

END TERM MEETING

'OUT OF WORK AND INTO SCHOOL'

22nd -24th MARCH 2017
FOREST COTTAGES, KAMPALA, UGANDA



Rapporteur's Report

By
Doreen M. Katto



Contents

LIST OF ACCRONYMS	ii
1. Introduction	3
2. Evaluation and Lessons Learned	4
2.1 Feedback from fieldtrips in Kasubi and Erussi	4
2.2. Group work on Key Achievements and Lessons Learned	6
2.3. Findings and Discussions on External Evaluation	7
3. Sustainability of CLFZs and Way Forward	9
3.1 Sustainability of CLFZs	9
3.2 Way forward	10
4. Working with companies and CSR initiatives in the creation of CLFZs	12
4.1 Responsible business and SCL	12
4.2 How to work with companies in addressing child labour	14
4.3 North-South linkage including lobby & advocacy	17
4.4 World Café	19
Appendix 1: Highlights from the evaluation report presentation	20
Appendix 2: Programme for the End Term Meeting	26
Appendix 3: List of participants	31

LIST OF ACCRONYMS

CEFORD:	Community Empowerment for Rural Development
CLFZ:	Child Labour Free Zone
CSR:	Corporate Social Responsibility
ILO:	International Labour Organisation
IP:	Implementing Partner
KCL:	Kyagalanyi Coffee Ltd.
MVF:	Mamidipundi Venkatarangaiya Foundation
Nascent RDO:	Nascent Research and Development Organisation
PTA:	Parents Teachers Association
SCL:	Stop Child Labour
SMC:	School Management Committee
SRHR:	Sexual Reproductive Health and Rights
UNATU:	Uganda National Teachers Union
VSLA:	Village Savings and Loans Associations

1. Introduction

The end term meeting for the Out of Work and into School project took place in Kampala from 22nd - 24th March 2017. The event was organised by Hivos/SCL following the implementation of the Out of Work and into School programme in several countries (2014 - 2017). It was attended by participants from India, Zimbabwe, Mali, Nicaragua, Uganda, Tanzania, The Netherlands, Kenya and Belgium. Participants included the SCL coalition members and Implementing Partners (IPs), teachers unions, and members of the supply chain in the private sector.

The end term meeting began with remarks from the Global Stop Child Labour (SCL) coordinator Ms. Sofie Ovaa who welcomed participants and mentioned that the concept of CLFZs has been very successful, not only in India where it started but in many other countries; and not only by empowering children to go to school, but also in many other areas such as in improving wages of adults, increasing the attractiveness and child friendliness of schools and in empowering women and girls. She noted that children rights are violated when they do not go to school. She added that Hivos as a human rights focussed organisation has zero tolerance to discrimination.

The programme of the end term meeting was divided into three parts - evaluation and lessons learned (day 1); sustainability and way forward (day 2); and working with companies and CSR initiatives (day 3).

2. Evaluation and Lessons Learned

In this section we present brief highlights from the field visits to the Out of Work and into School CLFZ projects implemented in Kasubi, Kampala and in Erussi, West Nile as well as achievements, challenges and lessons learned from the presentations, external evaluation report, and discussions.

2.1 Feedback from fieldtrips in Kasubi and Erussi

Two teams were dispatched to different locations for field visits to CLFZ projects in Uganda. One team visited a project implemented by Community Empowerment for Rural Development (CEFORD) in West Nile, and another team visited a project implemented by Nascent Research and Development Organisation (Nascent RDO) in Kasubi.

2.1.1 Kasubi field visit

The team that visited the project implemented by Nascent RDO, including the Kasubi Bridge Center and Kasubi Family Primary School - one of the 9 schools that have been partnering with Nascent RDO by re-enrolling children withdrawn from child labour. Additionally, the team visited a community where they experienced theatre for development as one of the mechanisms used by Nascent RDO to mobilise parents to take and keep their children in school. The Kasubi team later had an interaction with community volunteers, members of the Village Savings and Loans Associations (VSLA) and youth volunteers, and attended a ceremony to handover the project to the community and local government.

Key achievements from the project:

- 452 children have been rehabilitated and facilitated to go back to the formal school system through the bridge school method.
- Awareness has been created through community involvement, participation of local government officials, and media campaigns.
- Children were given life skills training which covered topics like how to make useful decisions in their lives when faced with crises.
- Parents/care givers were trained on income generating activities and saving and were motivated to earn income while children attend school.
- There is a healthy collaboration among all the stakeholders including school teachers, parents, local government officials, and development partners.
- All stakeholders have embraced the CLFZ concept by participating in empowering initiatives to return children to school.
- Nascent RDO handed over the project to the community at a colorful ceremony attended by project officials, local government representatives, and development partners who are working together towards creating CLFZs.

Key challenges:

- There is only one government primary school in the area and there is need for more.
- Transition from primary to secondary school levels is low and this needs to be addressed.
- There is need to strengthen existing structures at the schools such as school management committees and parents' teachers' associations.
- There is need for more documentation of the good practices.
- There is need for support by Nascent RDO to guide the transition of the CLFZ to the local government and the community.

- There is need for a kind of center where people can come together to talk about new child labour cases, support for children getting back to school, rehabilitation of children, a place where more dialogue can take place to deal with new challenges and to sustain the CLFZ.

2.1.2 Field visit to Erussi

The team to West Nile visited the CLFZ project implemented by CEFORD, UNATU, Kyagalanyi Coffee Ltd (KCL) and UTZ Certified. The field visit started with a ceremony in the Erussi primary school, which was attended by local government representatives, the project officials, teachers, school management committees and other stakeholders. During the ceremony all different partners and stakeholders expressed their appreciation for the project and elaborated on the change that has taken place in the area. During this ceremony, pictures from the photographer Jimmy Nelson were handed over to the school and a video on the process of taking the pictures in Erussi was shown. After the ceremony, the field team was split in 3 different groups, each group visiting a number of schools, Village Savings and Loan Associations groups and KCL and non-KCL farmer households to get further insight in the results of the programme.

Key achievements from the project:

- Awareness has been created at the household, and production levels where child labour usually emanates from; and at the school, community, and local government levels where it can be eradicated at.
- Stakeholders at all levels – family, school, community, local government, and private sector are sharing responsibility to stop child labour and create CLFZs.
- Adults are now taking up the work, which was initially done by children so that children can go to school.
- Stakeholders including parents, teachers, local government, and private sector are all complementing and supporting each other.
- There is increase in the number of children enrolling in schools.
- At the household level, participation of Kyagalanyi Coffee Ltd and UTZ Certified have been very instrumental in empowering local producers to appreciate the importance of creating an income at the household level while enabling children to enjoy their rights.
- At the schools, teachers and other school officials have become motivated in bringing children to school and helping them to stay in school.
- There is an increase in family agricultural production, even though children are attending school. Parents and communities now appreciate that sending children to school is not leading to reduction in family income.

Key challenges:

- Increased school enrolment as a result of the project initiatives is putting a strain on facilities like space – classrooms are not enough to accommodate the numbers.
- Government response to address the strain on school infrastructure and increasing staff needs is very slow.
- Accelerated learning is new; there is need for more awareness to enable older children who dropped out of school to be assisted to match their age in the school system when they are withdrawn from child labour.
- Transition from primary to secondary school levels is low and this needs to be addressed.
- Although tuition is free, there is a burden on parents regarding other costs that need to be met for children to be in school and stay there.

- There is need to strengthen existing structures at the school such as school management committees and parents' associations.
- Although many girls enroll, there is still a high drop-out rate. Some gender issues arise that affect girls' enrolment and retention, especially early marriages. It is important to find out who is marrying these girls and address the issue accordingly. Are it their peers or are it older men?
- Absenteeism for girls because of lack of sanitary materials when they are going through menstruation is a problem. Also the lack of female teachers is problematic as girl children lack a role model and someone they can trust and confide with female issues.
- There is need for more documentation of the good practices.

