Agra shows a gender disparity with respect to work allocation: "In complete shoe units as well as in upper making units only boys were found to be employed, while girls are only working in their own family units." It would be recommended to address this disparity in the CLFZ plans that are being developed by MV Foundation.

4. Social Norm effects

International companies
Most likely, the companies who are now willing to collaborate, were already convinced of the importance to avoid child labour in their supply chain. However, most had a view on the problem limited to tier one, while those who were aware of the potential problems in the supply chain did not know how to tackle it. One company had tried out the option of stitching centers as a result of the campaign, but this proved not to be effective. This convinced them that a more rigorous approach like the CLFZ would be required. Pressure from several (consumer) organizations in Europe, among which actions by SCL but also the Clean Clothes Campaign over the last years, contributed to the awareness that something should be done. Within another the job of a CSR officer could be directly associated with the campaign.

Local suppliers
Local suppliers have so far not been directly involved. The stakeholder meeting has drawn attention to the issue of child labour and a momentum has been created in Agra. But not all local stakeholders show

active engagement. Local suppliers seem less convinced of the need for action than the brand companies but are under pressure from them to collaborate.

Households
Changing the social norm on household level will be a challenge. Most families have indicated that they see poverty as the main cause of their children working. Additionally, since the work is home-based, children do not always see their activities as work and might even enjoy it at times (like a game). Changing this behavior might prove to take considerable time.

5. Main conclusions

This project started with a public campaign including "naming and shaming". This was a difficult starting point to develop trust and work towards solutions. Subsequent steps taken in this programme, from 2013 onwards, has now led to a situation of improved mutual trust and willingness among a number of stakeholders including 4 companies to work on the implementation of a CLFZ. Implementing partners will be identified soon and the next expected step is to develop a concept note. While this is certainly an achievement, it has taken relatively long. There is evidence that several lessons have been learned from this process.

Following the campaigning phase I, the change in willingness and perceptions among the international companies appears to have taken place on the basis of three main factors:
- Quantitative data presented by an organisation with a neutral reputation, showing in a convincing way that the international companies have risks of being involved in child labour at lower tiers
- A change of attitude towards willingness to collaborate with companies to solve child labour issues
- Demonstration of an approach similar to the CLFZ approach, showing its effectiveness and convincing companies this can be a solution to child labour in the supply chain.

The process is now at a critical point. It will be important now not to lose momentum otherwise the commitment by the companies will be lost. Criteria for the next steps seem to be:
- Concrete actions with a first set of expected results within a short time period (one year)
- Expected contributions and role from the companies in the process of establishing a CLFZ, through their local suppliers (in-kind and financial contributions)
- Clear explanation of what results can be expected from a CLFZ approach, and what cannot be expected
- Involvement by local government agencies, at least to take responsibility for the schooling aspects
- Involvement of different layers of the local supply chain

The strategy should show how to involve the companies serving the domestic market and also assure that companies with export markets integrate convince lower tier supply chain actors in their supply chains. Experiences in other supply chains show that local suppliers will change their practices if the larger companies to whom they supply have policies and norms in place that oblige them to take measures. Setting up the CLFZ as a pilot could help to demonstrate the 'proof of concept' of the approach, followed by scaling the results to the Agra region as a whole.

Success and fail factors
- The 'game changer' in building a trust relationship with leather companies was the role FLA took in this process. It has been a good decision by the SCL to involve FLA. According to Leonie Blokhuis "because of the FLA taking the lead in the project, it was easier to convince the companies to get involved. The FLA has good experience in working with companies, doing research on supply chains and child labour and they know about India. Besides this the FLA has a more independent and neutral position which has made the cooperation with the companies and SCL possible." She further mentioned that it helped that Richa Mittal (Project Lead from FLA) is Indian. The local stakeholders in Agra are not happy with the 'foreign involvement' on the issue of child labour. FLA acted

successfully as a facilitator in building trust, as a more neutral party understanding the challenges companies face from an insiders perspective.

- FLA conducted an objective baseline study, which provided a range of objective facts and figures that allowed companies to better understand the challenges ahead.
- An important factor has been the initiative to visit a project to address child labour through an area-based approach . Up to that moment, for most companies the concept of a CLFZ has been relatively abstract. FLA mentioned that the promotion of the CLFZ concept by the SCL partners had so far remained relatively abstract and lacked supportive facts and figures to allow partners to understand the concept.
- The Agra context provides some external difficulties for the project. The majority leather and footwear produced in Agra is meant for the domestic market, where child labour is not (yet) regarded as an issue. Although the international companies are willing to look outside their own supply chain, upscaling the project will need active involvement from producers for the local market as well. In the Agra case, the campaign mainly targeted export companies, while export companies (i) were generally aware of child labour risks, and (ii) are responsible for at most 20% of the local production. Thus, the problem lies much more with domestic supply chain companies who are responsible for 80% of the local production and probably the majority of the informal and less transparent components.
- Another hurdle towards tackling child labour in Agra is the low quality of education. Active government involvement will be essential in making the CLFZ a (sustainable) success.
- There is also reference to a positive context factor being the law in India which requires Indian companies to spend at least 2% of their profits on CSR-like projects. However, there is a tendency to use this money purely for charity-like investments, for instance to improve school infrastructure. It will be important to keep in mind that this kind of CSR is very different from the need to mainstream child labour issues in supply chain and sourcing policies. A more market driven solution could be the promise of a preferred supplier system for local suppliers who perform well in addressing child labour in their supply chain.

6.5 Findings from Mali case study

For the evaluation study in Mali 6 different locations were visited and a large number of focus group discussions and interviews were held (see chapter 2).

A summary of the findings is provided in the following two overview tables. Note that the summary highlights what is specific for each location. Specific activities are against a background of the 'standard' activities, including:

- Establishment of an "Association des Meres d'Enfants" (AME), to undertake and manage income generating activities of mothers with school going childrfen
- Establishment of a "Comite de Gestion Scolaire" (CGD), to manage school support materials and school management
- Establishment of "Association Parents d'Eleves" (APE), Parents Teachers Associations (PTA) to monitoring education quality
- Establishment of childrens parliament
- The establishment of a teachers Forum
- Support to school infrastructure; construction of classes, school kits for pupils.

Some additional information that is not or partly mentioned in the overview tables is the following:

- On contribution by the SCL programme: In this case study it is particularly difficult to draw conclusions with respect to the contribution by the SCL programme, because (i) the interventions follow on earlier activities by the main implementing organisation, and (ii) there are in several cases other projects operational as well in the same zone.
- On relations with surrounding areas: There are in most cases comparable conditions in the CLFZ as the surrounding areas, only in two cases the area is more accessible due to a nearby road (Kéméni, Sibila), which could be relevant because it will make the area less unattractive for teachers.
- On gender aspects: From the responses to (and from the cited interventions) it is clear that within all activities undertaken specific attention to women is integrated (e.g. loans and savings, income generating activities).
- On replication: In the surveys there is always reference to requests from surrounding villages for replication, or reference to surrounding villages who are already copying certain good practices.

Overview table 1A: Summary of data from 6 CLFZ zones (5 projects) in Mali – Part I

Region, CLFZ village and implementing organisation (IP)	CLFZ in its surroundings	Population of the CLFZ (persons / households)	Schools in the CLFZ (number)	School enrolment before CLFZ / current
Region : Koulikoro **CLFZ : Wakoro** (Wakoro, Niana, Djéfina, ZETA, Tonka, Niacoumba, Bélèkonobougou, Thio,Tientièna**,** **IP :** CAEB	The CLFZ is representative in its surrounding (ethnic, religion, physical)	15,000 inhabitants (2009) On 672 HHs there are 2853 children	12 schools, of which 7 primary schools and 5 secondary schools	Before CLFZ : 55% Current level : 80%
Region : Sikasso **CLFZ : Bougouni** (28 villages in 3 communes : Kola, Syentoula, Ouroun) **IP :** ENDA	The CLFZ is representative in its surrounding (ethnic, religion, physical)	21,220 inhabitants	32 schools	Before CLFZ in Bougouni area: 76% (2013-14) Current level in CLFZ: 100% In the wider region the rate is 72% (2015-16)
Region: Ségou **CLFZ: Kéméni** (Kéméni, Sokè, Kampolosso I et II, Niakimèsso, Tiensso I-II et III, Kokosso, Kanuala) **IP :** ENDA and CAEB	The CLFZ is particular by being more accessible, located near a major access route	877 HHs 10,310 inhabitants	9 schools	Before CLFZ : 80% Current level : 100%
Region : Mopti **CLFZ :** Komoguel II (Toguel, Bougoufiè, Monsékoré, Tahikiri, Médina-coura, Sévaré secteur I et II, Gangal, Komoguel I, II) **IP :** ENDA-Mali	The CLFZ is representative in its surrounding (ethnic, religion, physical)	1,386 HHs 11,000 inhabitants of which 6047 children	2 public schools 3 private schools 8 SSA centers	Before CLFZ: 75% Current level: 95% (data Centre d'Animation Pédagogique)
Région : Ségou / Markala **CLFZ : Sibila** zone pilote **IP**: ENDA-Mali	The CLFZ is relatively well accessible	28,498 inhabitants	13 schools	Before CLFZ: 26% Current level: 92 %
Region : Ségou / Niono **CLFZ : Yèrèdon Saniona** **IP:** ALPHALOG	The CLFZ is representative in its surrounding (ethnic, religion, physical)	14,714 inhabitants	15 schools	Before the CLFZ: 53% Current level: 79%

Overview table 1B: Summary of data from 6 CLFZs (5 projects) in Mali – part II

CLFZ	Interventions (only those particularly mentioned)	CLFZ effects	Migration influence	Sustainability (including social norm)	Internal and external factors
Wakoro	• There have been free school kits and materials for schools • Courses in sesame production were very useful • Many families have received material support in agriculture • Strong support to schools • Socio-professional courses very much appreciated, including activities to make soap and paint tissues, has helped to generate some short-term incomes	• New credit system and association BENKADI particularly mentioned • Strong decline in child labour • Strong increase school attendance • Increased social cohesion • For poor families not yet sufficient support • There seems to a local / informal rule to penalize parents who do not send their children to school • Improved education quality in the CLFZ	• New arrivals are informed about the norm • Migrating parents leave children with relatives • No migration into the CLFZ	• Norm has been established, but all respondents state that support will be needed to sustain • Financial support is essential to maintain the current situation, especially school costs, incomes remain low • Problem of lack of teachers not yet solved, and need to construct new schools • Request for support to local entrepreneurs, like craftsmen	• Better income opportunities have been essential • Already food existing social cohesion
Bougouni	• There have been free school kits • 15 new school rooms constructed • Organization of sports for children • No significant improvement in income opportunities other than agriculture and gold • Socio-professional courses very much appreciated, including activities to make soap and paint tissues, has helped to generate some short-term incomes	• Decline in child labour • Some increase school attendance • Increased social cohesion • Improved education quality in the CLFZ	• New arrivals are informed about the norm • Migrating parents leave children with relatives • A lot of new families come and go due to attractiveness of gold digging	• The high level of poverty continues to drive people to gold digging • Norm has not yet been established, • The community will not be able to sustain the CLFZ, because of poor schooling facilities and low incomes manily • All respondents state that support will be needed to sustain • Problem of lack of teachers not yet solved, and need to construct new schools	• The attractiveness of gold mining in the region
Kéméni	• Support to school materials and school kits has been important	• Increased incomes from karité processing have been an important driver	• New arrivals are informed about the norm	• A norm has been established but without	• The level of social cohesion was already good

CLFZ	Interventions (only those particularly mentioned)	CLFZ effects	Migration influence	Sustainability (including social norm)	Internal and external factors
	• The problem of lack of teachers has been solved • Women appreciate the support to karité processing, also received free materials, and mention the centre de passerelle, • Solar panels were installed for the karité processing plant • Socio-professional courses very much appreciated, including activities to make soap and paint tissues, has helped to generate some short-term incomes	• Decline in child labour • Increase school attendance • Increased social cohesion • Improved education quality in the CLFZ	• Migrating parents leave children with relatives •	support it will be difficult to persist • Most respondents state that support will be needed to sustain • Problem of lack of teachers not yet fully solved	• The accessibility of the zone is good for market access
Mopti (Komoguel II)	• Special problem of children to be able to cross the river to school has been solved • Main income source is fisheries • A lot of support to school materials and school kits as well as payment of teachers • Support to women's groups and income generating activities to generate income for school fees • Particularly mentioned is support to develop a marshland for agric. production by women	• Increased incomes from different income – several families now have a stable income • Families can pay by themselves for school fees and school kits • Decline in child labour • Increase school attendance, also by girls • Increased social cohesion • The socio-professional education of the youth has been successful (not clear what are the tangible results)	• Several new families have come to the CLFZ, mainly for economic reasons • New arrivals are informed about the norm • Migrating parents leave children with relatives	• The community itself will inform employers in the new social norm • A norm has been established • The majority of respondents states that the CLFZ can manage without external support • Also better access to funding sources from other donors and NGOs has been created • Support is still requested to schools	• The level of social cohesion was already good • Good relation with the NGOs were important • The region has relatively good income opportunities
Markala (Sibila)	• The organization of sports events for children • A lot of support to school materials and school kits as well as payment of teachers • Support to youth for courses in mechanics	• Reduced incidence of marriages by young girls • No changes in social cohesion (was already good) • Decline in child labour • Increase school attendance, also by girls	• All new arrivals will be linked to a local family that will inform them on the norm • Migrating parents leave children with relatives	• A new social norm has been established • Families monitor each other and ask for assistance from the local committee if needed	• The level of social cohesion was already good • The area is relatively well accessible

CLFZ	Interventions (only those particularly mentioned)	CLFZ effects	Migration influence	Sustainability (including social norm)	Internal and external factors
	• Socio-professional courses very much appreciated, including activities to make soap and paint tissues, has helped to generate some short-term incomes • women's groups and income generating activities to generate income for school fees			• All respondents state that the CLFZ cannot manage without external support • There are particular concerns with respect to the schools, which will degrade if not supported (infrastructure, insufficient teachers, access to water)	
Niono (Yeredon)	• A lot of support to school infrastructure, materials and school kits as well as support for the payment of teachers • Support to socio-professional training on several jobs, including materials provided for mechanics, sewing, carpentry • Training in sesame production particularly for the youth • Training in marshland crop production for women • There is reference to support by other NGOs who intervene in the CLFZ	• Teachers sometime support poor families • Decline in child labour • Increase school attendance, but still many concerns about the quality of schools • Improved income generation opportunities	• All new arrivals will be linked to a local family that will inform them on the norm • Migrating parents leave children with relatives	• A social norm has not yet been established, there are still families who believe that going to school is not useful • All respondents state the CLFZ cannot manage without external support • As a solution is noted to multiply opportunities for income generation • Also awareness raising for those who do not yet support the social norm is important • There are concerns with respect to the schools	• The level of social cohesion was already good • Good relations with NGOs • The area is relatively well accessible

6.6 Findings from lobby & advocacy study

1. Background and introduction

- Most of the L&A activities as carried out within the SCL programme are part of a continuous process that started many years ago;
- Most of the L&A activities are carried out by SCL programme partners within the SCL programme and within their own organization – it is not possible to make the distinction between these activities;
- L&A activities by implementing partners in the different countries are covered within the supply chain case studies – this section is about L&A work by coalition partners in the Netherlands and the EU.

