

**FINAL
REPORT**
2019-2024

WORK:

**NO CHILD'S
BUSINESS**

**REFLECTING ON OUR APPROACHES
TO END CHILD LABOUR AND SHARING
OF LESSONS LEARNED TO INFORM AND
INSPIRE FUTURE ACTION**



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LIST OF ABBREVIATIONS

CCR	Centre for Child Rights
CSR	Corporate Social Responsibility
CLFZ	Child Labour Free Zone
CRBP	Children's Rights and Business Principles
CPC	Child Protection Committees
GBV	Gender Based Violence
IATI	International Aid Transparency Initiative
ILO	International Labour Organisation
INGOs	International Non-Governmental Organisations
KPIs	Key Programme Indicators
L&A	Lobby and Advocacy
L&L	Linking and Learning
MEAL	Monitoring, Evaluation, Accountability and Learning
MtR	Mid-term Review
OECD	Organisation for Economic Co-operation and Development
PTA	Parent Teacher Association
NGO	Non-Governmental Organisation
RBC	Responsible Business Conduct
RVO/FBK	Rijksdienst voor Ondernemend Nederland/Fonds Bestrijding Kinderarbeid
SCI	Save the Children International (=Save the Children Country Offices)
SCL	Stop Child Labour coalition
SCNL	Save the Children Netherlands
SMC	School Management Committee
SME	Small and medium-sized enterprises
SYNADEEPCI	Syndicat National des Enseignants d'Education Permanente (Ivory Coast)
ToC	Theory of Change
UN	United Nations
UNICEF	United Nations International Children's Emergency Fund
VSLAs	Village Savings and Loans Associations
WNCB	Work: No Child's Business

GENERAL INFORMATION

NAME OF THE PROGRAMME:

Work: No Child's Business

NAME LEAD:

Hivos

ALLIANCE PARTNERS:

Stop Child Labour Coalition
Save the Children Netherlands
UNICEF Netherlands

CONTACT DETAILS:**HIVOS**

Grote Marktstraat 47a
2511BH The Hague
The Netherlands
+31 70-3765500
info@hivos.org

BUDGET:

37,239,851 EUR

START DATE:

1 July 2019

END DATE:

31 December 2024

PROGRAMME PERIOD:

5,5 years

EXECUTIVE SUMMARY

The “Work: No Child’s Business” (WNCB) programme aimed to create a world in which children and youth are free from child labour and enjoy their rights to quality education and (future) decent work. The programme contributed to the UN Sustainable Development Goal (SDG) 8.7 target of global elimination of child labour by 2025, aligning with key international frameworks such as the Convention of the Rights of the Child, and ILO Conventions 138 and 182.

SHARED VISION

All children and youth are free from child labour and enjoy their rights to quality education and (future) decent work.

The “Work: No Child’s Business” Alliance, composed of Save the Children Netherlands, UNICEF Netherlands, and the Stop Child Labour Coalition, in close collaboration with partner organisations and country offices in Côte d’Ivoire, India, Jordan, Mali, Uganda, and Viet Nam. Hivos led the alliance,

serving as the contractholder/budgetholder and hosting the programme management unit. The programme was supported by the Dutch Ministry of Foreign Affairs from June 2019 until December 2024, including a six-month extension period.

OVERALL GOAL

Collaboratively addressing the root causes of child labour and ensuring relevant stakeholders (civil society, governments and businesses) take their responsibility to protect and fulfil children’s rights.