2.2. Group work on Key Achievements and Lessons Learned

Different country teams identified their greatest accomplishments and challenges during the implementation of the Out of Work and Into School programme. These are presented in table 1 below:

Table 1: Greatest accomplishments and challenges as experienced by country teams

Greatest accomplishment	Challenges	GENERAL CONCERNS
UGANDA; West Nile (UNATU, CEFORD); Kasubi (Nascent)		
<ul style="list-style-type: none"> • Changing the mindsets of parents, local leaders, private sector to support through CSR and participate in creating CLFZs: <ul style="list-style-type: none"> - Communities appreciate and support initiatives to empower children to attend school. - Teachers are appreciating the need to make schools more friendly. - Parents can now pay school fees where there is need. - Children have also changed attitude and are tracking fellow children to attend school rather than work. • Government is enforcing by laws of children attending school. • Many children are going back to school in the CLFZs in Uganda. 	<ul style="list-style-type: none"> • Early marriages and sexual reproductive health and rights (SRHR) issues affecting the girl child's school attendance and retention. • There is no corresponding response from government on adjusting structures, and facilities to accommodate the increase in numbers going to school. • Children crossing borders to and from DRC and due to difference in school terms across countries is still a challenge to be addressed. 	<ul style="list-style-type: none"> • Disability seems to be a silent issue in child labour rhetoric and practice. • SRHR and/or sanitation issues for girls – affects retention and results in reversion of girls to child labour. • Need to identify other issues that pertain to child labour such as migration, disability, SRHR, factors engrained in traditions, and other child welfare issues should be mainstreamed into the SCL focus. • The unique case of nomadic communities; how to ensure the children in moving
MALI; Enda Markala, Enda Bougouni, CAEB, SNEC		
<ul style="list-style-type: none"> • Many children are going to school (e.g. in the project area of Enda Markala, school attendance increased greatly from 42 to 89 percent). • Children not attending school were categorised by age; 6-8 yr old went back to school; 8-12 attended accelerated learning centers; 13-18 are learning with tutors to get vocational skills. E.g. children that were working in 	<ul style="list-style-type: none"> • Children coming from other communities and other countries (migration) where sensitization has not been done. • It was not possible to get financial support from companies/private sector to get training materials for schools. 	

the mining areas were removed from working there and were trained in other skills such as soap making.	<ul style="list-style-type: none"> It is difficult to keep children of nomadic herdsmen who move from one place to another in school. 	families attend school is still a challenge.
ZIMBABWE; Chipinge (CACLAZ, ZIMTA, PTUZ, ZNCWC)		
<ul style="list-style-type: none"> CSR engagement with tea companies and outgrowers association. Companies came on board to support initiatives around making schools child friendly. Establishing incubation centers. Successful mobilisation of other stakeholders, especially government, development partners, and trade unions. 	<ul style="list-style-type: none"> Bureaucracy among the partners and synchronizing the energies – led to time loss. Delays by Ministry of Education to sign the MoU to give permission to work in schools. 	<ul style="list-style-type: none"> It is important to map and tap into other resources that facilitate addressing the issue of child labour or education. School infrastructure and staff/teacher shortage; requires parallel scaling up to match increasing numbers of children returning to school.
INDIA; SAVE ; Manjari; SCL Platform/MVF		
<ul style="list-style-type: none"> Different CLFZs have been created in India, in Rajasthan in a natural stone area and in Tirupur in the garment sector. The community embraced SCL initiatives. Many children are now in school rescued from child labour. Formerly children working in the garment industry, exporting to Europe have benefited from the CLFZs in one and a half year. High level of volunteers who participated in tracking children who are in child labour, including 2 companies volunteered to get children out of global production. Managed to engage with different stakeholders in working on the project. Had consultations with stake holders across the country. 	<ul style="list-style-type: none"> The income tax department decided to levy tax and this disturbed the progress. In some homes, boys 14-18 have become bread winners for their families, these are orphan children (no mother no father). Government machinery not concerned, so there are children still affected. Amendment in child labour protection act which legalized children 14 and above to work. 	
NICARAGUA; ANDEN		
<ul style="list-style-type: none"> The local government and municipality worked together, the ministry was willing to come on board. Schools are more child friendly and more children are in school. Even young mothers, themselves sometimes still with small children have been given a chance to go back to school. Organisation of summer camps for children having difficulties at school. 	<ul style="list-style-type: none"> It was not possible to include all children in activities due to still some children helping their parents with work despite that education is free! 	

2.3. Findings and Discussions on External Evaluation

During the first few months of 2017 an external evaluation was carried out by the Dutch consultancy firm Aid Environment. The team leader of the evaluation, Jan Joost Kessler, was present to share the main findings of the evaluation and verify and discuss these findings with the

SCL partners. The whole presentation including the main findings and recommendations can be found in appendix 1, this section will only highlight a few of the discussion points that were raised.

In general the evaluation was very much appreciated by all partners. The findings both confirmed aspects that had been witnessed by the different partners in their daily work, as well as provided useful attention points that can be used for future programming. Partners were encouraged to put their recommendations and comments in writing so that the evaluation team can take these comments into account when revising the report.

Some of the issues that were discussed during the meeting were:

- In some cases the explanation on how the evaluation team had arrived at certain conclusions was not very clear. Especially in comparing cases with very different context and starting points, the evaluation team was not thorough enough to explain how these differences had been taken into account in arriving at certain conclusions. The evaluation team acknowledged to be more elaborate and specific when comparing and analysing the case studies.
- Although the evaluation team had identified quite a lot results as the effect of the CLFZ interventions, they analysed quite a lot of them as unexpected results, while these were indeed part of the larger intervention and theory of change strategy. The request was for the evaluation team to have another look at the CLFZ approach and take into account not only the result of children going to school but also other related results of a successful child labour free zone (such as increased wages of adults, female empowerment, attractiveness of schools).
- Be careful to not only look at CLFZ and SCL from a business perspective. SCL departs from a right-based approach which means that naturally not all objectives are in line with those from companies. The challenge is to find common ground amongst partners. This can be made more explicit in the report.

3. Sustainability of CLFZs and Way Forward

3.1 Sustainability of CLFZs

Different country teams came up with their reflections on the achievements, evaluation report, and lessons learned; and proposed key points to ensure sustainability, as presented in table 2 below;

Table 2: Reflections on achievements evaluation report, and lessons learned; and key points for sustainability

COUNTRY	REFLECTIONS	SUSTAINABILITY
INDIA	<ul style="list-style-type: none"> • Need to address livelihood concerns at the community level – families should e.g. not rely on one crop. • NGOs, CBOs, Trade Unions and other actors at the community level have a big role to play together. • It is important to further clarify on specific guidelines on how to establish CLFZs. There should be very specific non-negotiable steps and guidelines to follow which can be evaluated. • We need to have a baseline, using definite parameters to generate factual data against which project implementers can base to show case what they did/achieved or did not achieve. • Need to take points from the evaluation and share with the team for them to learn from what others are doing and thinking. • Bringing together different stakeholders in the communities – cutting across differences and working towards a common goal. • Synergizing the resources for better results. 	<ul style="list-style-type: none"> • Non-negotiable steps towards zero tolerance on child labour in community-wide structures especially in local government systems; in the education system; and other stakeholders such as child rights protection fora and consortiums, should be incorporated in the project. • Work should be focused on lobbying and advocating for implementing and enforcing the legal framework to ensure that all children are back to school. India has this legal framework. • India has created a platform that brings together child rights activist NGOs and other related initiatives all working towards creation of CLFZs; other countries can think along the same lines. • CBOs have been formed during the process, including child rights forums, school management boards at institution level, also state forums. All of them address child labour issues and contribute towards the creation of CLFZs.
MALI	<ul style="list-style-type: none"> • Collaboration of stake holders in the community, in the school, the private sector, civil society, and local government is very effective in combating child labour. • Children are going back to school, but the issue of retention is still a challenge due to poor infrastructure, and issues like early marriages, and internal migration that lead to drop out. 	<ul style="list-style-type: none"> • Most governments have laws that require children to be in school, but the enforcement of the laws is not effective. • Civil society should take up the role and advocate for the enforcement of the laws. • Lobbying governments to enforce the laws should be part of the project. • SMCs and PTAs and teachers unions are recognized by the state who boost children to be in school.
UGANDA	<ul style="list-style-type: none"> • Media campaigns are very effective in creating awareness and instill a spirit of voluntary effort at the community level. • On evaluation: the issue of sustainability gains attention as crucial for success. • Community structures: collaboration with local opinion leaders is very effective 	<ul style="list-style-type: none"> • Legal: local governments coming up with by laws to make it practical at various levels. Once they are involved, they will budget for it and integrate child labour into local government plans and activities. • Social: child labour committees at the community level will put pressure on government to do their part.