In the annex 2 an overview of all results on CSR and on lobby & advocacy (L&A) at outcome level can be found. The list of people interviewed can be found in Annex 1.

We have focused (but not limited ourselves) on a few 'cases' to illustrate our findings. SCL is also involved in the development/ negotiations for other international CSR (ICSR) sector covenants. As the development of these covenants is still at an early phase these were not included in the assessment of L&A case study. The following cases received our main attention:

- Covenant on Garment &Textiles
- Natural stone covenant
- Political lobby (a.o. Wet Zorgplicht Kinderarbeid/Child Labour due Diligence Law) and Declaration on child labour by EU Council (heads of European member states))

2. Overview of findings

Covenant on Garment and Textiles

The Garment & Textile covenant is an agreement with the Dutch government and companies, sector organizations, trade unions and NGOs with the aim to make the garment and textile sector more sustainable following the UNDP and OESO guidelines. The covenant was signed in July 2016 and will be implemented for a period of 5 years. The covenant has a secretariat that coordinates and monitors the process and progress. The covenant has an independent complaint mechanism that reaches binding conclusions for adhering companies. Those companies – now around 65 – have a mandatory due diligence to tackle priority 9 issues, including child labour, in the course of 5 years throughout their full supply chain.

SCL, specifically the partners ICN and Hivos, have been involved in the process that initially led to a Plan of Action and later (also before the Out of work programme)) and later to the Covenant on Sustainable Garment and Textile. SCL, together with other NGOs and unions, lobbied for the development of a covenant or similar agreement for the textile industry, in particular through two motions that were submitted in which reference is made to research of SCL and ICN (''Toolkit Kinderarbeidvrij inkopen door overheidinstanties'') and various reports on forced labour in the South Indian textile industry). SCL actively provided inputs to parliamentary questions. These motions were perceived as one of the motivations for setting up a garment and textile covenant.

In the development process SCL has been part of the general negotiation team and has of course given input to the child labour chapter (together with Unicef) and a range of other issues (due diligence, transparency, complaints mechanism, forced labour, discrimination etc) covered in the covenant. Child labour is mentioned in attachment 1 ''approaches for specific themes''. In this attachment, the CLFZ approach has been mentioned as a sustainable approach to tackle child labour and SCL has been together with Unicef mentioned as first contact on this issue.

Within a year after the signing of the covenant (summer 2017), the companies are expected to have carried out the first round of due diligence (on their first tier) and present their findings and approach for tackling the different risks in the value chain. A phased approach of continuous improvement will be used by companies, to provide more insight into different issues along the value chain and take necessary steps. This means that eventually not only issues on 1st tier will be identified and actions will be taken for improvement but this will also be done further along the value chain (2nd and 3rd tier). More companies are expected to join the covenant. SCL will be involved as member of the child labour working group to support companies with gaining insight into the systemic causes of the different issues within the supply chain and advise them on necessary steps to take.

Natural Stone Covenant
SCL is involved in the negotiations for the development of the covenant on Natural Stone. The first meetings about the development of a natural stone covenant started at the end of 2015. In May 2016, it became clear which stakeholders will participate in the negotiation process and this negotiation process is expected to be finalized summer 2017. The process of development of the natural stone covenant is different from the textile covenant. The natural stone sector is smaller with mainly SMEs and a focus on specific human rights issues. The dynamics between the stakeholders involved are also different; there was a less intensive pre-development process, especially cooperation in the context of TFT – Responsible Stone Programme and its predecessor Werkgroep Duurzame Natuursteen under IDH. There are only two organisations involved in the negotiations, being SCL and ICN, that are perceived as the main experts on human rights issues within the sector by the other parties in the covenant.

At the start of the development of the covenant, SCL introduced themselves with a presentation; explaining what they do and how the CLFZ approach is used. During the negotiations SCL has the role of critical voice; they provide constructive ideas and input on the due diligence process within the covenant. SCL ensures that ILO and UN Guiding Principles for Business and Human Rights are incorporated into the covenant. SCL has a lot of knowledge on natural stone and the risks within the value chain in India.

Due to the confidentiality of the negotiations it is not possible to state if child labour is identified as one of the main issues and whether stakeholders perceive this as a main issue. However ICN and Stop Child Labour research has previously identified this as an important issue. Next steps after the covenant is possibly signed are not yet known.

Political Lobby
Besides the involvement of SCL in different ISCR covenant processes, SCL is also actively involved in political lobby at national and EU level. ICN has the lead in the political lobby activities of the coalition. Over the years relationships have been built with several members of the parliament (especially within the PvdA and CU) and officials of the Ministry of Foreign Affairs. The issue of child labour has been raised in at least 10 parliamentary debates, initiatives by members of the parliament and letters by ministers, especially the Minister of Trade and Development Cooperation but also Foreign Affairs. CLFZ zones have been mentioned in several letters by ministers, parliamentary debates and a motion. In all these cases SCL has provided (direct) input or suggestions to members of the parliament that raised the issues.

A selection of the actions/ results that were perceived as most relevant is the following:
- Motion from PvdA and CU to annually reserve €10 million for eradication of child labour through an ‘Kinderarbeidfonds [Child Labour Fund]’’, which has been accepted. During the debate the SCL

coalition and their work has been mentioned positively by both MPs and the Minister of Foreign Trade and Development Cooperation

- in January 2017, the motion to include a living wage as a requirement in the ICSR covenants and public procurement policies of the government was submitted and parliamentary questions were raised. In the motion reference was made to the recent report published by SCL and SOMO ''Branded Childhood'' and questions were asked about the conclusions of the report. Minister Ploumen states that she is familiar with the research and that the Netherlands acknowledges the need for a living wage and is actively involved in pursuing this.
- SCL has provided input for questions from parliament about child labour of Syrian children in the clothing industry in Turkey. As a reaction, Minister Ploumen promised to discuss this issue during talks with companies and Round Table meeting in Turkey.
- SCL coalition has on request of Ministry of Foreign Affairs, given input for an EU Council Declaration on child labour that was published the 20th of June 2016. The area- or community-based approach to tackling child labour asw ell as child labour free procurement are among the issues raised by SCL that are included in the Declaration.
- Parliamentary questions resulted in promises to raise child labour (e.g. on seeds) during (trade) missions.
- SCL has provided input at various stages of the development of the Wet Zorgplicht Kinderarbeid [Child Labour Due Diligence Law]. This own-initiative law by an MP has been formulated and accepted by Second Chamber, but not yet by the First Chamber. SCL coalition has given several recommendations to improve the Law. Several public SCL recommendations such as *transparency* of company declarations on their child labour policy and practices as well as a stronger (ILO compatible) definition of child labour are included in the Law.

The political lobby activities are almost always linked with other activities of the SCL. Through political lobby activities SCL creates awareness and demands concrete actions from the parliament by ensuring that reports are mentioned in debates and questions and suggestions are made for stronger policies. Regarding sustainable procurement policies, SCL combines their involvement in the covenants - where they mostly interact with companies and other stakeholders - with political lobby to ask concrete commitments from the parliament and government. This is also done through providing input for debates, motions and questions raised in the parliament.

A specific example where political lobby activities interlinks with the work of SCL in the ISCR covenant is the ''*Wet Zorgplicht Kinderarbeid*'' [Child Labour Due Diligence Law].]. This law requires companies to investigate if there is child labour in their value chain and take active measures to stop this. Some respondents that were interviewed indicated that feel that this may obstruct the process of the covenants as members of the covenant want to work together with the government instead of the government having a watch dog role. Furthermore, a possible risk mentioned is that most resources are focused on due diligence while resources are also needed for follow-up measures. Not all respondents were fully aware of the involvement of SCL in the development of this law. SCL feels that although the agreements made in the covenants and this law may not be the perfect match, both processes do support each other as companies have to take active steps to carry out due diligence and there is a shift in priorities.

SCL has good contact with several parties within the parliament, especially the CU and PvdA. The reports published by SCL are perceived as credible by the political parties as they have a sound methodology and are not used for promotional purposes. It is not yet clear what the effect of the coming elections will be on these relationships between SCL and the political parties.

3. Opinions about the contribution by the SCL partners to current state of affairs

ICSR covenants
Within the two different covenant process, SCL is seen as an expert on the issues of child labour and has a good understanding of the sector and value chain. People interviewed perceive SCL as a constructive partner with a critical view. SCL understands the child labour issues in supply chains and the role of companies involved and wants to find a way to reach common goals. Other stakeholders see SCL and especially ICN as a party that has a clear strategy, they have clear objectives and if certain goals are not reached within the covenants L&A at political level is used to achieve these goals. Respondents interviewed regarding the garment and textile covenant also indicated that they trust the agreements made with SCL and know that they can be trusted (a deal is a deal); this is highly appreciated. Besides, the many years of working together with the decision of SCL to stay in the covenant – unlike a few other NGOs – has also contributed to this.

Stakeholders in the covenant process are aware of the issues of child labour with in the sector. SCL and other NGOs are able to show the perspectives of the different stakeholders, such as the disadvantaged and local stakeholders. However, respondents also mentioned that companies are approached by many individual NGOs, all with their own message. It is also expected that the due diligence will highlight child labour as one of several risks for companies to address. Several respondents therefore advised SCL to look at child labour within a broader community development perspective. They suggested that SCL should work together with other NGOs to assure there is one comprehensive message for companies.

Political Lobby
SCL has built a relation of trust with several persons involved in national politics such as members of the parliament or with the Ministry of Foreign Affairs. Research done by SCL is perceived as credible as they use a sound approach and methodology. SCL has a good understanding of what is needed to raise awareness and ask questions within the parliament; SCL offers concrete inputs that are gladly used by certain members of the parliament.
It is clear that SCL has influenced the opinions about importance of child labour within public procurement and sustainability issues in the value chain. This can be gauged from the fact that the RVO has dedicated €500,000 from the 'Child Labour Fund' to develop more practical policies and practices for fair public procurement of natural stone by public authorities, e.g. municipalities and governmental purchasing agencies.

4. Added value of SCL on understanding of an effective approach to child labour
Most respondents associated the SCL lobby with the child labor free zone approach and explained the CLFZ concept as an area based approach that works together with different stakeholders to stop child labour. Some associated the approach with a landscape approach. However, none of the respondents was familiar with practical examples of the CLFZ approach or could explain its relation with or added value as compared to a supply chain approach. This is not necessarily a problem, but may need further attention once solution strategies to child labour will be defined and implemented.

5. Public campaign work
A part of the Out of Work- into School programme, SCL has set up one large public campaign. The Gold Campaign ''Gold from children's hands'' has been conducted with the aim to raise awareness and mobilize consumers to put pressure on companies to act against child labour. The campaign has an estimated reach of 1.5 million consumers and included articles published on several online media/ websites, exposure on social media. A photo-exhibition of Eelco Roos and Jimmy Nelson in Amsterdam. Exposure for the campaign on TV and radio. In addition, a petition that was signed by 3378 people to call on the electronic industry to work towards child- labor free gold. This campaign also included the publication of two reports: (i) No Golden Future, Use of child labour in gold mining in Uganda, and (ii) Gold from children/s hands, Use of child- minded gold by the electronics sector. A conference was

organized together with the Ministry of Foreign Affairs and the Good Electronics Network in which also electronic multinationals like Apple and Philips participated,

The expected impact of this campaign was that companies would take active measures and that potentially a covenant would be developed for the metal sector. The first steps for the development of a gold covenant have been made and exploratory meetings have been held including participation by the SCL coalition. The report 'Gold from Children's hands'' has also been referred to in questions to the Dutch parliament and in the EU Commission. The EU commission has answered that the public procurement directive allows for inclusion of social and environmental aspects linked to public contracts and there is intention to also apply this for certain minerals.

It is difficult to attribute results of this campaign to the SCL programme. First, because different parties and factors are involved in influencing consumers. Detailed surveys would be needed to gain an understanding of the reach and effect of the campaign on consumers. However, it can be stated that reports and campaign set up by SCL are picked up and shared on many different media sources such as online media, social media, news sites/papers, television and radio. Second, certain aspects of this campaign such as the petition are still ongoing.

6. Opinions about efficiency within the SCL programme on L&A, CSR

The L&A activities in the Netherlands are well organized. There is a clear division in tasks and specific roles among the different partners. These roles are also clear to the external stakeholders involved (e.g. in covenants, political lobby). Chapter 3 (Annual plan 2016-2017) from the second annual report shows a planning of the CSR and L&A activities. Especially with regard to the public campaign on gold there is a strategy on the different activities and how they can reinforce each other. A strategy per sector (and country) is not available.

7. Recommendations

Develop more communication material on CLFZ and SCL achievements and lessons learned and share this with L&A partners (members of the covenants, political parties etc.).