During the 5.5 years of programme implementation, we leveraged the complementary strengths, networks, and expertise of all partners. This unified approach enabled us to address the root causes of child labour and provide viable alternatives for children and their families. We worked holistically, combining an area-based approach (addressing the root causes of child labour in high-prevalence regions) with child protection systems strengthening



(focus on child protection frameworks and mechanisms) and a supply chain approach (focus on due diligence by the private sector), supported by international lobby and advocacy. More specifically, our theory of change included four strategic pathways of change that describe the expected changes at four interacting levels:

- **Communities:** aimed to empower children and communities through interventions around changing social norms, access to quality education, and alternative livelihoods for parents and caregivers.
- **Governments:** focused on local and national governments to develop and enforce relevant child-rights based laws and systems.
- **Private sector:** engaged private sector actors to take responsibility for preventing and reducing child labour across their business operations.
- **International lobby/advocacy:** aimed to ensure that Dutch and EU legislation supports the elimination of child labour.

Overall achievements

- **Communities:** WNCB made significant strides in improving the well-being of children by reducing child labour, shifting community norms towards

valuing education, and supporting alternative livelihoods for parents and caregivers. The programme contributed to a decrease in child labour rates in most partner countries. Mixed results were obtained regarding school enrolment and attendance rates, challenges mostly caused by the Covid-19 pandemic. In absolute figures, the programme contributed to tens of thousands of children being prevented and removed from child labour and returning to school.

- **Governments:** Through strategic engagement with local and national authorities, the WNCB programme achieved significant changes in child labour-related laws, policies, and child-protection systems in all partner countries. Laws, policies and systems aimed at the prevention and reduction of child labour were either developed, strengthened and/or better enforced. For example, a “child labour free” clause was introduced in state-level procurement legislation (Rajasthan, India), revised mining codes were developed to combat child labour in artisanal gold-mining in Côte d’Ivoire and Uganda, and in Jordan, Mali and Vietnam national strategies to eliminate child labour were formulated and implemented with critical input from WNCB partners.





- **Private sector:** In all countries, partners successfully engaged with the private sector, resulting in increased engagement of private sector actors in identifying, preventing and reducing child labour in supply chains, especially among lower tiers of supply chains where child labour is heavily concentrated. Private sector actors confirmed the programme's interventions on awareness raising as good practice, resulting in a growing consensus among private sector actors on the unacceptable nature of child labour and the critical role of education in breaking cycles of poverty and enabling better futures for children. Furthermore, the programme's strategy of working both with communities and with private sector actors fostered a culture of mutual accountability.
- **International lobby and advocacy:** WNCB engaged with Dutch government actors, the Ministry of Foreign Affairs, and policymakers to ensure that tackling child labour through

a comprehensive, combined supply chain and area-based approach remained on the agenda, as confirmed in the Durban Call to Action. On the European Union (EU) level, we celebrate the inclusion of children's rights in, and the adoption of, the EU Corporate Sustainability Due Diligence Directive (EUCSDDD).

The Alliance co-ordinated strategically with international organisations, such as the International Labour Organisation (ILO), the Alliance 8.7 and the Global March against Child Labour, and aligned with existing programmes like those funded by the Fund against Child Labour of the Netherlands Enterprise Agency (RVO/FBK), to avoid duplication and amplify its impact.

The WNCB programme included support delivered by working groups (WGs) on gender equality, education, communication, research, child rights & business principles (CRBP), lobby & advocacy

+ responsible business conduct (RBC) and MEAL (Monitoring, Evaluation, Accountability and Learning). The WGs contributed to awareness-raising, knowledge sharing and capacity-strengthening on specific topics. For example, a gender analysis was conducted which informed choices to address deep-seated cultural norms that disproportionately disadvantage girls. Awareness of gender inequality has increased, however cultural norms and household dynamics continue to influence work and educational opportunities for girls and boys differently, confirming the need for continued focus and targeted approaches to address gender inequality. During the programme period, adjustments were made to transfer ownership (and parts of the budget) to the countries, supported by a comprehensive Linking & Learning strategy that allowed for cross-learning between countries and themes.