	<ul style="list-style-type: none"> Engaging companies and their supply chain is a key point towards success. 	<ul style="list-style-type: none"> Organisations: schools, clubs, PTAs and SMCs should be brought on board to plan and budget for creating CLFZs. Need to engage more (coffee) companies and bring them on board as partners in creating CLFZs. Mindset change is very important and keeping presence and engagement after handing over the CLFZ to the LG and community.
ZIMBABWE	<ul style="list-style-type: none"> Education is the only sure way to stop child labour in a sustainable manner. There is strength in multi-stakeholder involvement. Art is a powerful way of presenting issues and enabling the community to embrace the concept of SCL. Issues of child labour should be addressed on merit: especially the social impact on the community e.g. rehabilitating gangsters. 	<ul style="list-style-type: none"> The Ministry of Education should mainstream child labour issues in government programmes. Reaching the community and addressing underlying issues by encouraging savings is a good way to campaign against child labour. Bye-laws to ensure children go to school and do not drop out. Documentation of experiences and results so that after the life of the project information keeps flowing to ensure sustainability. Teachers' unions should mainstream child labour issues in all their courses and other programmes. The project should continue to be gender sensitive and respect human rights.
NICARAGUA	<p>Motivation of teachers is an important aspect in creating CLFZs.</p>	<ul style="list-style-type: none"> Capacity building can change the attitude, and mentality so it is very crucial for sustainability. Teachers who are in their final year of studies should be introduced to the concept of CLFZ and encouraged to be part of the initiatives. The main government e.g. Ministry of Education should include CLFZ concept in the curriculum. Important to keep record and document what is happening to inform the future.
GENERAL REACTIONS <ul style="list-style-type: none"> Documentation of lessons learned should be budgeted for as an important activity in the programme. There is need to further differentiate and clarify between light work and child labour. Although the laws are clear, communities sometimes confuse the issues. There should be very special attention to the girl child – by pronouncing issues like child marriages, teenage pregnancies and associated obstacles in creating CLFZs. Issues of self-esteem, communication skills, negotiation skills should be included as part of capacity building for the children, teachers, and parents/care givers. 		

3.2 Way forward

This session begun with remarks from the Global SCL campaign coordinator who noted that the proposal (Getting down to business) on human rights and businesses should be approved soon. Getting down to business is a two years' programme beginning in May 2017 and the focus will be on collaborating with companies to ensure that there is no child labour in the supply chain. In Uganda, this will be in the coffee sector, in Mali in the gold mines, in India in the natural stones and seeds sectors. More resources are being sought to continue the CLFZ movement. Her remarks were followed by a discussion on the way forward.

The following came out strongly as key points for the way forward.

- Collaboration between all stakeholders, is very important and should be strengthened.

- Civil society involvement in stopping child labour and associated harmful practices is required.
- Advocacy at national, local and regional levels to uplift the standard of stopping child labour should be done.
- There is need for an international publication to document experiences and practices of various SCL partners involved in the creation of CLFZs.
- There is need to consolidate what has been done with all stakeholders.
- It is very important to continue working with the communities and the supply chain in the private sector.
- Quarterly coalition meetings at country level should be part of project implementation to share experiences and make necessary adjustments.
- The SCL coalition should be strengthened to continue expanding globally – not only as a project but rather as a movement.
- Every country should have a SCL national platform whose focus should be on embracing zero tolerance to child labour based on the MVF non-negotiable principles. The national platform should lobby the relevant government ministries and departments to budget for, and integrate stopping of child labour in their activities and plans.
- It is important to create a newsletter or any other such means to continually share updates.
- It is necessary to clearly define who is a child – that we are targeting as the SCL movement.
- We must continue advocating and lobbying other countries informally and formally, to expand the SCL coalition. The SCL as a global platform needs to embrace other colleagues from other countries we worked with initially, e.g. Ghana, Ethiopia, Kenya, Morocco, Albania, etc.
- We need to have a clear calendar which we can disseminate to indicate what is happening and as such create more awareness on SCL as a movement and what each partners are doing and planning.

The day was closed by remarks from Ms. Sofie Ovaa who noted that the past three years were an opportunity to work together to eliminate child labour throughout the SCL coalition. There is evidence that it is possible and all partners have become resource agencies. There is need for more responsibility to inspire other agencies, governments and individuals to play some important role to continue documenting evidence that child labour is not wanted and is being eliminated. We need to scale up and this requires more support from the central governments. There is a lot of support and positive energy that steers us into the solidarity to see the future success together. The global child labour conference in Argentina is an opportunity for us to share what we are doing in this cause. She thanked participants for the energy, inspiration and focus, and requested them to keep it as they go back to their countries.

4. Working with companies and CSR initiatives in the creation of CLFZs

Participants identified the following as points they are proud of in working with companies /CSR initiatives:

- The process to bring Sesame and Shea butter supply chains on board in the creation of CLFZs was initiated.
- Influencing international seed companies to start tackling child labour on a large scale in India.
- Expansion of the CLFZs approach to South Indian granite quarries.
- The community-based approach is being recognised and used by companies in certification schemes.
- The SCL coalition has inspired and engages more and more companies worldwide to work together to create CLFZs.
- Hivos has gained the confidence from 4 footwear companies to start a new CLFZ project in Agra, India.
- Constantly re-assessing and improving the monitoring system to ensure it is useful for all partners in the SCL coalition.
- Enabling thousands of children to get out of child labour and return to school.
- Successful re-integration of children in school due to good collaboration of partners in the SCL coalition.
- Also the girl child has an opportunity to attend school instead of being held in farms and factories working.
- The interest shown by companies in engaging farmers so that they improve their livelihoods at household level so that children are able to attend school.
- Promotion of responsible mining in fair trade standards including elimination of child labour and other hazardous conditions in mines.
- Strengthening the linkages between child labour and education institutions.
- SCL is now on the agenda of coffee stakeholders in East Africa.
- The way companies bring out the business case from everyday activities against child labour that otherwise would not have been thought of as making business sense.

4.1 Responsible business and SCL

CSR is all about how a company is doing business and a company is making their profits, not how it spends its profits; other terms used are e.g.: responsible business conduct and corporate accountability.

4.1.1 Why attention to business & human rights?

- Eradication of child labour is part of the larger 'framework' on business and human rights.
- Worldwide there is a growing attention to human rights abuses (including child labour) being caused by or linked to international companies because of e.g. media attention and campaigns).
- There are clear linkages between issues in developing countries and consumption in 'Northern' countries.
- It provides us with a lot of opportunities to spread and scale up CLFZ projects and other activities to stop child labour.

What is human rights due diligence?

An ongoing risk management process followed in order to identify, prevent, mitigate and account for how [a company] addresses its adverse human rights impacts.

It includes four key steps:

- *assessing actual and potential human rights impacts;*
- *integrating and acting on the findings;*
- *tracking responses;*
- *communicating about how impacts are addressed.*

SCL is promoting business & human rights and **focusing on several sectors** such as; textile/garment, shoe/leather, gold, natural stone, seeds, and coffee.