Respondents suggest there is need for more specific information on the activities of SCL and results of the CLFZ approach. Sharing this information with partners that SCL collaborates in the ICSR covenants and political lobby which will make the added value of SCL for covenant and political lobby partners more visible. Specific elements of this communication could be:

- Position of child labour within broader human right issues
- Added value and impacts of the CLFZ approach
- Added value of the SCL approach to lobby and advocacy
- Collaboration by the SCL with different NGOs such as UNICEF

Enhance the impacts of L&A as part of a joint strategy

As part of ongoing activities of establishing contacts with other potential partners, SCL could collaborate more with other international organizations to increase their effectiveness. In The Netherlands there is collaboration with Unicef on e.g. the textile covenant. With Global March further exchange of ideas and information has started recently after some failed attempts by SCL. With the ILO there is a long-standing relation, for years already in the Stop Child Labour Platform of companies as the only NGO partner. It would be good if a joint vision and strategy could be defined of how to promote a joint human rights agenda including a focus on child labour. The evaluation team is aware of the challenges and risks of close collaboration, yet is also aware of the large potential of more collaboration for upscaling the results by making use of the extensive networks and communication channels of these organisations.

6.7 Findings from survey among programme partners

For the full report on the survey findings see Appendix 3. Following is a summary of responses.

In terms of geographical spread, on all capability themes the scores are higher for the partners from India, and also they often did not suggest any improvements. So most of the lower scores and suggested improvements come from African and Latin America partners. A likely explanation for this is the fact that partners in India were the first to start with the CLFZ approach and thus have more experience compared to other countries. The difference in context could also play a role, in India and Uganda for example CLFZ projects have a sector/ value chain focus, where interaction and lobby and advocacy with companies play an important role. In Mali this is not the case, and the main focus lies on improving education and creating awareness at household level.

In terms of main added value by the program, most important appear to be the following two related issues:

- adoption of the CLFZ approach, which led to improvement of quality and results of the program
- exchange visits and contacts between SCL partners, as well as other stakeholders, NGOs or agents with specialized skills (although there are also requests for more exchange visits), contributing to learning, adoption and diversifying the CLFZ approach and optimizing results.

Skills most frequently mentioned as improved due to the program are those on community mobilization, multi-stakeholder approaches, networking and alliance building, knowledge on children's rights. An improved M&E system was also mentioned.

With respect to the CLFZ approach, several partners have also been able or are trying to incorporate the CLFZ approach into other projects. Two partners indicated that for successful implementation significant resources are needed. In addition, one partner indicates that this is not an approach that can be used on large scale (no further explanation is given), another partner indicates that the issue of equity has to be addressed as neighboring communities who are not part of the CLFZ can feel neglected and alienated. As concerns are mentioned how to incorporate sustainability into projects to ensure results are sustained after program exit, and also how to develop a partnership with Unicef and ILO to scale up project impact.

On the current state of human resource capabilities, overall partners give a good score and stated that the contribution of the SCL is high. An important exception are lower scores on gender balance, where 38% of the partners give a moderate or poor score.
In terms of improvements there is reference to capacity building on gender, internal management, and internal reflection and reviews e.g. semi-annual review of project to evaluate approach.

On strategic planning, most scores are good, but 30% of the partners give a moderate score and a limited ('some') contribution by the SCL, on all subjects except ability to respond to opportunities.
In terms of improvements, the partners refer to capacity building on strategic planning, theory of change and how actors in a value chain can be reached. They ask for a refresher training on M&E and more knowledge on sustainability and exit strategy.

On service delivery, skills related to awareness raising and community mobilization score highest. Several partners find their skills moderate or poor on issues related to engagement with companies, especially developing a business case. There are also low scores on engagement with national level

public agencies (as opposed to engagement with local government which scores high). Lower scores are more frequent for partners other than India. The contribution by the SCL programme to skills to engage with companies is moderate to low. Current state of skills to support teachers varies among partners.
In terms of improvements, the following are priorities for suggested improvements in skills:

- Capacity building or refresher trainings (e.g. on guiding and counseling teachers), capacity building for other players active in development of CLFZ, on conceptualization and formulation of projects
- Development of awareness raising tools in local languages
- Skills on building up relations and engagement with companies
- Skills on policy analysis, policy lobby and advocacy
- Skills on platforms for advocacy at national level, support them for information sharing towards companies

On collaboration with partners, the current situation generally rated very good or good. The lowest scores are on collaboration on lobby and advocacy with other partners. In general, the contribution of SCL to interaction and collaboration with other partners is rated as very good or good.
In terms of improvements, there is predominance in terms of improvements on communication techniques, lobby & advocacy, (more) exchange visits with partners in country or partners from other countries, national platforms for policy influencing, set-up a joint blog or website.

On fundraising, 77% of the partners find the current state of fundraising outside of the programme moderate or poor. In total 46% find financial resources by the programme moderate of poor. Many partners have mentioned that access to funding needs to be improved and they require capacities on fund raising.

On the current state of M&E plan, application and analysis is very good or good, with lower rates of contribution by the program. In spite of that, many partners also mention that the M&E aspect needs to be improved, on aspects of statistical research techniques, data analysis, documenting good practices, having software and setting up a computerized database.

On learning, most partners find the current state very good to good. The majority of the partners indicated that the contribution of SCL to learning is very large to large. The lowest scores in this category are on the availability of resources for exchange or learning events (which emphasizes that exchange is much appreciated but could be enhanced with additional funds).

Many partners suggest more (funding for) exchange events and further development of communication network between internal and external actors. Also, there is request for more learning events planned half-way of the project and not only at the end. These learning events do need not take place at a global level, but can also be organized at a national or regional level.

Appendix 1: List of persons interviewed and FGDs held

Coffee Key Informant Interviews and Focus Group Discussions held

Interviews before field visit
• UTZ: Conny Peters • ICI: Olivier Laboulle
Field visit interviews
• UNATU: Robert Gunsinze and Juliet Wajega • CEFORD: John Bosco and JeanAsipkwe • Coffee Company staff (2) • District Education Officer: Okila John Joffrey • District Labour officer: Kwicwiny Pascal • District community development officer: Okello Geoffrey • Police sub-county: Magabula Rojas • NASCENT: Doris Kokuru
Field visit focus group discussions
• Women's group parents (20) • Men's group parents (23) • Mixed group teachers (9) • Mixed group pupils (12) • Group of coffee company local staff (5) • Representatives child labour committees (8) • Erussi sub-county level (4) • Erussi sub-county group of religious leaders and opinion leaders (7)
Final debriefing session participants
• John Bosco • JeanAsipkwe • Juliet Wazega • Doris Kakuru • Immanuel

Garment Key Informant Interviews and Focus Group Discussions held

Interviews before field visit
• SAVE: Mary • SCL: Gerard Oonk
Field visit interviews
• Integrated Child Development Services (ICDS): Malathi D. • School Management Committee: V. K. Murugesan & R. Senthil • Principal elementary school: Mr. Joseph • AITUC (trade union): Sekhar • CRPF member/ WEG member: Jayalakshmi • WEG member: Karthiga • Merchant Assocation: Doraiswamy • TEAMA: Mr. Muthurathnam (president)

• SME entrepreneur & CRPF member: R. Senthil • Sriman Garments (SME): Mr. Muniyandi • Eastman Exports(exporting company): B. Thomas (general manager)
Field visit focus group discussions
• CRPFs (12 participants) • Parent Teacher Associations (4 participants) • Children's Parliament (3 participants)

Natural stone Key Informant Interviews and Focus Group Discussions held

Interviews before field visit
• Bram Callewier: Beltrami • Steven Walley: London Stone • Gerard Oonk: SCL, India Committee of the Netherlands • Diewertje Heyl: SCL, India Committee of the Netherlands
Field visit interviews
• Varun Sharma: programme coordinator Aravali (Jaipur) • Manish Shing: secretary Manjari previous programme coordinator Aravali • Vijay: ETI, supports Manjari upon request • Meena Yadav: school teacher, also member SHG • Govind: silicosis patient, former worker • Anonymous: silicosis patient, former worker • Manish: mine owner, manufacturer, exporter and supplier of natural stone • Nasir Ahmed: sarpanch (head of village), also member CRPF, also owner of small quarry • Binod: volunteer teacher, student • Rajendra Kumar: volunteer teacher • Sangeeta: SHG member, cobble stone worker
Field visit focus group discussions
• 2 FGDs with Women's Self Help Group: 1) 10 participants from 3 SHG's, 2) 7 participants of 2 SHG's • Child Rights Protection Force: 6 participants • School volunteers: 5 participants • School children: 16 children (6 male, 10 female) • Kishori Mach (girls adolescent group): 6 participants

Footwear Key Informant Interviews and Focus Group Discussions held

Interviews
• FLA: Richa Mittal • Bata: Nicole Voillat • SCL programme: Leonie Blokhuis

Lobby and advocacy Key Informant Interviews and Focus Group Discussions held

Name respondent	**Role/ expertise respondent**

Alexandra van der Selm	Head of department natural stone covenant of Social Economic Council (SER). Previously also involved in set up of garment and textile covenant.
Pierre Hupperts	Chair garment and textile covenant.
Jef Wintermans	Currently, coordinator garment and textile covenant of SER. Previously involved as company negotiator garment and textile covenant.
Kirsten Kossen	Ministry of Foreign Affairs, government participant in negotiations on ICSR covenant for natural stone. Also involved in sustainable procurement policy development
Roelof van Laar	Member of Parliament for the PvdA
Gilles Goedhart	Ministry of Foreign Affairs, Human Rights Department, responsible for SCL funding and child labour declaration EU Council.
Martje Theuws	Researcher with SOMO. SOMO left the negotiations of the ICSR covenant for sustainable textile and garments

Appendix 2: Tabular data on CSR and L&A activities

This table gives a summary of the different results of the Out of Work- Into School program on CSR and Lobby and Advocacy work. Please note that the overview is a combination of the overall programme monitoring framework on outcome indicators B and C, complemented with the information from an internal additional monitoring framework (which provides more details on several indicators). The information as not verified but this overview serves as a background for understanding the progress made especially in the components on business initiatives and on lobby & advocacy.

Outcome indicator B. CSR initiatives and companies in selected sectors have achieved substantial results in preventing and remediating issues of child labour (and other workers' rights violations) in their full supply chains, with specific attention to the lower tiers and an area-based approach.		
B.1. During the three years SCL has published and distributed research (3 in total) on child labour in selected sectors with a broad range of stakeholders and targeted selected CSR initiatives and companies with specific questions and recommendations related to their performance.	**Total:** 4 and 3 reports are still in the making and expected be published. **Uganda:** 1. No Golden Future (April 2016) **India:** 2. Publication of report 'Rock Bottom' on Natural stone (May 2015) 3. Research report child labour and working conditions in the Granite sector India (First draft is available but not yet published) 4. Expected in April 2017: A report on child labour and working conditions in granite and sandstone production 5. Research into child labour among children of garment workers in India and Bangladesh. Publication of report Branded Childhood January 2017. Research in South India did not result in sufficient information for public report. An internal report will be drafted by SOMO 6. Research about child labour in Footwear industry together with 4 companies (Deichmann, Bata, Bugatti, Corte Ingles). First findings are presented at stakeholder meeting February 2017. The report will be published. **Mali:** 7. Publication of '' Gold from Children's Hands (November 2015) **General:** 8. Market research into natural stone sector in Western Europe, this report will be combined with findings of local research)	Second Annual report out of work out of school. Update Sep-Oct 2016

B.2. By the end of Year 3, SCL has intensified the dialogue on child labour (and other workers' rights violations) and on ambitions and measures for improvement with at least 5 CSR initiatives and 10 of the targeted companies (2 per sector) active in the selected sectors.	**Total:** 14 different dialogues in total for 7 different sectors. 8 CSR initiatives (TRS-RSP, ETI, German Initiatives, TFT on natural stone, FT on gold, FLA on cotton and International Cocoa Initiative and ECLT). **More than 10 companies** in the coffee, natural stone, shea butter, agro- business, tea, electronics, garment sector, **Uganda (Coffee):** 1. Collaboration with UTZ and Ugandan coffee company in establishing a CLFZ in the West Nile (coffee) – realized / ongoing 2. Dialogue with FairTrade International based on joint baseline study in gold mining area in Busia (gold) - ongoing **India:** 3. Dialogue with TRS-RSP, ETI, and German Initiatives (Natural stone) - ongoing 4. Regular communication with TFT and member companies on setting up a local stakeholder platform on labor rights in Budhpura (Natural stone) - ongoing. 5. Research and stakeholder meeting about child labour in footwear industry (Footwear) - ongoing 6. Dialogue with Plantum and seed companies (Seeds) - ongoing **Mali:** **7.** Dialogue with agro-business company CAI (Enda Markala/Sibila) - uncertain 8. Dialogue with 4 shea butter companies (Wacoro/Kememi – Enda/CAEB) - uncertain **Zimbabwe:** **9.** Dialogue with two Zimbabwean tea companies - ongoing **Turkey:** 10. Dialogue with companies and government in Turkey (Hazelnuts) - aborted 11. Dialogue with FLA, companies and suppliers in cotton (Garment) - aborted **Lobby &Advocacy – all ongoing:** 12. Dialogue with electronics companies, NGOs, Policy-makers and experts (Gold) 13. Dialogue with Dutch garment sector, government trade unions and NGOS on convent on garment and textiles (Garment) 14. Dialogue with CSR initiatives: International Cocoa Initiative and ECLT (MSI meeting, Child Labour Platform, informal dialogues)	Second Annual report out of work out of school

B.3. By the end of Year 3, at least 3 CSR initiatives and 5 companies have taken concrete measures to prevent and remediate issues of child labour (and other workers' rights violations), with specific attention to the lower tiers and with active involvement of various local stakeholders	**Total: MoU with 11 companies** (UTZ, Ugandan coffee company, London stone, Beltrami, 7 garment companies) **Uganda:** 1. MoU with Ugandan coffee company, UTZ and SCL has been signed. **India:** 2. MOU with stone companies London Stone and Beltrami, ICN, SCL and Manjari has been signed 3. Expected: MoU/Action plan with footwear companies in India **Turkey:** **4.** Agreement with FLA and 7 garment companies has been signed. **Mali:**	Second Annual report out of work out of school