Throughout the programme period we faced challenges in all partner countries, including the COVID-19 pandemic, natural disasters, climate change, political tensions, and security issues. Our partners responded with agility and a high level of perseverance and commitment, adopting flexible and adaptive approaches, to continue the planned activities as much as possible and address the most essential needs of impacted communities. In all countries, the programme focused on enhancing communities' resilience to yield positive results beyond the programme horizon.

In the last year of the programme, we focused on a responsible phase-out, ensuring maximum results and sustained change. The results achieved are expected to last as the programme's interventions were aligned with local and national priorities and integrated child protection objectives into (local) government systems and national legislation. The external evaluation confirmed that widespread shifts in community norms and attitudes which reject child labour and prioritize education have been realized. Stakeholder commitment and ownership have been reinforced through active involvement of communities, governments, and private sector actors.

We brought together our collective learning through the analysis of outcomes harvested, exchanges between and within countries, reflections by working groups, end-term meetings both in the countries and at global level, and the findings of the external evaluation. Our shared stories of change, lessons learned, and



recommendations to keep our legacy alive and inform and inspire future action against child labour are available at <http://wncb.org>.

At the end of the programme period, we are proud to report that most of the activities foreseen have been realised and - where possible and relevant - alternative and/or additional activities have been implemented to increase and sustain impact. The programme budget has been fully utilised, confirming that we have used all available resources to make a long-lasting contribution to our overall objective of eliminating all forms of child labour and ensuring the right to education for all children.

The external evaluation confirms that “the WNCB programme played a significant role in reducing child labour and enhancing access to quality education by employing a multi-faceted, stakeholder-driven approach,” and that “the WNCB programme has established a strong foundation for sustainability, ensuring that its outcomes can endure beyond the programme’s duration.” The overall trend in the countries in which the WNCB programme has been implemented shows a reduction in child labour. While progress varies depending on the context, we have addressed root causes that sustain child labour, including social

norms, and have contributed to an environment in which all children enjoy their right to education and have prospects of (future) decent work. However, persistent challenges remain, for example weak

education systems, food insecurities and violence, which form barriers to address the root causes of child labour. We therefore call for continued action and multidimensional collaborations:

CALL TO ACTION

To be part of the solution, we call on all stakeholders - communities, government, and the private sector- to play their role within their area of impact and responsibility.

- All stakeholders are encouraged to: Collaborate and implement an integrated approach that combines a supply chain and an area-based approach to address the root causes of child labour and promote sustainable alternatives that protect and fulfil children's rights.
- Ensure that responsible business practices to eliminate child labour and prevent adverse impacts on children's rights include the higher tiers of global supply chains as well as lower tiers and informal work in producing and sourcing countries.
- More specifically, we call on governments to create a level playing field so all private sector actors have the legal obligation to implement human rights due diligence processes that meet the OECD guidelines and comply with EU and domestic legislation.
- We also call on governments to enable sufficient budget provisions for quality education for all children, adequate child protection systems, and social services that are accessible and child-friendly.
- We call on companies to uphold the rights of children and adhere to international standards across all company operations and suppliers, and to institutionalize including child-sensitive mechanisms at all stages of the human rights' due diligence process.

A more comprehensive set of recommendations to governments, companies and international organisations is available here.

<https://wncb.org/document/wncb-recommendations-to-governments-companies-and-international-organisations/>

1.1 INTRODUCTION

In this final report, the Work: No Child's Business Alliance is proud to present important achievements realised during the 5.5 years of programme implementation, as well as actions taken to sustain change and amplify positive impacts in the communities and countries in which we worked. Between 2019 and 2024 we worked towards our joint goal: to ensure that children and youth are free from child labour and enjoy their rights to quality education and (future) decent work. During these years we strengthened our synergies and created added value by working together as partners on local, national, and international level. Together we produced important results, faced challenges like COVID-19, and learned many valuable lessons.

We very much appreciate the six-month extension period that was granted to us by the Netherlands Ministry of Foreign Affairs (MoFA), in addition to the five-year contract as originally planned. This has given us the opportunity to invest in a sustainable phaseout of the programme, which became a priority when the MoFA informed us, in December 2023, that they were not in a position to fund a sequel to WNCB.