4.1.2 International guidelines on SCL

OECD (Organisation for Economic Cooperation and Development) Guidelines for Multinational Enterprises

- The Guidelines set norms for how companies deal with matters such as responsible supply chain management, human rights, child labour and environment.
- A company is expected to contribute to the **economic, environmental and social progress** of the host country; comply with local laws and regulations; identify the risks to responsible business conduct within the supply chain; encourage local capacity building.
- *More concrete: companies should pay a living wage and contribute to the effective abolition of child labour.*

UN Guiding Principles for Business and Human Rights

Developed by Prof. Ruggie, adopted in 2011, the framework has three pillars:

- i) The state **duty to protect** against human rights abuses, including those by business;
- ii) The **responsibility to respect** human rights by the private sector;
- iii) **Access to remedy** in case of business-related abuses.

The importance of these guidelines

- **Companies need to respect all human rights**, also in countries where production or sourcing takes place.
- Responsibility also for **indirect suppliers** (subcontractors / lower tiers).
- Companies **need to know** about issues and possible risks (perform due diligence).
- Companies **need to show** (communicate about policy, due diligence and practices).
- Involve **external stakeholders** including (local) government, NGOs and trade unions.

Other guidelines being followed are e.g.:

- Fairtrade standards.
- ILO conventions which are also quoted in all the other standards.

How are these guidelines used by Stop Child Labour?

- We hold companies **accountable** for child labour linked to their supply chain through research and monitoring.
- We stimulate and push companies to take responsibility, to do due diligence, to improve transparency and to seek for ways to **address issues at local level**.
- We promote **joint efforts** and participate in multi-stakeholder processes / initiatives to eradicate child labour.

- We stress the added value of **involving local government, NGOs, trade unions and other stakeholders** who have knowledge, experiences and contacts to effectively tackle child labour issues.

India cases in the areas of e.g. seeds and textiles have been the best example of North - South cooperation in this area.

4.2 How to work with companies in addressing child labour

4.2.1 Experiences and pitfalls from MVF projects

It all started with a survey which revealed that when girls were missing in school records and also in home records, it was realised that girls were working as migrants in farms. Due to some cultural/traditional beliefs, girls were seen as fit to work in the cotton seed farms. It was discovered that in the supply chain, girls were playing a vital role in producing seeds for the farmers which were selling these seeds to multinational and national companies. This was concluded after several studies were done, and numerous discussions that followed based on the situation on the ground. The companies were also involved in the discussions. ICN, partner of Stop Child Labour, facilitated the studies, while MVF engaged the local village councils, identifying the farmers and identifying how there were linked to the supply chain of the companies.

Efforts were made to explain the supply chain to the farmers and how it is not acceptable to do business that deprives girls of their childhood rights. Then the sensitisation was conducted among the local communities, and companies agreed to include a no child labour clause in their supply chain.

The local NGOs decided that a local certification group should be formed, which included all actors, to ensure child labour is stopped. Children started leaving cotton seed farms and went to school. There was a continuous assessment of individual children by the certification group that was set up in the community by NGOs and CBOs.

- Removing children from work created jobs for adults and better wages as well, and this became a win-win situation.
- In some states though, where local NGOs were not vigilant, the same companies continued to employ children until pressure was continuously put on these companies to apply the same principles.
- Companies are coming forward and volunteering to be checked and certified that they are compliant.
- The local companies are not as vigilant as the international companies. There is still some child and bonded labour producing seeds for the local companies.

4.2.2 The case of coffee sector in Uganda, experiences from Kyagalanyi Coffee Ltd and UTZ

Highlights from a presentation and discussion about challenges and benefits of combining certification approach with CLFZ approach by Kyagalanyi Coffee Ltd (KCL) and UTZ.

UTZ stands for better farming better future; it's a worldwide programme and certification-based label for sustainable farming. Its code includes:

- No child labour on UTZ certified farms.
- UTZ follows ILO conventions in defining child labour, and has a code of conduct that has specific points in defining child labour. The UTZ code puts special emphasis on working with the community and at the household especially as child labour happens at the household

level in coffee production. They create a community of practice and ensure continuous improvements in the supply chain.

KCL is a member of the Volcafe Group – the coffee house of ED&F Man. KCL is major coffee exporter and exports 450,000 bags of coffee per year. They have a farmer support operation with 3 sustainable coffee schemes; 12,000 households; 60+ FSO staff in the field; and follow UTZ, Rainforest & 4C certification. They have been operating in West Nile since 2014.

- All sustainable coffee schemes are certified.
- All certification standards have control points on child labour, where they do internal audits.
- West Nile Scheme – 1st survey showed that in 6% of the households child labour existed.

Implementation of the Out of Work and into School Project has been done through a consortium that includes CEFORD – a community based organization; UNATU – a teachers union; Kyagalanyi Coffee Ltd (KCL) – a private sector partner; UTZ – a certification agency and learning partner. It was based on a baseline study conducted in Padolo parish, Erussi Sub-County.

KCL operates by

- Identifying child labour in coffee farming households and washing station.
- Implementing improvement plans and child labour eradication.
- Referral to CEFORD and schools plans – working together with the households to seek remedies to stop child labour, and then sending the children to school. However, it requires money to take the child back to school. KCL advises the households on how to obtain the required money.
- KCL has been successful by working with /through farmer group trainings on child labour for women and households, coffee clubs, Coffee Youth Teams and apprenticeship, and coffee agronomy trainings.

Successes

- 437 children out of child labour in CLFZ (1,956 households).
- KCL - 74 households out of 560 in CLFZ.
- Different partners all having the same message was very helpful and intensified community engagement.
- Complementarity of partner approaches in social, economic, educational aspects fostered success.
- Private sector certification scheme is a powerful way to ensure long term commitment and follow-up for sustainability. KCL has long term plans to continue operating business in West Nile, and this will be a continuous process.
- Spill over to other areas:
 - More communities, more schools, and more local governments will gradually embrace the SCL principles.
 - KCL is operational in an area in West Nile and also involved other schemes.
 - Increased awareness of auditors on child labour.
 - Increased vigilance of other coffee companies on child labour.
- KCL tools on child labour (improvement plan; child labour eradication plan) are being appreciated by other partners.
- UTZ
 - Project strengthened re-thinking of child labour approach within UTZ standard.

- Uganda pilot helps to define UTZ tools to work on child labour guidance documents based on the East African approach focussed on getting children from work to school instead of only disengaging from families with working children.
- Increased interest in child labour from other implementation partners and multinational companies operating in East Africa.

Challenges

- Identification of implementation partners and donors.
- Scalability: need for more cost effective approach to afford widening the operation zone.
- Donor approach versus economic development/business development approach.
- Reputational risk for UTZ and Kyagalanyi / Volcafe
 - Roasters, retailers and consumers expect that UTZ coffee is child labour free which is not 100% so (because it is work in progress).
- Audit risk for KCL; auditors may not understand the new approach.
- Partnerships are also time consuming.
- Difficult to synchronise work programmes of partner field staff as each partner has its own schedule.
- Unclear definitions of child labour
 - Differences in interpretation between partners, e.g. hazardous work is difficult to ascertain.
 - Need for local and simple interpretation and clear examples. Discussions concluded that it is always important to endeavour to follow ILO conventions while defining child labour.
- Negative/wrong perceptions about child labour in coffee farming
 - Local government blaming companies.
 - Bill boards depicting children harvesting coffee is bad.
- M&E challenges – aligning databases of different stakeholders is required to do effective monitoring and evaluation.

Additional thoughts

- UTZ - only certification standard that adopted 'work in progress approach'. Other child labour standards (Rainforest; 4C; FairTrade; Organic; AAA) have very strict control points on child labour. Consequently, private sector partners are less willing to join SCL project.
- Not all certified private sector partners have large field teams.
- Not all private sector partners are interested to consider working on child labour concerns.
- Certified value chain is a rather small section of whole (coffee) value chain.

4.2.3 Natural stone in India. Experiences from Aravali / Manjari

- Companies are initially looking at CLFZs with suspicion.
- Stakeholders have been classified as buyers, suppliers, aggregators, material supplier, yard owner, home workers are all in supply chain.
- Stakeholders are interdependent in terms of interest and influence.
- It is difficult to meet some of the key people within the supply chain e.g. the mine owners.
- Children work but the money is collected by their family.
- Sometimes it seems inevitable for children to work because they are the bread winners in circumstances where a parent is sick and helpless. Other solutions have to be found.