4.1 Number of companies/employers/subcontractors/traders that have improved their policies and practices to prevent and remediate child labour	**Baseline: 0** **Total: 131 (no complete list available)** **Uganda** • Local coffee company **India** • Beltrami and London stone have set up a website where they post blogs about their CSR activities and updates from CLFZ in Budhpura • Beltrami, Bundi Silica, Arvicon and cobble union, Mehta Stone, Bhanwar Singh, Chandraveer singh, Shivraj Dhakad, Nasir Mansuri (patty contractors), Nasir khan, Rajesh aggarwal, Jai mata di company, laxman stone company, companies outside project area of Dabi and Dhaneswar declared they do not support child labor • 4 export factories (garment) • 69 domestic factories (garment) **Mali** • Four companies (Prosema, Gie, Nieta, Sidoba, GMCI) have been identified and a lobby plan is implemented to convince companies that they take concrete actions to fight against child labor. • SOATAF and Olvea have been identified in Shea value chain (2015). In 2016 SOATAF offered school materials to schools. • SIBILS joined CLFZ project • CAI provides support to teacher in Sibila community. **Turkey** No information available	• SCL monitoring framework • Second Annual report out of work out of school • update SCL May 2016

C1. By the end of year 3, relevant policy making institutions, policy-makers and international organisations are informed about and have expressed support for the area-based approach to CLFZs and related involvement of CSR initiatives and companies.	1. Issue of child labour has been raised in at least 10 parliamentary debates, initiatives by MPs, letters by the Minister etc. partly based on formal letters and direct contacts or other input given to individual MPs. Parliamentary questions have been raised in 4 cases based on SCL/ICN publications regarding child labour in supply chains. 2. Child Labour Free Zones mentioned in at least 8 letters by the Ministers, a legal initiative document, state of the budget, parliamentary debates and a motion by an MP to continue funding for this approach (still pending) 3. SCL has received political support from Minister Ploumen who raised CLFZ approach in the EU, 4. MPs have demanded child labour free procurement with the Minister promising action, 5. Coalition parties inform the parliament about how child labour are included in trade missions. Parliamentary questions also resulted in promises to raise child labour (e.g. on seeds) during (trade) missions. 6. Political support by Minister Ploumen (in a letter to Parliament on 1-7-2015) and Minister Koenders (Human Rights Report 2015). 7. Coalition has given input for EU council conclusion on child labour (published the 20th of June 2016). 8. Meetings and mail exchange with RVO about 'Kinderarbeidfonds''. New financing for programs.	SCL 2nd annual report Update SCL activities summer , Sep-Oct 2016
C3. By the end of the 3- year period one large public campaign has been conducted to raise awareness and mobilise consumers to put pressure on companies in a specific sector to act against child labour.	1. Gold Campaign 'Gold from children's hands' 3034 people signed the petition to call on the electronic industry to work towards CLFZ (2016)- currently 11,610 people signed the petition	SCL 2nd annual report Update SCL activities summer, Sep-Oct 2016

5.1 Number of authorities/ institutions/ organizations supporting the CLFZ	**Baseline:** 131 **Total:** 227 **Uganda** • Welfare community organization, private schools, **India** • Ward councils, headmasters, teachers, unions, worker's welfare organizations, local government departments (labour and education) health workers, institutions, authorities, labors, patty contractors **Mali** • Municipalities, school inspections, authorities (collective, technical and administrational). **Turkey** No information available **Zimbabwe** • Tea company, ministries, NGOs, authorities.	SCL monitoring framework
5.2 Number of advisory committees/networks your organisation is actively engaged in	**Baseline:** 2 **Total:** 38 **Uganda** 1. Nebbi NGO Forum, 2. Nebbi district Gender committee 3. National Stop Child Labour Forum 4. Forum for Education NGOS , 5. Uganda Child Rights NGO Network, 6. National Consultative Council (policy making body) **India** 7. Campaign Against Child Labour, 8. Global March Against Child Labour, 9. Aravali	SCL monitoring framework

	10. Tirupur Peoples Forum, 11. Campaign against Sumangali Scheme, 12. National Alliance for Social Security, 13. Children at Risk, 14. Multi Stake Stakeholder Initiative - Tamilnadu, 15. Worst Form of Child Labour 16. Child Right Protection Forum for Girl Children 17. BWI Indian Affiliates Council, 18. Emerging State/National platform on stone quarry sector, 19. SFNS, State Forum on Natural Stone 20. State Forum om Natural stone , 21. Forum to Engage Men (FEM)) 22. State association on Education Rights, 23. Hero Academies, 24. Right for hearing campaign, 25. Building and construction union **Mali** 25. Member of Yelebulon network, 26. Coalition EFA 27. Coalition against child labor, 28. EPT coalition , 29. The steering committee in charge to promote the schooling of girls in Markala. **Turkey** No information available **Zimbabwe** 30. Child Rights Coalition, 31. Children on the Streets, 32. African Committee of Experts on the Rights and Welfare of the Child, 33. Child Rights Network of Southern Africa 34. UNCRC 35. ECPAT 36. ZRP Epworth District development committee 37. Kubatana school development committee	

	38. Ward 5 development committee	
5.3 Number of authorities/organizations/institutions who have embraced and implemented the CLFZ concept	**Baseline:0** **Total: 6** **Uganda** 1. The parliament (a motion was adopted) I**ndia** 2. Cobble Stone Union Rajasthan 3. All Barad Cobble traders and mine owner associations 4. Child Right Protection Forum for Girl children, 5. Campaign Against Sumangali Scheme, **Mali** No information available **Zimbabwe** No information available	SCL monitoring framework

Appendix 3: Results of survey among SCL partners

Summary of results digital surveys

In total 12 partners submitted a completed survey:

- SNEC, ALPHALOG and CAEB in Mali
- BWI, ICCO, SAVE in India. Manjari also submitted a survey 2 weeks after the deadline, it was not possible to incorporate these results anymore.
- CEFORD, UNATU, NACENT in Uganda
- ACLAZ, ZNCWC, ZIMTA in Zimbabwe
- ANDEN in Nicaragua.

Summary of open answers given:

What has been for your organization the added value to participate in the SCL Out of Work programme?

- In Zimbabwe and Uganda, the main added value is adoption of the CLFZ, which led to improvement of quality of the program.
- Several partners mentioned that the programme has brought them into contact with different stakeholders, NGOs or agents with specialized skills.
- Several partners indicated that the programme has improved the quality of education and working conditions of targeted workers.
- Contact and working with teachers has improved for several partners.

More specifically, what has been for your organisation the usefulness of the exchange visits organised by the SCL Out of Work programme?

- All partners indicated that the exchange visits were very helpful for exchanging experiences and reflect on lessons learned, develop new initiatives and ideas.
- Some partners indicated that the exchange visits contributed to improved implementation of CLFZ, diversifying their approach and optimizing results.

More specifically, what skills did you learn as a result of the involvement in the SCL Out of Work programme?

Several partners indicated that they learned to monitor progress of the CLFZ through detailed mapping & data keeping. In addition, several partners indicated that they learned or improved their multi-stakeholder approach and got a better insight into the different actors involved and how to engage them. Other skills that were mentioned are:

- Increased knowledge about children rights (existing laws, how to involve civil society actors)
- Networking and alliance building
- Stakeholder analysis, statistics
- Community mobilizations, dialogue and engagement, coalition building
- Training and awareness raising (2x)
- Communication

More specifically, what has been for your organization the added value of being part of the broader SCL movement with partners world-wide?

Most partners indicate that added value lies in being able to learn from other partners and share experiences. Several partners mentioned an improved M&E system, one partner indicated that access to institution memory on child labor concept has been an added value. In addition, having access to global network and partners broadens the movement and supports the partners with getting new partners in their country.

What have you missed in the SCL Out of Work programme? Do you have recommendations for SCL to improve and strengthen its activities, both at national (in your own country) and at international level?

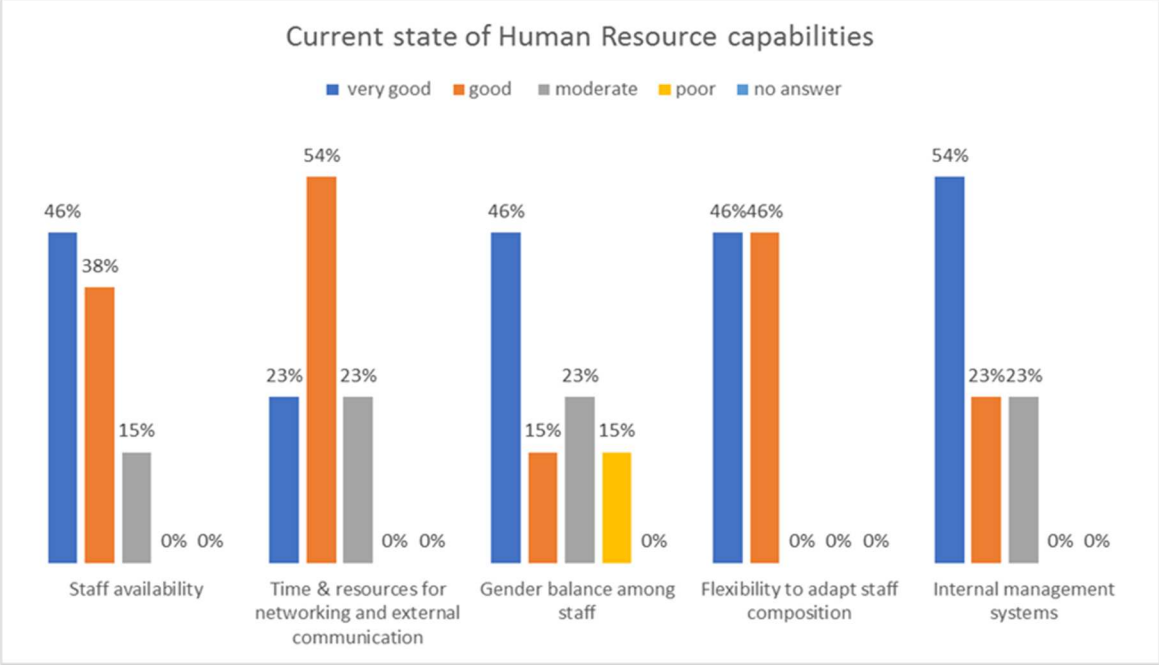
The responses varied greatly, below a summary is given:

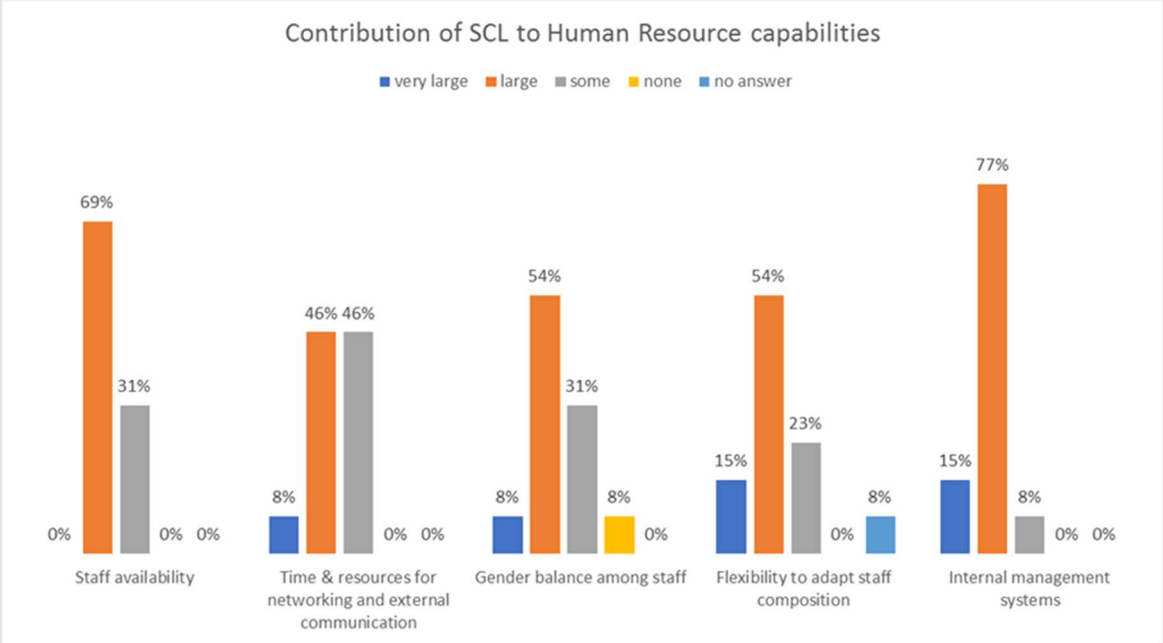
- More resources, which are provided in time

- Increase focus on improving working conditions of workers (India)
- Make capacity building part of the program
- Increase efforts to reach parents as individuals in CLFZ approach (Uganda)
- Incorporate sustainability factor into projects to ensure results are sustained after program exit.
- Develop a partnership with Unicef and ILO to scale up project impact (Zimbabwe)
- Provide different modules in digital format

What are your opinions about the area based approach towards reducing child labour? Does the approach of creating child labour free zones have an added value for your organization? To what extent have you been able to implement this approach in your own context?
All partners indicated that the approach leads to positive results. Several partners in India, Mali and Uganda have also been able or are trying to incorporate the approach into other projects. Two partners indicated that for successful implementation significant resources are needed. In addition, one partner indicates that this is not an approach that can be used on large scale (no further explanation is given), another partner indicates that the issue of equity has to be addressed as neighboring communities who are not part of the CLFZ can feel neglected and alienated.