In 2024, we focused on finalising programme activities and handing over roles and responsibilities to relevant stakeholders including governments, companies, and other organisations. We invested in documenting and sharing experiences, knowledge, expertise, lessons learned, and recommendations. We organised exchange visits between countries to give WNCB partners the opportunity to exchange experiences and knowledge around specific thematic priorities. The visits also had a positive effect on strengthening the partnership and collaboration in and between countries.

Moreover, all countries organised outcome harvesting workshops, reflections sessions, and end-term meetings, both internally as Alliance partners and with external stakeholders. In close collaboration with the Global March against Child Labour, we organised regional symposia in East Africa, West Africa, and South Asia on promoting the area-based approach in pathfinder countries to eliminate child labour. We also organised an online global end meeting with all partners worldwide. These events were great opportunities to accelerate linking and learning, to celebrate important



achievements, to engage key stakeholders, and to seek continued support and collaboration in the fight against child labour. In 2024 we realised the external evaluation exercise to enhance understanding of programme impact, identify scalable good practices, and present strategic recommendations.

This report has been aggregated from individual country reports through which we identify successes and key lessons learned. Moreover, we drew on the outcomes of the Mid-Term Review (2022), reflections of working groups and end-term meetings in all countries (2024), thematic exchanges in and between countries, regional symposia on the area-based approach (2023 - 2024), strategic sessions on MEAL processes and child labour strategies (2024), and findings of the external evaluation (2024).

This final report is divided into four sections. The first chapter provides a summary of achievements and contextual challenges, followed by the outcome harvesting process, Alliance partners' perspectives, and relevant financial considerations. The second chapter focuses on the countries where we worked, including the Netherlands. The WNCB partners have identified key achievements and recommendations. The third chapter provides programme-wide reflections from the WNCB thematic working groups and cross-cutting components of the programme, such as linking & learning, gender, MEAL, and our ToC. Chapter four closes with our general conclusion on the status of our programme and a call to action.

The country teams have worked immensely hard to advance our objective of freeing children and youth from child labour and ensuring their rights to quality education and (future) decent work, and to ensure a responsible phaseout of the programme. We want to thank all of them for their passion and commitment to protecting and fulfilling children's rights during the past 5.5 years of implementation. We are proud to see the achievements made to support the children and their families in a sustainable way. Although the programme has come to an end, the WNCB partners are determined - where possible and relevant - to continue working on the issue of child labour, both in their countries and beyond.

1.2 THE WNCB PROGRAMME APPROACH

The Work: No Child's Business (WNCB) programme was run by Save the Children Netherlands, UNICEF Netherlands and the Stop Child Labour Coalition, together with partner organisations and country offices in Cote d'Ivoire, India, Jordan, Mali, Uganda, and Viet Nam. In these countries we identified five sectors with a high incidence of child labour: garment, textiles and footwear; gold and mining; natural stone; cocoa; and finally, the informal sector including domestic and agricultural work.