- Children born and raised in an hazardous work environment developed dangerous incurable diseases.
- The project implantation worked with local suppliers, to keep the supply chain child labour free. They put signs like 'my (cobblestone) yard is child labour free'. This fosters self-monitoring and self-sensitization.
- Working with the cobblestone yards with the yard owner as the focal point to ensure compliance.
- Also they endeavor to work with mothers' groups to create and enforce social norms through certain checkpoints to SCL.
- About 900 children have in effect gone back to school.
- Need to continue sensitizing buyers about the local issues.
- Provide regular update from CLFZ to stakeholders.

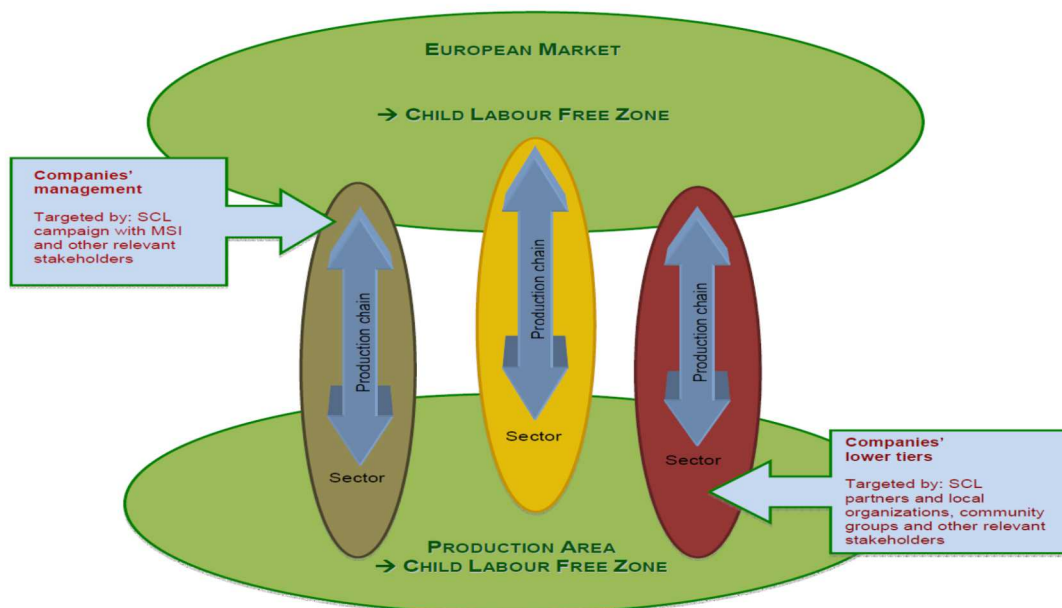
4.3 North-South linkage including lobby & advocacy

Guiding documents for India and Africa: how to make use of the guidelines in the light of the new programme as well as most important outcomes of the evaluation: challenges, lessons learned and recommendations.

4.3.1 Child labour free supply chain

Stop Child Labour aims at child labour free production and consumption, through eliminating child labour in the entire supply chain, without shifting child labour to other sectors or locations.

Linkages between supply chains and consumption in the 'North' and CLFZs



Roles and approaches towards companies

- **Watchdog:** monitoring companies & CSR initiative efforts to improve their policies and practices related to child labour and other labour rights violations.
- **Engagement with companies:** getting into dialogue and providing feedback and advice on how to address child labour.

- **Cooperation with companies:** prevent and eradicate child labour in collaboration with individual companies and in multi-stakeholder programs, together with NGOs and trade unions. Incl. integrating the supply chain and CLFZ approach.
- **Political lobby & advocacy:** generating political pressure, influencing legal frameworks, and policy (instruments) at national, European and international levels, aiming at addressing child labour.
- **Laggards** (ignoring their responsibility and failing to address human rights abuses in their supply chain): confronting, creating public and political pressure.
- **Middle** (often the majority of companies; only addressing HR abuses to avoid reputational damage): confronting, dialoging, advising, engagement.
- **Frontrunners** (truly motivated to address HR abuses in their supply chain): engagement, cooperation, naming & faming.

Cooperating with companies: lessons learned

- Thorough data collection is required for effective dialogue and convincing companies about the urgency to address child labour.
- Insight in the business perspective and dynamics in the respective sector; to get to know opportunities for addressing child labour and other HR abuses.
- Building trust with companies by being transparent about project interventions and engagement of companies in all interventions from the start.
- Linking importing/ international companies with local NGOs/ Labour Unions; for creating supply chain pressure based on know-how.
- Finding a good balance between supply chain pressure and providing perspective for addressing child labour/ human rights abuses (taking suppliers by the hand).
- Thorough data collection and monitoring to showcase progress made in addressing child labour.
- Engaging with companies are long-term processes.

Lobby & Advocacy: recent developments

- New policy instrument of the Dutch government: ICSR covenants. Multi-stakeholder negotiation processes to come to sector wide agreements to effectively address HR abuses in entire supply chains.
- Advocating for HR due diligence requirements in public procurement policies and practices.
- In February 2017 the Child Labour Due Diligence Law initiated by member Van Laar (Labour Party) was adopted by the Dutch Parliament, with 82 votes (of 150 MPs) in favour.

Lessons

- Thorough data collection is required.
- Insight in the business perspective and dynamics in the respective sector, to get to know the dynamics for addressing abuses.
- Building trust with the companies and being transparent about project interventions and engagement of companies.
- Linking importing international companies with local NGOs/labour unions for creating supply chain pressure.
- Finding good balance between supply chain pressure and provide perspectives for addressing child labour/human rights abuses.

- Thorough data collection and monitoring to show progress made in a specific case in addressing child labour.
- Engaging with companies are long-term processes – continuously.

4.4 World Café

Discussion of the most important recommendations and challenges

World Café (1)

- How to make sure that for companies being involved in CLFZ projects this is not purely for charity?
- The process of certification and collaborating with other stakeholders, important concepts and terminologies will be clarified.
- What are strategies and experiences to make sure that companies also take up due diligence to be responsible businesses in their full supply chain?

World Café (2)

- What are good strategies and experiences to include decent work and working towards a living wage/income? (using child labour as an entry point).
- In the relevant sector that is prone to child labour, start with a few companies, dialogue with them, map out a plan, and implement together.

World Café (3)

- What are essential elements and arguments to convince companies to take up an area-based or community-based approach?
- What are constraints and what are incentives/benefits for companies to support and participate in a CLFZ approach?
- Is there a business model that will in future enable companies to deal with this?

World Café (4)

- Certification: an opportunity or constraint for the CLFZ approach? How to make it a good match?

World Café (5)

- How we include the expectations / needs of companies in our monitoring? Ideas and experiences?
- Companies expect data; and they expect to participate in collecting the data.
- The community part must always come first, there has to be a combined approach.

World Café (6)

How can partners in North and South better cooperate to push and/or engage companies (both local and international) in addressing child labour?

- Continuing with the engagement of governments at the political arena.
- Involving the smaller companies together with the large ones it becomes doable.

The closing remarks were given by Ms. Leonie Blokhuis who thanked everyone for their contributions and encouraged them to look forward to cover more ground in a better way and wished them a good journey.

Appendix 1: Highlights from the evaluation report presentation

Four components of the evaluation

Focus of the evaluation was on working with companies, lobby and advocacy in relation to effectiveness of CLFZs, and lessons and recommendations for 'continuous improvement'.

The evaluation was done on a case study basis:

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

The conclusions are organized by sub-sections, following 18 evaluation questions:

- Effectiveness of CLFZs.
- Impacts and the social norm.
- Relation with migration, urban settings and gender.
- Company / CSR related activities.
- Lobby and advocacy.
- Synergy between programme components, sustainability, up-scaling.
- Efficiency and learning.