1. **Human resource capabilities**



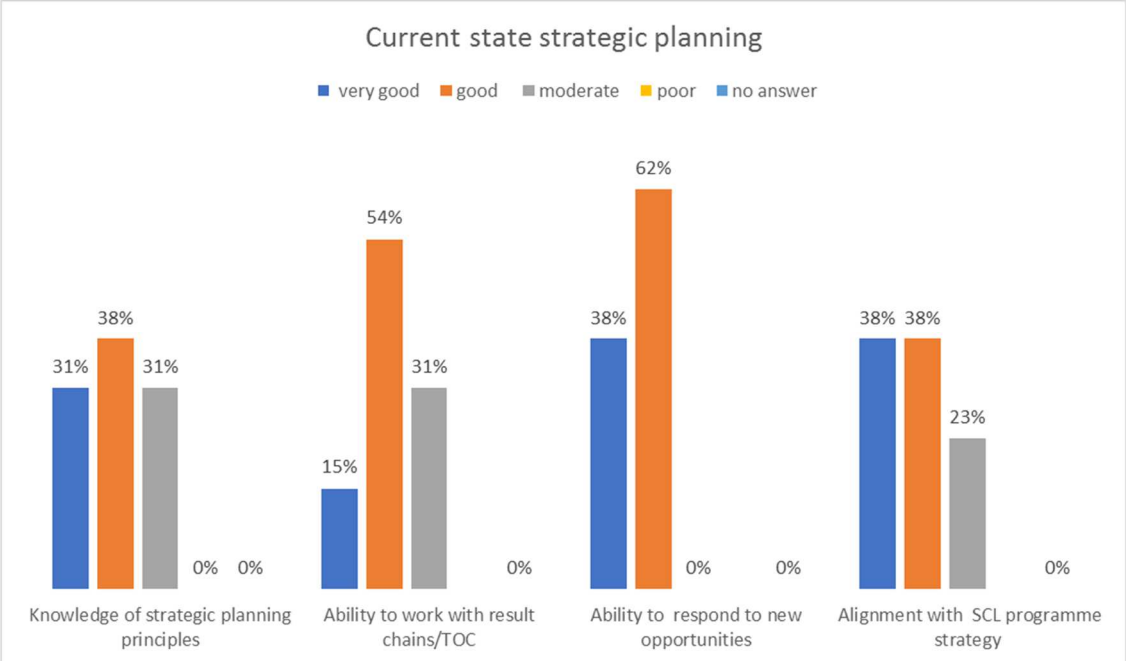


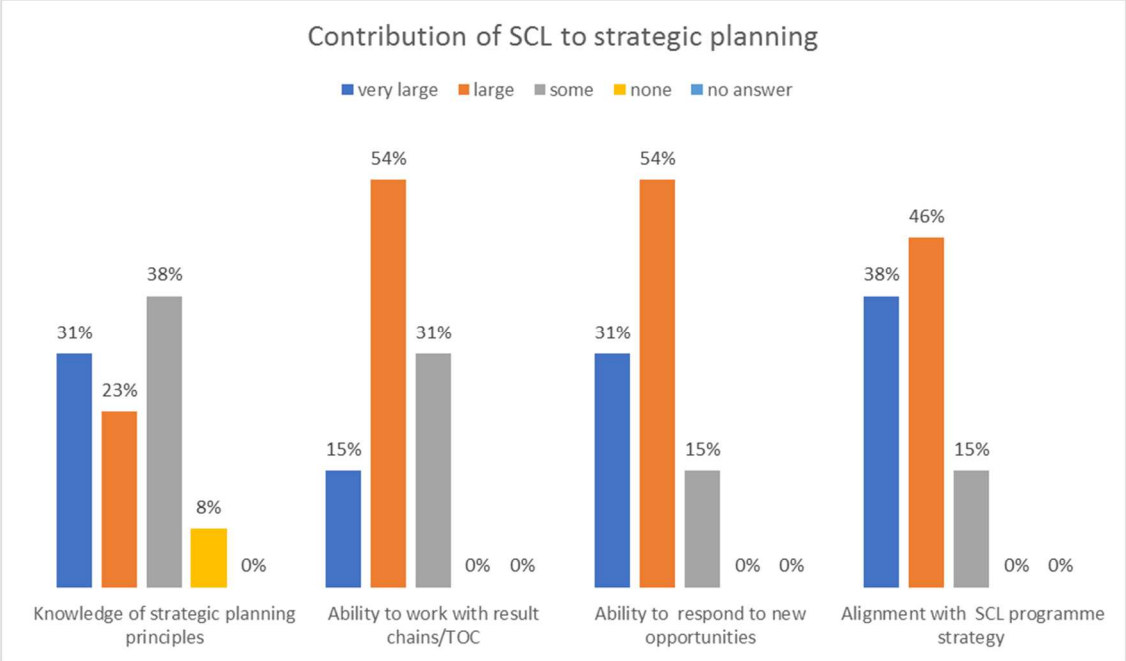
What is needed for further improvement[41]?

- Office equipment (computers, copier, telephones) (2x)
- Extra funding (4x), improved funds disbursement, capacity building on resource mobilization
- Exchange visits with other organizations (4x)
- Capacity building on gender, internal management(2x),advocacy on children rights, engagement with companies, ,
- Refresher trainings on SCL approach
- Reflection and review e.g. quarterly and semi-annual review of project to evaluate approach (2x)

[41] From the Indian partners none indicated that any improvements are further needed.

2. Strategic planning

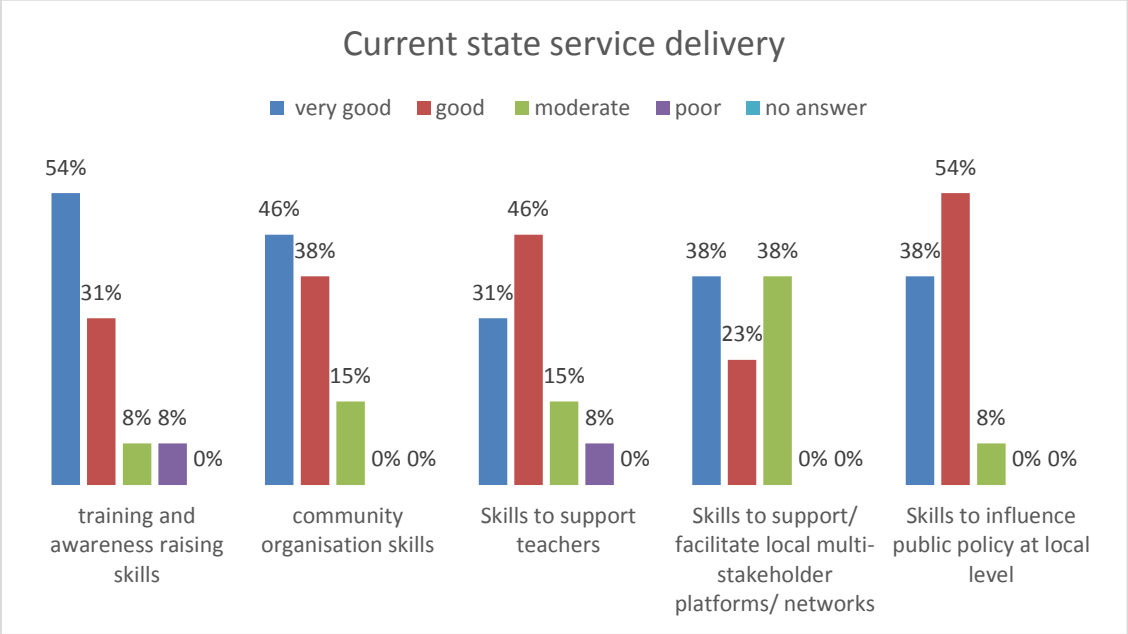


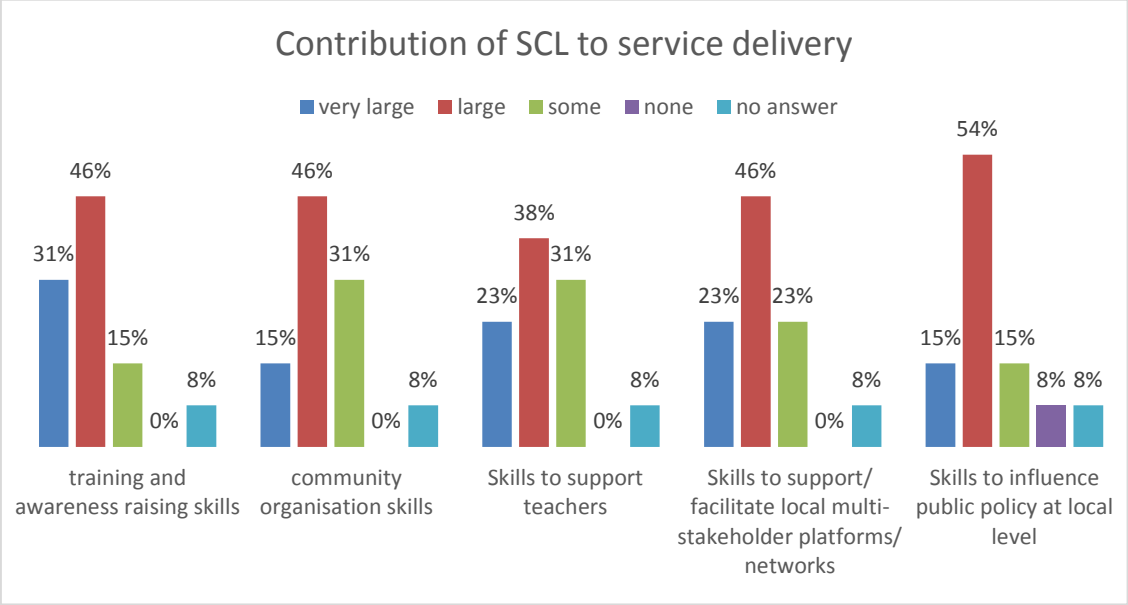


What is needed for further improvement?

- Extra funding (3x)
- Capacity building on strategic planning (3x), result chains/ ToC (2x), responding to new opportunities, on different players and how they can be reached in a (new) value chain (2x)
- Refresher training on M&E (2x), SCL approach
- Sustainability and exit strategy

3. Service delivery (1)



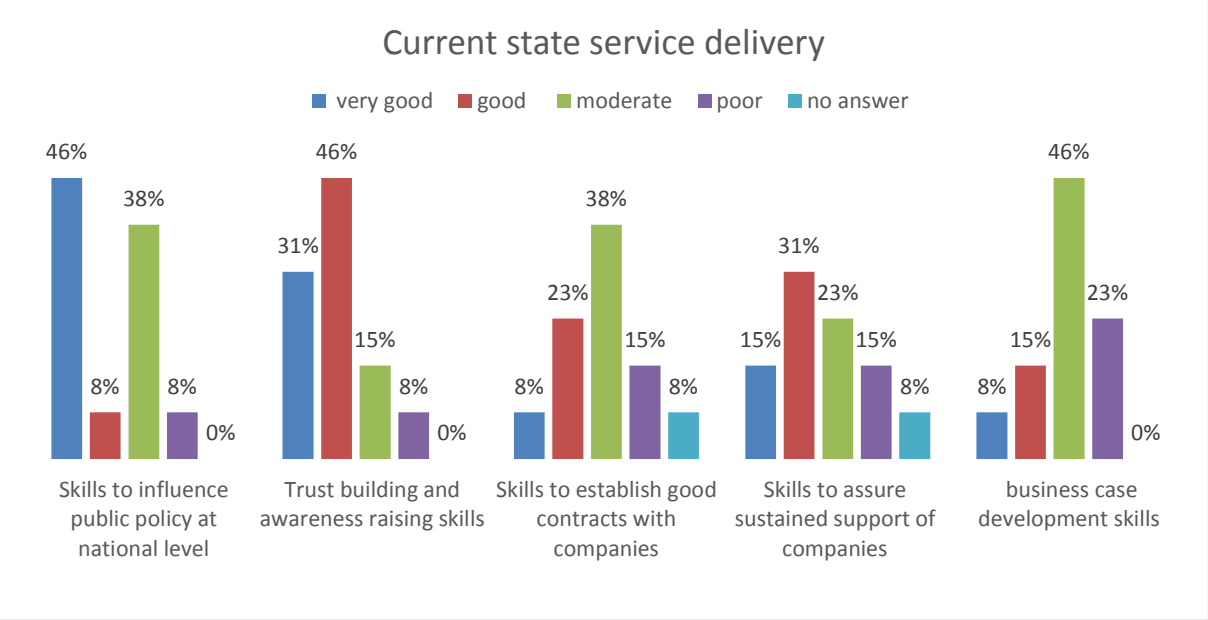


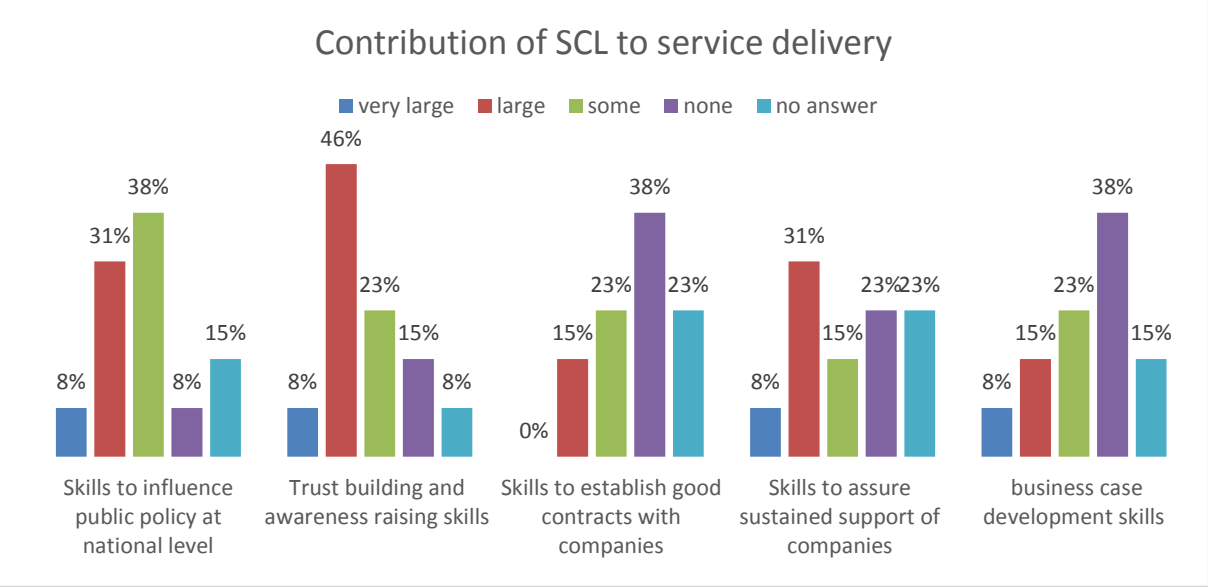
What skills are missing? (or what is needed for improvement)[42]?

- Dissemination of information in local language
- Improved communication
- Capacity building/refreshment for trainers/staff (e.g. on guiding and counseling teachers) (3x), capacity building for other players active in CLFZ, conceptualization and formulation of projects
- Development of awareness raising tools in local languages
- Funding
- Diversification of modules within the SCL approach and infographic on SCL
- Increase training sessions for children

42 In india and Uganda several partners indicated no skills are missing.

4. Service delivery (2)



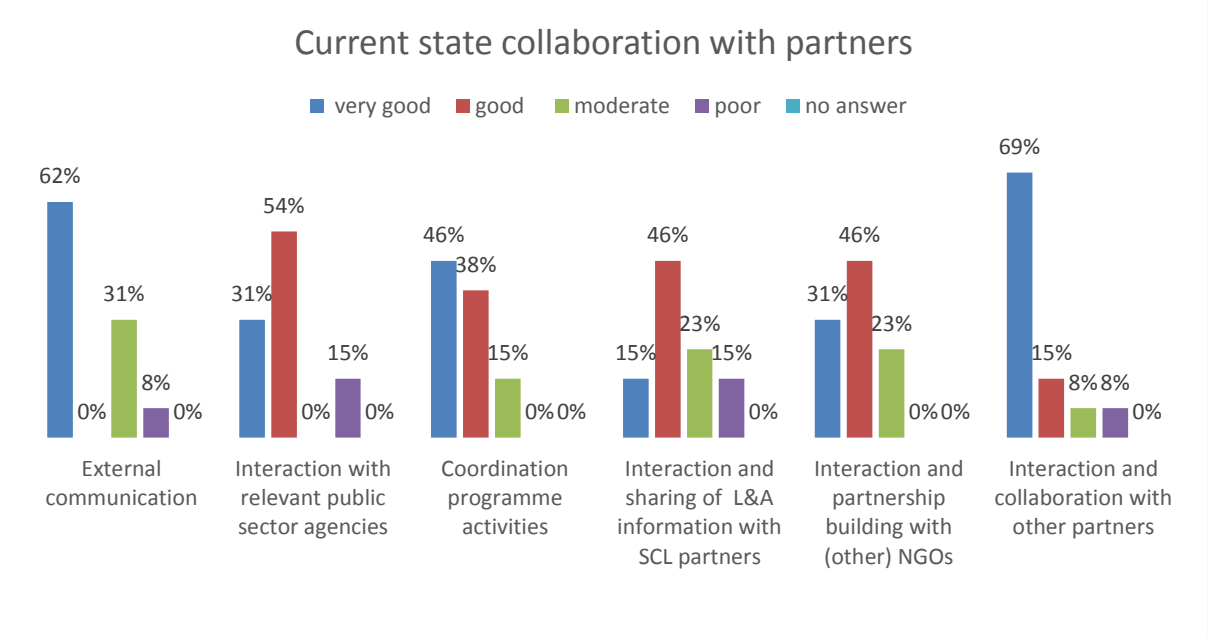


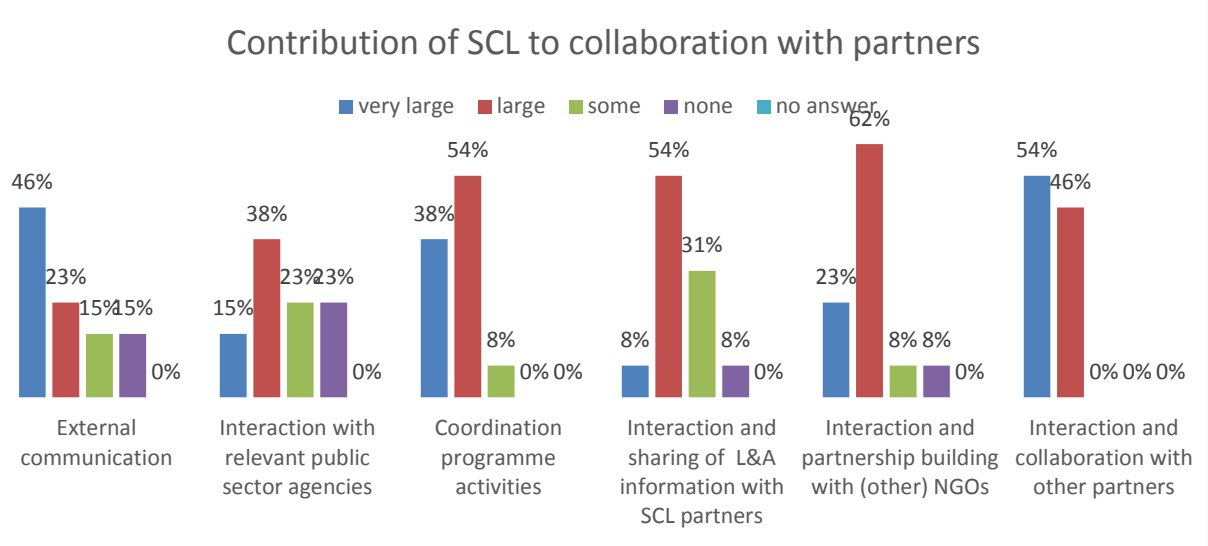
What skills are missing? (or what is needed for improvement)[43]

- Skills on contracting companies (2x)
- Lobbying and advocacy skills (mostly at national level) (3x)
- Business case development skills (2x)
- Trust building/ communication with companies (4x)
- Policy analysis skills
- Marketing and engagement skills
- Legal and technical skills
- Project proposal writing skills
- Income generation skills, or funding (2x)
- Development of modules on CSR (in Mali)
- Increase and support of platforms for advocacy at national level
- Increase and support platforms for information sharing and advocacy towards companies

[43] Partners in India indicated no skills are missing.

5. Collaboration with partners



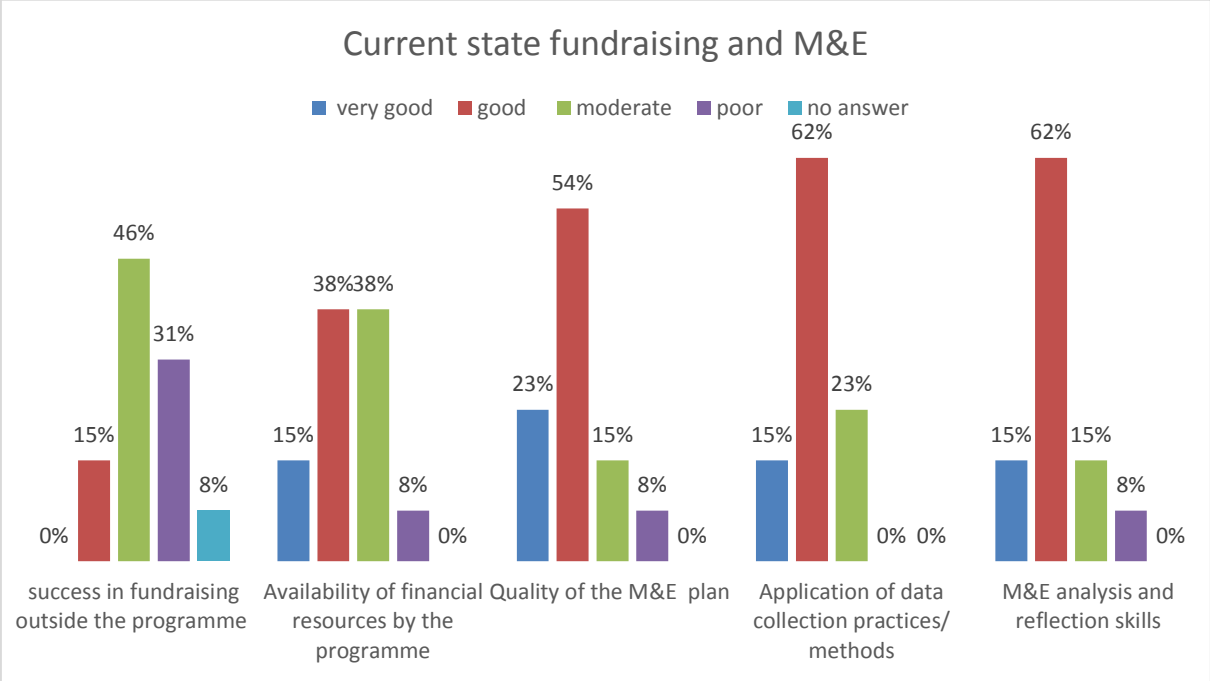


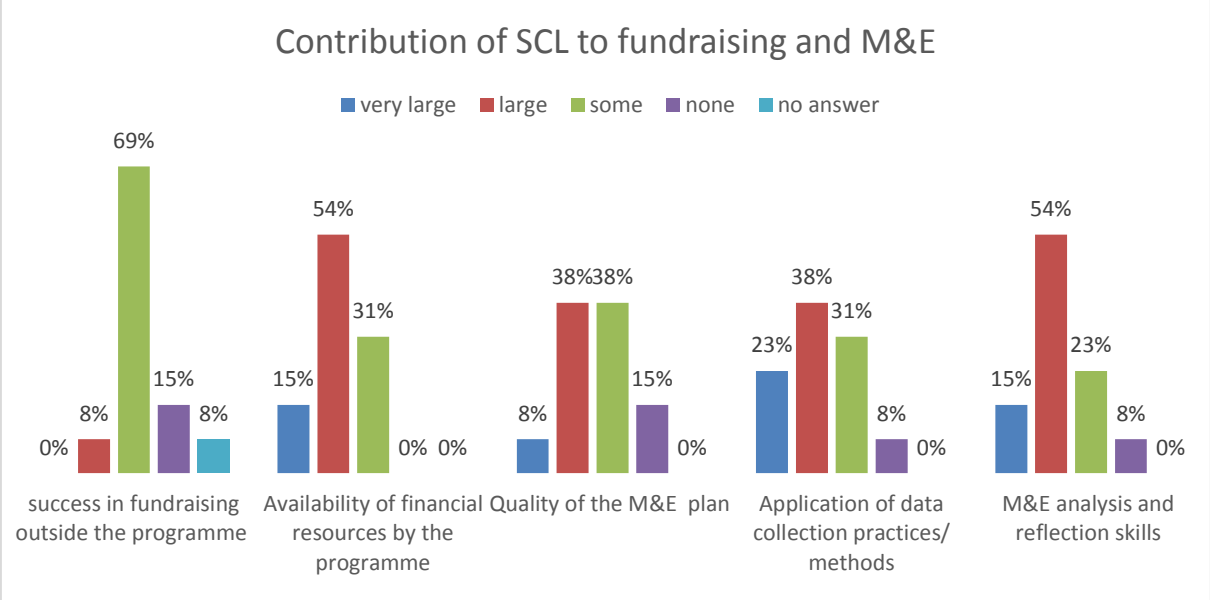
What is needed for further improvement?[44]

- Technical equipment (3x)
- Communication and translation of information in local languages
- Implementation of project at harvest time for timely intervention
- New partners
- Funding/resources (3x)
- Capacity building on communication techniques (2x), advocacy
- Systematic information, exchange visits with partners in country or partners from other countries (3x)
- More information on the situation of child labor in Mali
- Improved communication with NGOs working on child labor
- National platform for policy influencing
- Set up of a blog or website
- More lobby and advocacy

[44] Several partners in India, Uganda and Zimbabwe indicated no improvement is necessary