EFFECTIVENESS OF CLFZs

- Through activities of IPs, the program significantly contributed to establishment of CLFZs, with results both at community level and within schools. In the CLFZs, there is:
 - Reduction in numbers of children working, increase in numbers of children going to school.
 - Improvements in school infrastructures, making schools more child-friendly.
 - Structures established or strengthened and functional for monitoring.
 - Savings and loans systems introduced and functional.
 - Poor and vulnerable families also able to send their children to school.
 - Significant changes in the social norm.
 - These results form the backbone of an effective CLFZ.
- The work on the CLFZs did not start from scratch, but built onto existing relations and context of mutual trust between the communities and the IPs.
- These results which actually form the backbone of the functionality of a CLFZ, were achieved by all the IPs of the SCL programme – pointing to the good choice by the SCL programme of communities and high quality IPs.
- The essence of the CLFZ approach seems to be to address the root causes of child labour, and these are generally found within a wider region (the 'landscape') – this makes the approach very different from the 'conventional' monitoring and remediation approach.
- The perspective of increasing incomes and 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. Once a new social norm has been established, it seems that poverty will no longer be a reason for children to not attend school, except for a few families that are highly vulnerable (e.g. orphans, sick).

- It appears there are different phases in the development of a CLFZ, as well as important spin-off effects that could be supported to achieve greater impacts – from initiation, development, finalization, maintenance /spin-off. In Uganda there has been rapid development of the CLFZ and some convincing results have been achieved, on all above 4 components. We also observe that based on the results and benefits for different stakeholders, the CLFZ experience is already spreading to other areas.
- The CLFZ approach is considered very intensive + high duration, but over time a less intensive approach may be sufficient.

It is difficult to state if a CLFZ is successful as there are no objective targets defining this.

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 are data on school attendance rates that show considerable improvement. But there are no data on school enrollment, i.e. the number of children that go to school (of a certain age group) related to all children that should go to school.

However, there are remaining concerns about sustainability, including:

- Children of older age (10-14) can easily get opportunities to work, and are prone to alcohol and tobacco addictions, hence dropping out of school.
- Early marriages for the girl child.
- Teachers may get overburdened, such as in Uganda, as they play a multi-task role in developing the CLFZ.
- Exit strategy: when is an area considered to be a CLFZ?
- The main success factors noted include:
 - A certain (minimum) level of social cohesion at the community.
 - The availability of an NGO with strong local rooting and trust.
 - Income generating activities, to generate funds to support children to go to school.
 - The presence of schools that function well, and which are child-friendly.
 - Collaboration with local public agencies who take care of the schools.
 - Collaboration with companies who take care of the supply chain.

Effectiveness of CLFZs - Recommendations

- Develop more evidence of the intensity and duration of interventions in the process of developing a CLFZ at different stages, and expected results achieved at each stage.
- Develop more insight in critical success factors and how these will influence the CLFZ process.
- Monitor and document processes of autonomous replication.
- Address remaining concerns in CLFZs and document good practices.
- Elaborate activities on vocational training ('do more good') and document good practices.
- Better define when a CLFZ is 'ready for exit'.

IMPACTS AND SOCIAL NORM

At the impact level of the CLFZ supply chain case studies, there are several changes that were not well documented:

- Improved education, improved social cohesion, improved livelihoods, improved wages.
- Improved feeding of children and health, improved safety, women empowerment.
- Apart from children not going to school, and children not going to work, there are a lot more positive impacts/improvements due to the project.

It is essential to have a legal basis / measures in establishing the social norm.

RELATION WITH MIGRATION, URBAN SETTING AND GENDER

- **Out-migration** from the CLFZ is one root cause for child labour and ‘problematic families’. There are practices to support children who remain ‘at home’. However, there is not yet a solution to **nomadic families**.
- In cases of limited numbers of **in-migration** into the CLFZ, once a social norm has been established, effective measures can be taken to assure migrants comply with the new norm.
- In areas with ethnic diversity and poor **social cohesion**, it is more difficult to establish a CLFZ (e.g. gold, natural stone case study).
- There are examples of CLFZs in **urban areas**, apparently effective (e.g. Kasubi, Uganda where social cohesion is good and schools are available).
- In areas with high level of migration, a good practice is that of **working with landlords**, who may perceive as benefits: less use of water and sanitation facilities, less noise and dirt around the house, less theft and more security.
- There is systematic attention for women and **gender sensitive approaches**.

Impacts, social norm, migration - Recommendations

- Conduct a good impact study, preferably also baseline study, to acquire evidence on impacts in CLFZ and beyond.
- Develop indicators on the social norm.
- Document good practices on dealing with in- and out-migration, under different conditions.

COMPANY / CSR RELATED ACTIVITIES

- Most companies with export markets are committed to avoid child labour in their supply chains, mainly due to increasing consumer pressure and international consensus. This less so for domestic markets.
- Assuring no child labour within company factories or plantations is relatively easy, because it is under their control. However, avoiding child labour in the supply chain is difficult, because of lack of transparency.
- Many companies do not know how to avoid child labour in their supply chain but would be willing to do so if the solution is available. There is need to convince and demonstrate that a CLFZ can help out companies to achieve their goal in a cost-effective way.
- Companies willing to invest in the CLFZ supply chain pilots are frontrunners because it does not give them short-term benefits and the market does not expect them to do so, rather it requires additional financial and human investments.
- There is good potential for a strategic approach of up-scaling CLFZ results with frontrunners as strategic partners.

Company / CSR related activities - recommendations

- Better document the benefits that companies can expect from collaborating in a CLFZ, aim to quantify these benefits.
- Analyze and differentiate between export and domestic markets and supply chain actors.

- Develop concise communication materials for engagement with companies.
- Adopt an approach of strategic partnerships with frontrunner companies. There is no doubt that companies want to eradicate child labour, they need partners and evidence to do it. Strategic partners can help convince others in the sector.
- Demonstrating the expected benefits of CLFZ will be more effective in changing the behaviour of companies than a 'naming and shaming' strategy.

LOBBY AND ADVOCACY

Lobby and advocacy in the South

- IPs have effectively liaised with all stakeholders at local level.
- Collaboration and lobby activities enhance local ownership, sustainability and potential for up-scaling of the CLFZ initiatives, but these objectives could be better articulated, 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 police.
 - Creation of effective local bye-laws.
 - Collaboration with labour unions or other interest groups.
- While collaboration with public sector stakeholders is clearly 'on the radar', collaboration with private sector and supply chain actors is less developed.
- The footwear case study shows the struggle to find a balance between a 'naming and shaming' and a partnership approach to companies. The process has taken much time. Lessons are:
 - The report and campaign should be more objective.
 - Sufficient time for companies to provide feed-back.
 - Campaigns should be led by a qualified organization.
 - Inventory of good practices already taken by companies.
- It is important to rapidly develop an action plan based on:
 - Confirmed goal of establishing a CLFZ pilot, with results to be expected.
 - Confirmed attitude of working with companies as strategic partners.
 - Applying co-funding principles (in-kind and financial contributions).
 - Involvement of local suppliers as engaged project partners.
 - Involvement of local government agencies.

Lobby and advocacy in The Netherlands.

- In The Netherlands, many stakeholders see the added value of SCL partners as experts on effective lobby & advocacy regarding child labour. They appreciate the role of the program in the covenant processes.
- In The Netherlands, the SCL coalition has been effective in lobby and advocacy at political level. It is not clear to what extent SCL has influenced opinions about child labour within public procurement and sustainability issues.
- There is still a way to go to putting the covenants into practice.
- It is useful to better position or integrate child labour in relation to other human right issues with a more holistic approach.
- At policy levels, the CLFZ approach is particularly associated with the SCL but its content and added value with respect to other approaches is little understood.

- In some cases, the approach was associated with a landscape approach.
- There is need to better articulate the integration of CLFZ and supply chain approach. There is a risk the CLFZ approach is seen as a 'silver bullet'.
- This will become more necessary once covenants and policies will be implemented.
- 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.
- The lobby and advocacy activities in the Netherlands have been efficiently organized, with a clear division in tasks and specific roles among different partners.