6. Fundraising and Monitoring and Evaluation (M&E)

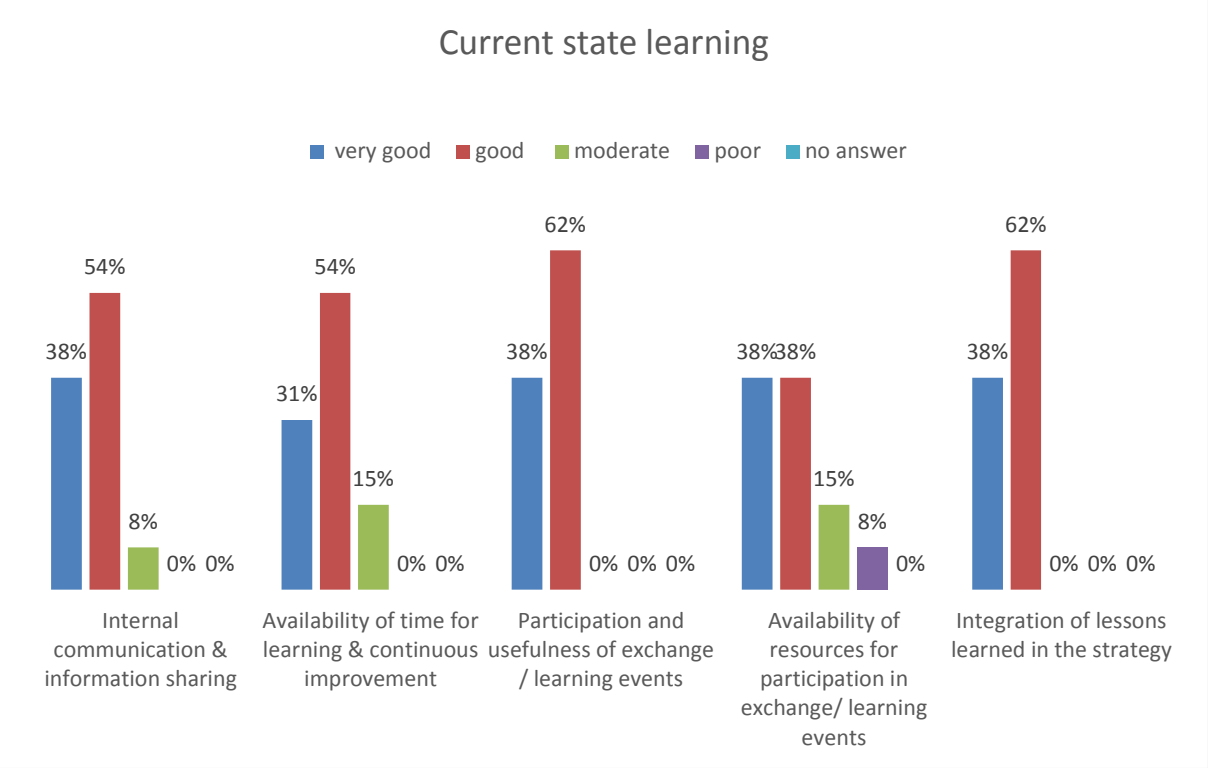


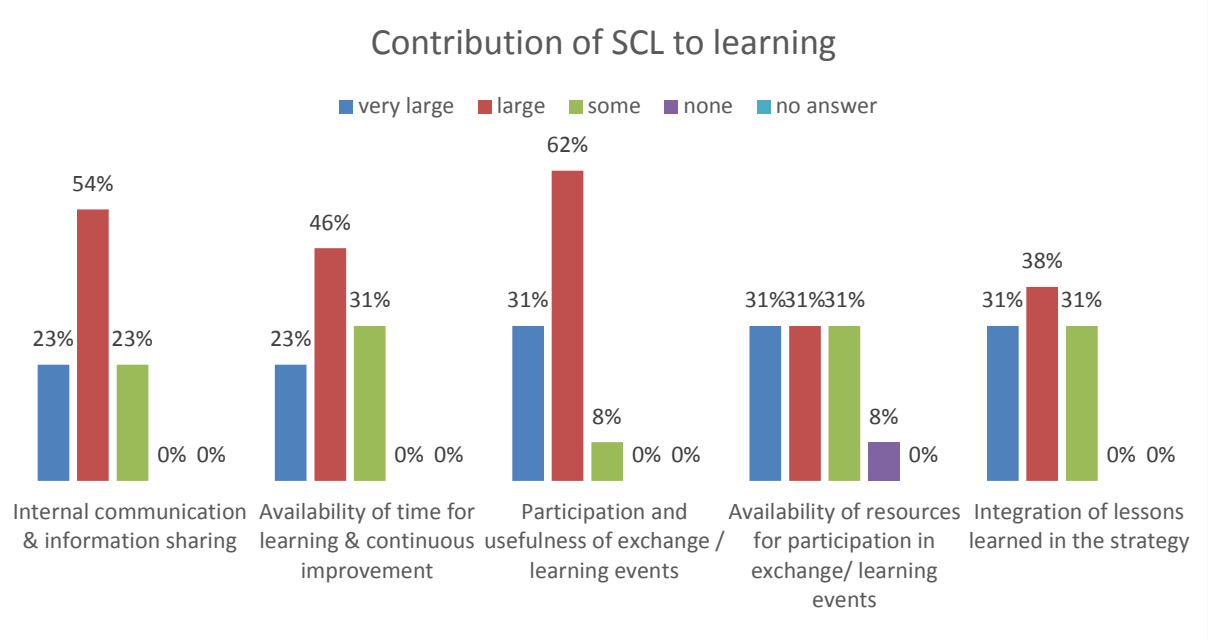


What is needed for further improvement?

- Capacity building on M&E, statistical research techniques, data analysis (8x)
- Capacity building on documenting good practices/ lessons learned
- Capacity building on fundraising (2x)
- Support organizations with setting up computerized database, software for monitoring (2x)
- Search for new partners
- Funding (4x)
- Introducing SCL partners to potential donors (2x)
- Encourage sharing and providing feedback on project proposals within the consortium (in the same country)
- Timely disbursement of allocated funds (1x)
- More M&E visits

7. Learning





What is needed for further improvement?[45]

- Exchange events across countries (3x) and its funding (3x)
- Translation of material into Spanish
- Improved internal communication and network between internal and external actors
- Periodically evaluate the need for training of agents
- Periodic review of NGOs strategy based on lessons learned
- More time for learning, learning events planned half-way of the project not end.

[45] Partners in India indicated no improvement is necessary

Appendix 4: Questionnaires and checklists

Section 1.1. At community / CLFZ level: community groups, parents, teachers, those that have direct contact with children that have worked in the 'sector'

See Section 2.1 for CLFZ community level
See Section 2.3 for interviews with supporting organisations.

Section 1.2. Producer organisations / companies / trade unions (at producer level)

Organisation:
Village / community to which work is related:
Supply chain:
Person (name):
Function:
Date:
Subject
1. Story of most significance change • [open question] can you describe in brief what has bene the process of change within your organisation / company about the changed attitudes towards child labour and child labour free zones during the last years?

2. Perceptions within your organization on benefits of working with CLFZ
• [open question] What are for your organisation the main benefits of working with communities where children do not work but go to school? What have you learned during the last years about these benefits? Why is this good for your company?
• [open question] What is the specific advantage of child labour free **zone** (as compared to only working with child labour free **supply chain**?)
• More specifically, what are for your company the main benefits of children going out of work and into school? Probe (see also checklist of benefits below):
  • Higher productivity?
  • Higher wages?
  • Less casualties in the work?
  • Better incomes?
  • …
• Are there also any negative effects of working with CLFZs? Probe:
  • Lower productivity?
  • Less family incomes?
  • …
• In the above listed benefits of CLFZs, can you make a distinction between 'quick wins' and 'late wins'? Is it a problem that the benefits of working in CLFZs are mainly apparent in the longer term? If yes, how could benefits in the short term be stimulated?
• If you would promote working with CLFZs to another company, how would you do that? What benefits would you mention?

3. Services received
• [open question] What are the activities, information or events that made your organisation / company change your opinion about child labour and CLFZs?
• More specifically, which of the following activities have influenced your opinions:
  • Lobby and advocacy on your organisation
  • Communication about success stories in other CLFZs
  • Government pressure
  • Pressure from buyers or customers
  • Pressure from mother / international companies
  • Other …

- Which of the above activities were provided by the 'Out of Work' programme? What has been the contribution of this programme to the change of your opinions?
- Are you convinced about the benefits of working with CLFZs? If not, what would be required to be convinced?

4. Services provided

- What have been the services provided by your company to the CLFZ?
- More specifically, what support activities were provided? Make a distinction between:
  - Support activities to communities and families
  - Support activities to community groups?
  - Support activities to schools and teachers?
  - Support activities on income generation for families?
  - Other …
- Which of the above activities will be provided in the coming years?
- Which of the above activities will not anymore be provided in the coming years?

5. Perceptions on the social norm

- [open question] In your company, has a social norm been firmly established, that in the communities of employees / workers children should not work but go to school?
- More specifically, in the community/ies you have worked (please also provide examples):
  - what measures does your company take to assure that children will go to school?
  - what measures does your company take to support CLFZs to realise their norm of children going to school?
  - what measures does your company take if employers within your company do not respect the norm of no child labour?
  - what measures does your company take if a family has very low incomes and for that reason would be inclined to send its children to work?
  - what measures does your company take to promote the concept of CLFZs and the community norm of children going to school?
  - what measures does your company take to stimulate government agencies about the community norm of children going to school? What does your company community do if the government does not support this norm?

6. Perceptions on sustainability of the achieved results

- In your company, will there be constraints in the coming years to sustain the norm of 'children should not work but go to school'? If yes, what will be done to sustain this norm in the coming years?
- In the community/ies you have worked with, do you think they will be able to sustain the positive changes? If not, how could your company provide support to overcome the constraints?

7. Mainstreaming in your own company

- In your own company, is the concept of working in CLFZs applied (mainstreamed) through the whole company? Is it being applied in all supply chains and countries where the company operates?
- Has the concept of working in CLFZs been promoted within the company, to be adopted in all other supply chains? If yes, how has this promotion taken place? What has been used as the (most) convincing evidence?
- What measures have you taken to assure that third party suppliers to your company also adhere to the norm of 'children do not work but go to school'?
- Has your company taken measures to build up capacities on working with CLFZs? If yes, what capacities have been developed? Are there still capacities missing or in need of strengthening to work with CLFZs?

8. Perceptions on upscaling effects

- Are there other companies in the sector you are working that have requested information about the concept of CLFZ in their supply chains?
- Do you think that the concept of CLFZs can also be mainstreamed in existing certification standards in the sector/s you are working?
- Have you promoted the concept of CLFZs? Or would you be willing to do so? What support would you need to do so?
- Does your company collaborate with government agencies? Do they understand what should be done to assure that children go to school? Would you be willing to promote the concept of CLFZ to government agencies?

Section 1.3. Other relevant supply chain actors: in the country, including those that have been in contact with these actors, relevant government bodies and international companies

Organisation:
Supply chain:
Relations with producer companies or suppliers:
Person (name):
Function:
Date:
Subject
1. Story of most significance change • [open question] can you describe in brief what has bene the process of change within your organisation / company about the changed attitudes towards child labour and child labour free zones during the last years?

2. Perceptions within your organization on benefits of working with CLFZ
• [open question] What are for your organisation the main benefits of working with suppliers where children do not work but go to school? What have you learned during the last years about these benefits? Why is this good for your company?
• [open question] What is the specific advantage of child labour free **zone** (as compared to only working with child labour free supply chain?)
• More specifically, what are for your company the main benefits of working with suppliers that adhere to children going out of work and into school? Probe (see also checklist of benefits below):
  • Reputation?
  • Risk aversion?
  • Access to markets?
  • Consumer demand?
  • …
• If you would promote working with CLFZs to another company, how would you do that? What benefits would you mention?

3. Services received
• [open question] What are the activities, information or events that made your organisation / company change your opinion about child labour and CLFZs?
• More specifically, which of the following activities have influenced your opinions:
  • Lobby and advocacy on your organisation
  • Communication about success stories in other CLFZs
  • Government pressure
  • Pressure from buyers or customers
  • Pressure from mother / international companies
  • Other …
• Which of the above activities were provided by the 'Out of Work' programme? What has been the contribution of this programme to the change of your opinions?
• Are you convinced about the benefits of working with CLFZs? If not, what would be required to be convinced?

4. Services provided
• What have been the services provided by your company to the CLFZ?
• More specifically, what support activities were provided? Make a distinction between:
  • Support activities to communities and families
  • Support activities to community groups?
  • Support activities to schools and teachers?
  • Support activities on income generation for families?
  • Other …
• Which of the above activities will be provided in the coming years?
• Which of the above activities will not anymore be provided in the coming years?

5. Mainstreaming in your own company • In your own company, is the concept of working in CLFZs applied (mainstreamed) through the whole company? Is it being applied in all supply chains and countries where the company operates?

• Has the concept of working in CLFZs been promoted within the company, to be adopted in all other supply chains? If yes, how has this promotion taken place? What has been used as the (most) convincing evidence? • Has your company taken measures to build up capacities on working with CLFZs? If yes, what capacities have been developed? Are there still capacities missing or in need of strengthening to work with CLFZs?
6. Perceptions on upscaling effects • Are there other companies in the sector you are working that have requested information about the concept of CLFZ in their supply chains? • Do you think that the concept of CLFZs can also be mainstreamed in existing certification standards in the sector/s you are working? • Have you promoted the concept of CLFZs? Or would you be willing to do so? What support would you need to do so? • Does your company collaborate with government agencies? Do they understand what should be done to assure that children go to school? Would you be willing to promote the concept of CLFZ to government agencies?

Checklist of potential benefits of CLFZs for companies

Early-benefit	Specific benefits
Operational efficiency and risk management	• Cost reduction • Improved productivity of operations • Improved quality of products • Reduced operational risks
Social benefits	• Improved working conditions & worker benefits • Employee satisfaction & retention • Less casualties
Supply chain risk management	• Reduced risks in supply chains • Enhanced supply security (volume, quality)
Market access or reward	• Enhanced reputation • Enables to differentiate from other brands or companies • Client retention • New clients • Additional cash premium or higher prices
Trading relationships	• More favourable trading relationships (e.g. stability, volumes, payment terms)
Access to finance	• Improved investor communications • (More favourable) access to finance
NGO & donor relationships	• Civil society communication and dialogue • Partnership building • Networking / business opportunities
Access to knowledge and support	• Access to information • Access to capacity building • Access to inputs • Access to innovation
Sector coordination	• Sector transparency • Sector-wide dialogue and agreement on sustainability • Pre-competitive space to discuss sector issues (e.g. living wage)
Policy influence	• (joint) Policy dialogue • (joint) Lobby and advocacy

Section 2 Checklist for FGDs and interviews in the CLFZs

Section 2.1. Focus Group Discussions – main subjects

Village / community:
Type of group:
Focus group members (names):
Date:
Subject
*1. Main changes **over last 2-3 years*** • What were the main sources / employers of child labour? What have been the main changes in relation to child labour? Positive and negative? What has caused these changes? • What were the main problems in relation to children's education? What have been the main changes in relation to schools, teachers and children's education? Positive and negative? What has caused these changes? • What were the main sources of employment and income? What have been the main changes in terms of incomes and employment? Positive and negative? What has caused these changes? • Were there many families who found labour outside the community? What have been the main changes? What has caused these changes? • Were there many families migrating to the community? What have been the main changes? What has caused these changes? • What have been the main changes in terms of community cohesion? Positive and negative? What has caused these changes?

2. Interventions that took place by the programme – if not already mentioned above (specify relevance for a community or teacher group)
• What support activities did communities and families receive during the last 2-3 years, and what was the level of appreciation? Options are:
  • Training, specify what type
  • Inventory / research on child labour, specify how this was done
  • Awareness / communication events on child labour, specify what type (options are: radio, film, theatre, sports, arts, …)
  • …
• What groups were supported or newly created in the community?
  • Existing groups, e.g. church-based groups, women's groups, …
  • Newly formed groups
  • …
• What support did these community groups receive in relation to child labour and education?
  • Training on how to monitor child labour
  • Information of how to address families with child labour
  • …
• What support activities did schools and teachers receive during the last 2-3 years, and what was the level of appreciation? Options are:
  • Improving access to schools, specify how (options are: improved roads, transport, improved safety, …)
  • Starting up non-formal education in or near the community, working with volunteers
  • Making schools more affordable, specify how (options are: school fees, school materials, school lunches, …)
  • Making schools a safer place, specify how (options are: classroom quality, water & sanitation, …)
  • Teacher training and motivation, specify what type (options are: child-centred communication to parents, inclusive education, special care for specific children, ….)
  • Bridge schooling activities for those who transition from work to school
  • …
• What support activities were provided to support income generation for families? Options are:
  • More productive farming
  • More effective marketing
  • Negotiations on higher wages
  • Collective savings
  • ….

3. Perceptions on the social norm

- What measures do families take to assure that their own children will go to school? Provide a real case example.
- What measures do families take to assure that children of other families will go to school? Provide a real case example.
- What measures are taken if a family in the community does not comply with the norm of children going to school? Provide a real case example.
- What measures are taken if a family has very low incomes and for that reason would be inclined to send its children to work? Provide a real case example.
- What measures are taken by the community to inform potential employers about the community norm of children going to school? What does the community do if an employer does not respect this norm? Provide a real case example.
- What measures are taken by the community to inform government agencies about the community norm of children going to school? What does the community do if the government does not support this norm? Provide a real case example.

4. Influence of migration

- Does it occur that parents find employment outside the community? Does it cause a problem for their children going to school?
- If parents are absent because of labour outside the community, what is done to assure that their children will go to school?
- Does it occur that new families arrive in the community? Is it a problem for them to comply with the social norm of children going to school?
- If new families arrive in the community, what is done to inform them on the social norm of children going to school?

5. Relation to internal factors

- Probe in above questions for the underlying causes of the perceived changes and measures being taken. Causes can be related to:
  - Changes in community cohesion
  - Changes in perception and knowledge
  - Changes in economic opportunities
  - Changes in informal rules
  - Changes in formal legislation
  - …

6. Perceptions on sustainability of the achieved results

- What will be the situation if the community does not anymore receive programme support in the coming years?
- What are the main constraints for the community to sustain the positive changes? What will be done to overcome these constraints?

7. Perceptions on upscaling and copying effects

- Are there other communities that are copying or adopting the measures taken in this community to ensure that all children go to school?
- Are there other communities that request or inform themselves on how that could be done?
- Are there indications that potential employers understand what should be done to assure that children go to school? Are there indications that they will apply this understanding in other communities?
- Are there indications that government agencies understand what should be done to assure that children go to school? Are there indications that they apply this understanding in their administrative region?

Section 2.2 Individual interviews with all participants to FGD

	Questions	**Code**	**Code List**
1	For your family, how has income changed over the last 2-3 years?		1=improved 2=not changed 3=decreased 4=do not know
2	For your family, how have income opportunities changed over the last 2-3 years?		As above

	Questions	Code	Code List
3	How has wellbeing of your children changed over the last 2-3 years?		As above
4	How has access to education for your children changed over the last 2-3 years?		As above
5	How has the quality of education for your children changed over the last 2-3 years?		As above
6	How has the cost of education for your children changed over the last 2-3 years?		As above
7	How has social cohesion in your community changed over the last 2-3 years?		As above
8	How does overall wellbeing in your community compare with surrounding communities?		1=better 2=the same 3=worse 4=do not know
9	How does wellbeing of children in your community compare with surrounding communities?		As above
10	How does the quality of education in your community compare with surrounding communities?		As above
11	How does social cohesion in your community compare with surrounding communities?		As above
12	What would you do if someone in the community does not comply with the norm of sending its children to school?		1=inform the parent that this is not good 2=inform the community committee 3=inform the teacher 4=inform the community leader 5=do nothing 6= otherwise: XXX
13	What would you do if you know that a producer working in the area does not comply with the regulations of child labour?		As above
14	Does the community need support from external organisations to assure that the norm of children going to school will be respected?		1=no, we can manage in the community 2=yes, we need support by government 3=yes, we need support by labour union or NGOs 4= yes, we need support by others 5=do not know

Section 2.3 Individual interviews with community leaders

For individual interviews, also use the checklist of the FGDs Section 2.1.
In addition, some additional subjects will be discussed.

Village / community:
Person (name):
Function:
Date:
Subject
All subjects of Checklist 2.1
8. Comparison with surrounding communities • How does overall wellbeing in your community compare with surrounding communities? • How does wellbeing of children in your community compare with surrounding communities? • How does the quality of education in your community compare with surrounding communities? • How does social cohesion in your community compare with surrounding communities?

9. Relation to external factors
• What are factors outside the community that have contributed to the success of being a CLFZ? Options are:
  • Economic factors, for instance better employment opportunities in the community, or better accessibility
  • Institutional or legal factors: better legislation, involvement in multi-stakeholder platform, …
  • Personal factors: good relations with NGOs, labour unions or government agencies, …

Section 2.4 Individual interviews with stakeholders

Individual interviews need to be done with the organisations supporting the CLFZ, being NGOs, labour unions, CBOs and/or government agencies. For the interviews, we use the following checklist. In addition, some additional subjects will be discussed.

The following are the most relevant questions.

Organisation:
Village / community to which work is related:
Person (name):
Function:
Date:
Subject

1. Services delivered
• [open question] What were the most important services that your organisation has delivered to the CLFZ community in the past 2-3 years?
• More specifically, what support activities were provided? Make a distinction between:
  • Support activities to communities and families
  • Support activities to community groups?
  • Support activities to schools and teachers?
  • Support activities on income generation for families?
  • Other …
• Which of the above activities will still be provided in the coming years?
• Which of the above activities are not any more needed in the coming years?

*2. Main changes **over last 2-3 years*** • In the community/ies you have worked, what have been the main changes in relation to child labour? Positive and negative? What has caused these changes?

- In the community/ies you have worked, what have been the main changes in relation to schools, teachers and children's education? Positive and negative? What has caused these changes?
- In the community/ies you have worked, what have been the main changes in terms of incomes and employment? Positive and negative? What has caused these changes?
- In the community/ies you have worked, what have been the main changes in terms of community cohesion? Positive and negative? What has caused these changes?
- In the community/ies you have worked, what are changes that you had not expected to take place? Positive and negative? What has caused these changes?

3. Perceptions on the social norm

- [open question] In the community/ies you have worked, has a social norm been firmly established, that children should not work but go to school?
- More specifically, in the community/ies you have worked (please also provide examples):
  - what measures do families take to assure that their own children will go to school?
  - what measures do families take to assure that children of other families will go to school?
  - what measures are taken if a family in the community does not comply with the norm of children going to school?
  - what measures are taken if a family has very low incomes and for that reason would be inclined to send its children to work?
  - what measures are taken by the community to inform potential employers about the community norm of children going to school? What does the community do if an employer does not respect this norm?
  - what measures are taken by the community to inform government agencies about the community norm of children going to school? What does the community do if the government does not support this norm?

4. Influence of migration

- In the community/ies you have worked, if parents are absent because of labour outside the community, what would you advise families to do to assure that their children will go to school?
- In the community/ies you have worked, if new families arrive in the community, what would you advise to assure that the social norm of children going to school is adhered to?

5. Relation to internal factors

- In the community/ies you have worked, what are internal factors that have contributed to the establishment of the CLFZ:
  - Changes in community cohesion
  - Changes in perception and knowledge
  - Changes in economic opportunities
  - Changes in informal rules
  - Changes in formal legislation
- …

6. Perceptions on sustainability of the achieved results

- In the community/ies you have worked, what will be the situation if the community does not anymore receive programme support in the coming years?
- In the community/ies you have worked, what are the main constraints for the community to sustain the positive changes? What will be done to overcome these constraints?

7. Perceptions on upscaling and copying effects

- Are there other communities that are copying or adopting the measures taken in the communities where you have worked, to ensure that all children go to school?
- Are there other communities that request support from your organisation, in order to become a CLFZ?
- Are there potential employers that request from your organisation, in order to support or work with a CLFZ? Are there indications that they will apply this understanding in other communities?
- Does your organisation collaborate with government agencies? Do they understand what should be done to assure that children go to school? Are there indications that they apply this understanding in their administrative region?

8. Relation to external factors

- What are factors outside the community that have contributed to the success of this CLFZ? Options are:
  - Economic factors, for instance better employment opportunities in the community, or better accessibility
  - Institutional or legal factors: better legislation, involvement in multi-stakeholder platform, …
  - Personal factors: good relations with NGOs, labour unions or government agencies, …

Section 3: Checklist of interviews on lobby & advocacy work

Section 3.1 Checklist interviews coalition partners on L&A
NB Questions will focus upon selected value chains

Main interventions / activities by the programme: • Those oriented at companies, at public policies, at different levels • Who has done what? Are tasks differentiated? How is the collaboration in the coalition? How is the collaboration with the coalition partners? • How were the L&A activities prepared? How were they coordinated? • How is external communication organised? Are you satisfied by the quality of external communication? • What have been the main constraints in executing the activities? How were these overcome (or not)?

Successes and success factors
• Description of the success
• Contribution to the success by the programme (refer to activities mentioned above)? What has created most leverage (activity, event, communication, …)?
• Could the partners also have achieved these successes by themselves / alone? explain
• How has the external context changed over the last 2.5 years influencing the potentials for L&A work? Options are:
  • Legal context
  • Public opinion
  • Financial resources
  • …
•

Main added value
• What is the main added value of the coalition? Options could be:
  • The credibility of the work on CLFZs
  • The broad coalition and related network
  • ..
• How could the added value of further strengthened?
• Do you collaborate with or refer to certification standards in conducting L&A activities?

Lessons learned • List the main lessons learned over the last 2.5 years • What would you have done otherwise, if possible? • Is L&A work on child labour expected to be more successful in coming years?
Unintended effects • What has been unexpected spin-off from the work done by the coalition? For example in relation to requests or feed-back from companies, governments, request for services, …

Section 3.2 Checklist interviews relevant stakeholders on L&A activities by the program

Organisation:
Supply chain:
Relations with producer companies or suppliers:
Person (name):
Function:
Date:
Subject
1. Story of significance change and added value • [open question] can you describe in brief what has been the process of change within yourself or your organisation about the changed attitudes towards child labour and child labour free zones during the last years? • [open question] What has been the contribution to this change by the Stop Child Labour coalition partners? More specifically, what has been their added value?

- [open question] Do you have any advice to the Stop Child Labour Coalition, in terms of lessons, scope for improvement, things to refrain, …

2. Benefits of working with CLFZ

- [open question] What are according to you the main benefits of communities where children do not work but go to school? Why is this good for companies in the supply chains?
- [open question] What is the specific advantage of child labour free **zone** (as compared to only working with child labour free **supply chain**?)
- What has been unexpected spin-off from the work done by the Stop Child Labour Coalition?

3. Services received

- [open question] What are the activities, information or events that made yourself / your organisation change your opinion about child labour and CLFZs?
- More specifically, which of the following activities have influenced your opinions:
  - Lobby and advocacy on your organisation
  - Communication about success stories in other CLFZs
  - Government pressure
  - Pressure from buyers or customers
  - Other …
- Which of the above activities were provided by the 'Out of Work' programme? What has been the contribution of this programme to the change of your opinions?
- Are you convinced about the benefits of working with CLFZs? If not, what would be required to be convinced?

4. Mainstreaming and upscaling

- [open question] What would be further required to scale up the concept of working in CLFZs? Do you have concrete suggestions?
- Have other countries / companies / supply chains requested for information in order to mainstream the concept of CLFZs?
- In your own organisation, how is the concept of working in CLFZs being mainstreamed? Is it being applied in all supply chains and countries where the policy is applicable?
- Has the concept of working in CLFZs been promoted by yourself or your organisation? What has been used as the (most) convincing evidence?
- Do you think that the concept of CLFZs can also be mainstreamed in existing certification standards in the sector/s you are working?

Appendix 5: Partner digital survey format

OPEN QUESTIONS				
	1. What are the skills that you have especially learned as a result of the involvement in the SCL Out of Work programme during the last 2.5 years?	Response:		
	2. What has been according to you the usefulness of the exchange visits organised by the SCL Out of Work programme?	Response:		
TABULAR PART				
	legend for response on current state		**legend for response on contribution**	
	There is strong evidence / no complaints / very good quality =	Very strong	None	
	There is evidence / few complaints / good quality =	Strong	Some	
	There is weak evidence / some complaints / moderate quality =	Maybe / moderate	Large	
	There is no evidence / several complaints / poor quality =	No / poor	Very large	
Capability	**Statement**	**Current state at organisation level**	**What has been the contribution of the SCL Out of Work Programme resources and related activities during the last 2.5 years to the current state of capabilities in the organisation?**	**What is further need for improvement on this capability: please mention specific remaining needs or subjects**
	We have sufficient staff available with necessary expertise to carry out the work for the SCL Out of Work programme			

Human resources and systems	We have sufficient staff available for M&E activities as required by the SCL Out of Work programme			
	We have sufficient time and resources for networking and external communication			
	We have a good gender balance in staffing			
	We are flexible enough to adapt our staff composition to new priorities of the SCL Out of Work program			
	Our internal management systems are in place and work well			
Strategic planning	We have sufficient knowledge of strategic planning principles			
	We can work with result chains (and theory of changes)			
	We have the ability to quickly respond to new opportunities, for instance in relation to policy changes or initiatives by companies			
	We align with the overall strategy of the SCL Out of Work programme			
Service delivery	We have adequate skills to provide the following services for developing CLFZs: 1. training and awareness raising 2. community organisation 3. supporting school teachers	1. 2. 3.		what are missing skills for developing CLFZs?
	We have the skills to support/ facilitate local multi-stakeholder platforms / networks that deal with child labour issues			what are missing skills for supporting stakeholder platforms?
	We have the skills to influence public policy: 1. at local level 2. at national level	1. 2.		what are missing skills for lobbying policy makers?
	We have the skills to facilitate linkages with companies: 1. building trust and creating awareness 2. establishing good contracts 3. assuring their sustained support to CLFZs	1. 2. 3.		what are missing skills for linkages with companies?
	We have the skills to develop the business case for companies involvement in CLFZs			

Collaboration with partners	We are good in external communication (internet, social media, publications, etc.)			
	We are good in interacting with relevant *public sector agencies*			
	The activities of the SCL Out of Work programme in this country are well coordinated			
	There is a good interaction and share of information with SCL partners that are involved in the lobby and advocacy activities relevant to our work (e.g. working on relevant policies in the Netherlands or the EU)			
	There is a good coordination structure on child labour initiatives in this country			
	We are good in interacting with (other) *NGOs* and building partnerships with them			
	There is an effective collaboration with the partners of the SCL Out of Work programme			
Fund raising	We are successful in fundraising outside the SCL Out of Work programme and its coalition partners			
	The available financial resources by the SCL Out of Work programme and its partners match our ambitions			
Monitoring and evaluation (M&E)	We have a good M&E plan			
	We apply good data collection practices / methods			
	We have the skills to analyse and draw lessons from M&E data			
Learning	There is good internal communication and sharing of information in the programme			
	We have sufficient time available for learning and continuous improvement within the organisation			
	Participation in exchange / learning events within the SCL Out of Work programme has been useful			
	Participation in exchange / learning events outside the SCL Out of Work programme has been useful			

	We have sufficient resources available for participation in exchange / learning events			
	Learning is high on the agenda and lessons learned are integrated in new strategies within our organisation			