Lobby and advocacy - Recommendations

- There is need to better communicate the added value of a CLFZ approach and its relation with supply chain. There is a risk the CLFZ approach is seen as a 'silver bullet'. This will be more necessary once covenants and policies are implemented.
- Consider positioning child labour in relation to other human right issues, and embedding child labour issues in a more holistic approach (of community development, human rights).
- L&A activities can be better positioned as part of an integrated approach aimed at ownership, up-scaling and sustainability.

SYNERGY, SUSTAINABILITY AND UP-SCALING

- While the child labour programme has realized effective results on each of the 3 components, and within the local CLFZ initiatives there has been good interrelations, the synergy and interaction between the 3 components at programme level has not received explicit attention.
 - Less effective has been collaboration with companies and national public agencies.
 - At programme level, interactions seem to be more ad-hoc rather than being part of a theory of change or strategy.
 - It would probably be best to have a vision on synergy by sector, aimed at covering the whole sector.
- 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.
- We elaborate sustainability of the CLFZ under 4 headings:
 - *Institutional aspects* (the structures that are required to sustain the project results).
 - *Financial or commercial aspects* (the financial means available to sustain the project results).
 - *Legal aspects* (the laws that will enable the results to be sustained).
 - *Socio-cultural aspects* (the social norm confirming that a change of mentality has been established).
- There is good potential and need for up-scaling. The following are some up scaling mechanisms:
 - 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.
 - National level platforms, such as coffee growers platform Uganda.
 - Standards for sustainable production, such as the one by UTZ.

- The programme could more specifically aim for developing these up-scaling mechanisms as an indirect way of achieving greater impacts, rather than replicating CLFZs in many areas.

Synergy, sustainability and up-scaling – Recommendations

- Improve the understanding and assessment of sustainability of each CLFZ.
- Improve insights in up-scaling mechanisms and strategies, in collaboration with companies.
- Improve the relations between programme components, to acquire more synergy.

EFFICIENCY AND LEARNING

- Probably the most important success factor for an effective CLFZ is the selection of a good NGO, with local roots and trusted within the targeted communities.
- The survey showed remaining needs for skills improvement:
 - Engagement with companies, especially developing a business case.
 - Engagement with national level public agencies (local is OK).
 - Skills to support teachers.
 - Capacity building or refresher trainings.
 - Skills on policy analysis, policy lobby and advocacy.
 - Skills on platforms for advocacy at national level.
- As the main added value of the SCL programme for IPs:
 - Exchange visits and contacts between SCL partners. 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.
- There are some requests for more support on:
 - Learning events planned half-way and not only at the end, also at national or regional level.
 - Skills on strategic planning, theory of change and sustainability issues.
- Several IPs have problems in acquiring funding, could benefit from initiatives to involve them in further work on CLFZs.
- Many IP state that they have learned much on M&E, but also observe remaining weaknesses.

Efficiency and learning – Recommendations

- Address remaining requests for capacity building and support.
- Further improve on M&E, especially on baseline studies, impact studies and longitudinal studies of families in CLFZ.
- Consider appointing ‘owners’ of each supply chain (sector) in which CLFZ initiatives are taken, in order to enhance synergy, up-scaling and linkages with L&A at national and international level relevant to the supply chain.

Appendix 2: Programme for the End Term Meeting

Day 0: (Sat, 18 March)	Arrival of the Out of Work and into School partners from outside the country in Entebbe (for West Nile field visit, group 1). Overnight stay in Entebbe.
Day 1: (Sun, 19 March)	Travel to Nebbi/Erussi and welcome dinner with introduction by SCL and explanation for field visit by host Ceford, group 1. Overnight stay in Nebbi.
Day 2: (Mon, 20 March)	Field visit to CLFZ project of Ceford, UNATU, Kyagalanyi and UTZ in Erussi. Overnight stay in Nebbi. Arrival of Out of Work and into School partners from outside the country in Entebbe (for field visit to Kasubi/Kampala, group 2). Overnight stay in Kampala, Forest Cottages.
Day 3: (Tue, 21 March)	Travel back from Nebbi to Kampala (group 1). Field visit for group 2 to Kasubi in Kampala. Overnight stay in Forest Cottages (whole group).
Day 4: (Wed, 22 March)	Meeting day 1: End-term meeting in Kampala (SCL/Out of work project partners and key stakeholders): <ul style="list-style-type: none"> - Reflection on the implementation of Out of Work into School project (morning). - Feedback session on end evaluation and inputs from partners (afternoon). - Overnight stay in Forest Cottages (whole group).
Day 5: (Thu, 23 March)	Meeting day 2: End-term meeting in Kampala (SCL/Out of work project partners and key stakeholders): <ul style="list-style-type: none"> - Plans for the future and sustainability (morning/early afternoon). - Opening of West Nile photo exposition of Jimmy Nelson in Kampala (late afternoon/evening). - Departure for partners who do not participate in company session (evening). - Overnight stay in Forest Cottages.
Day 6: (Fri 24 March)	Meeting day 3: Optional: Session on working with companies and CSR initiatives in the creation of CLFZ for interested partners, companies and CSR initiatives (morning in Kampala). Departure for all other partners and participants.

Programme End-Term Meeting Day 1, Wednesday 22 March, 2017: *Evaluation and Lessons Learned*

Time	Topic	Responsible	Details
08:45 – 09:00	Registration	Nascent	
09:00 – 09:15	Welcome and Introduction (incl. objective of the end term meeting) Introduction facilitator	Sofie	

09:15 – 09:30	Introduction participants	Facilitator, Barbra Odongo	
09:30 – 10:00	Feedback from fieldtrips + discussions/clarifications	Barbra + Rapporteurs	1 rapporteur from fieldtrip to Kasubi and 1 rapporteur from fieldtrip to West Nile to briefly share experiences and observations per group (max 10 min per group)
10:00 – 10:30	Group work on Key achievements and Lessons Learned during Out of Work programme	Facilitator + all	Per group/project identify: 1) Greatest accomplishment 2) Brilliant failure (i.e. "what went wrong, but was an important lesson?") Groups: 1) West Nile (UNATU, CEFORD) 2) Kasubi (Nascent) 3) Chipinge (CACLAZ, ZIMTA, PTUZ, ZNCWC) 4) Manjari 5) SAVE 6) SCL Platform/MVF, 7) Enda Markala/SNEC 8) Enda Bougouni/SNEC; 9) CAEB/Enda (Icco), 10) ANDEN
10:30 – 10:45	Coffee/Tea break		
10:45 – 12:15	Group Presentations + Questions/Clarifications	Facilitator + all	Reporting back on group work: 50 minutes presentations (5 minutes per group on sticky notes) 40 minutes: Any questions/clarifications + synthesis by facilitator
12:15 – 13:00	Presentation of Evaluation Findings	Evaluation Team	
13:00 – 14:00	Lunch break		
14:00 – 16:45	Verification and Discussions on Evaluation Findings	Evaluation team	
19.30	Dinner	Forest Cottages	

Programme End-Term Meeting Day 2, Thursday 23 March, 2017:
Sustainability of CLFZs and way forward

Time	Topic	Responsible	Details
08:30 – 08:45	Welcome and explanation of the day	Sofie	Sustainability and way forward
08:45 – 09:15	Reflections from day 1 and field visits	Barbra and Akky	E.g. Mention one point that will be very crucial for you in today's discussion on sustainability and the way forward, that you picked from yesterday's discussions on field visits, accomplishments and brilliant failures or from the evaluation and WHY.
09:15 – 9:45	Group work 1: Sustainability	Barbra	Same 10 groups as day 1 Based on your experience and lessons learned what are key points to ensure sustainability? (also looking at snow ball effect and L&A on a larger/National level)
09:45 – 11:00	Presentation of group work	Barbra	5 minutes per group and discussions 50 minutes presentations (5 minutes per group on sticky notes) 25 minutes: Any questions/clarifications + synthesis by facilitator
11:00 – 11:15	Coffee/Tea break		
11:15 – 11:45	Group work 2: Way forward	Barbra and Akky	Same 10 groups as day 1 What have we learned from experiences and evaluations? What are key points to strengthen CLFZ activities and new initiatives in the future; both in the new SCL project and beyond.
11:45 – 13:00	Presentation of group work	Barbra	5 minutes per group and discussions 50 minutes presentations (5 minutes per group on sticky notes) 25 minutes: Any questions/clarifications + synthesis by facilitator
13:00 – 14:00	Lunch break		
14:00 – 16:00	Leisure time		
16:15			Departure for opening Jimmy Nelson exhibition

17.00 – 19.30	Exhibition		In the Design Hub, Bugolobi, Kampala
20.00/20.30	Dinner	Forest Cottages	

Programme End-Term Meeting Day 3, Friday 24 March, 2017:

Working with companies and CSR initiatives in the creation of CLFZ for interested partners, companies and CSR initiatives

Time	Topic	Responsible	Details
09:00 – 09:05	Welcome and introduction	Sofie	Including explanation of the day
09:05 – 09:25	Opening exercise	Leonie	<i>Question: In working with companies / CSR what is it that you are proud of?</i>
09:25 – 09:45	Introduction Responsible Business and SCL	Leonie, SCL / Hivos	International guidelines (UNGP and OECD) and link with SCL, eradication of CL and current and new programme. Common ground, vision and experiences.
09:45 – 10:05	How to work with companies in addressing child labour	Venkat, MVF	Experiences and pitfalls from MVF projects (10 min presentation & 10 min discussion)
10:05 – 10:25	Case 1: Coffee sector in Uganda, experiences from Kyagalanyi and UTZ	Anneke, Kyagalanyi / Rashida, UTZ	Presentation and discussion about challenges and benefits of combining certification approach with CLFZ approach (10 min presentation & 10 min discussion)
10:25 – 10:45	Case 2: Natural stone in India. Experiences from Aravali / Manjari	Varun, Aravali / Manjari	Working with companies: experiences, challenges and lessons learned (10 min presentation & 10 min discussion)
10:45 – 11:00	Coffee/Tea break		
11:00 – 11:30	North-South linkage including lobby & advocacy	Diewertje, ICN	Explain covenants, etc. Use of experiences with natural stone and gold (also mention other sectors in new programme) (15 min presentation & 15 min discussion)
11:30 – 11:50	Getting down to business – reflection thoughts	Gerard, ICN	Guiding documents India & Africa: how to make use of the guidelines in the light of the new programme Most important outcomes of the evaluation: challenges, lessons learned and recommendations

			Present the 5 main recommendations / attention points (to be used in World Café)
11:50 – 12:30	Break-out session: World Café	Leonie	5 tables to discuss the most important recommendations and challenges
12:30 – 12:50	Plenary presentations	Leonie	Per group short presentation
12:50 – 13:00	Wrap-up and closing	Sofie	
13:00 – 14:00	Lunch break		
Travel to airport			

Appendix 3: List of participants

Name	Country	Organization	Email
Mr. Pascal MASOCHA	Zimbabwe	Coalition Against Child Labour in Zimbabwe (CACLAZ)	caclazim@gmail.com
Ms. Hillary YUBA	Zimbabwe	PTUZ	hillary@ptuz.org
Ms. Angelina LUNGA	Zimbabwe	ZIMTA	lungaangelina65@gmail.com
Mr. Taylor NYANHETE	Zimbabwe	Zimbabwe National Council for the Welfare of Children (ZNCWC)	director@zncwc.co.zw
Mr. Soumana COULIBALY	Mali	ENDA Mali	soumanaenda2000@yahoo.fr
Mr. Cheick TALL,	Mali	ENDA Mali, Markala	cotall@hotmail.fr
Mr. Modibo COULIBALY	Mali	ENDA Mali, Bougouni	mobocoul73@yahoo.fr
Mr. Gahoussou TRAORE	Mali	CAEB	gahoussoutraore@yahoo.fr
Mr. Soumeïla MAIGA	Mali	SNEC	soumeilahmaiga@yahoo.fr
Mr. Prosper SAPATHY	Mali	ICCO-Mali	p.sapathy@icco.nl
Ms. Bernarda LOPEZ REYES	Nicaragua	ANDEN	lopezber11@yahoo.com
Mr. Armengol SALGADO CASTRO	Nicaragua	ANDEN	armengolsalgado@yahoo.es
Mr. Venkat RAGATTE	India	MV Foundation	venkatmvf@gmail.com
Mr. Varun SHARMA	India	Manjari	varun@aravali.org.in
Ms. Mary AMALA DHASS	India	SAVE	viyakulamail@gmail.com
Mr. Joseph THOMAS	India	SCL/ICCO Platform	j.thomas@icco.nl
Mr. Samuel GRUMIAU	Belgium	Education International (EI)	samuel.grumiau@ei-ie.org
Ms. Dominique MARLET	Belgium	Education International (EI)	Dominique.Marlet@ei-ie.org
Ms. Tambudzai MADZIMURE	Zimbabwe	Hivos Regional Office-SA	tmadzimure@hivos.org
Ms. Nyambura GATHUMBI	Kenya	Hivos Regional Office-EA	ngathumbi@hivos.org
Ms. Sofie OVAA	Netherlands	Hivos – Global Campaign Coordinator	sovaa@hivos.org
Ms. Jolijn ENGELBERTINK	Netherlands	Hivos – PO Monitoring & Evaluation	jengelbertink@hivos.org
Ms. Akky DE KORT	Netherlands	Hivos – Technical Advisor	akort@hivos.org
Ms. Leonie BLOKHUIS	Netherlands	Hivos – PO CSR and companies	lblokhuis@hivos.org
Mr. Gerard OONK	Netherlands	India Committee of the Netherlands (ICN) - senior lobby advisor	g.oonk@indianet.nl

Ms. Dieuwertje HEIL [Diewertje Heyl; indien rapport publiekelijk ...]	Netherlands	India Committee of the Netherlands (ICN) - CSR officer	d.hey@indianet.nl
Mr. Henk VAN ZUIDAM	Netherlands	Stichting Kinderpostzegels Nederland	h.van.zuidam@kinderpostzegels.nl
Ms. Gonda DE HAAN	Netherlands	ICCO-cooperation	gonda.de.haan@icco-cooperation.org
Mr. Mario VAN DE LUYTGAARDEN	Netherlands	Federation of Dutch Trade Unions (FNV)	mario.vandeluytgaarden@vc.fnv.nl
Rashida Nakabuga	Uganda	UTZ	rashida.nakabuga@utz.org
Anneke Fermont	Uganda	Kyagalanyi Coffee Limited	afermont@kyagalanyi.com
Emmanuel Bukomeko	Uganda	Kyagalanyi Coffee Limited	ebukomeko@kyagalanyi.com
Jan Joost Kessler	Netherlands	Aid Environment (Lead Consultant for the Evaluation)	kessler@aidenvironment.org
Coen van der Veer	Netherlands	FNV	coen.vanderveer@fnv.nl
Frans Dekker	Netherlands	FNV	Frans.Dekker@fnv.nl
Eutropia E. Ngido	Tanzania	FNV	eengido@yahoo.com
Will Janssen	Netherlands	Hivos, Director OPEN	wjanssen@hivos.org
Mirna Hovius	Netherlands	Hivos, Director Communication	mhovius@hivos.org
Doris M. Kakuru	Uganda	Nascent RDO	Muhwezi@hotmail.com
Annah Kamusiime	Uganda	Nascent RDO	Annahkamusiime@yahoo.co.uk
Robert Gunsinze	Uganda	UNATU	gunsinze.robert@gmail.com
Jean Asipkwe	Uganda	CEFORD	jasipkwe@yahoo.com
John Bosco Okaya	Uganda	CEFORD	okayajb@yahoo.com