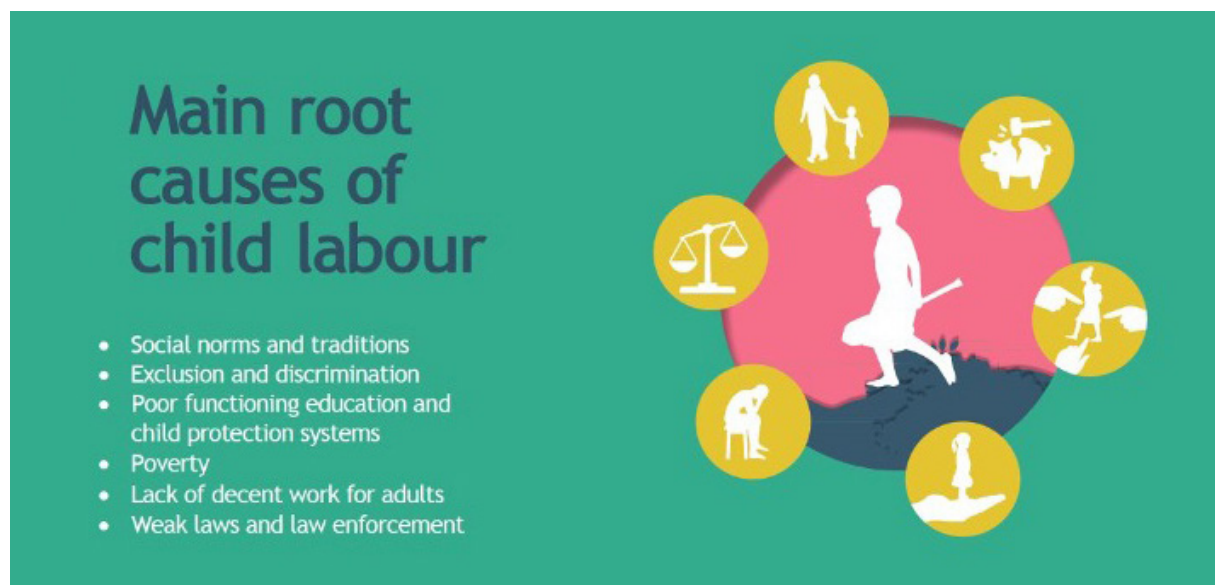
During our 5.5-year collaboration, we joined hands to exchange our knowledge, networks and methodologies to strengthen local, national, and global initiatives in our joint fight against child labour. We addressed the root causes of child labour and encouraged relevant stakeholders to take responsibility to realise children's rights. We worked together with communities, schools, governments, civil society organisations, trade unions and private actors, bringing sustainable solutions for children and their families.

In the design of our WNCB programme, we integrated two main approaches in support of our strategic pathways in the Theory of Change: the area-based approach and the supply chain approach.

To realise change, we adopted and promoted the combined area-based and supply chain approach.

This approach means engaging with the respective (inter)national supply chain actors to take effective measures to ban child labour in their sourcing and production sites, while at the same time linking up to community-based efforts to tackle all forms of child labour, address the root causes, and provide viable alternatives. In this endeavour it remained important to co-operate with national governments, which have an obligation to protect child rights and are key in setting and reinforcing relevant policies and legislation on child labour, responsible business conduct, education, youth economic empowerment, and social security. With this integrated approach we aimed at systemic and sustainable change, ensuring that children do not move from one sector to another, and/or start working in the worst or hidden forms of child labour. We aimed to protect and fulfil the rights of all children, offering better prospects of entering decent employment when they reach the appropriate age, and breaking the cycle of poverty for coming generations.

The external evaluation confirmed that "... the integration of the area-based and supply chain approaches was a key success factor in reducing child labour and increasing school enrolment and attendance rates. Under this combined approach, the programme strengthened child protection mechanisms by making them more community-driven, ensuring that local stakeholders were



actively involved in advocating for child rights and monitoring private sector practices. Similarly, embedding the area-based approach in its private sector strategy helped the programme address child labour in local businesses by raising awareness among business owners about the impact of child labour on their communities. This approach encouraged them to support children's education and adopt responsible business practices.”

During the programme period we invested in Alliance-building and creating synergies within and across countries and partners, so they could strengthen and complement each other and provide added value in the elimination of child labour. We also sought to mobilise support and collaboration with other organisations to accelerate action and increase impact.

Aligning our strategies was not a given. Although we all clearly agreed on our end goal, it took time, effort and understanding to build the trusting relationship needed to build on each other's approach. Throughout this endeavour, it has been very helpful to adhere to our shared Theory of Change (ToC, annex 1), which was developed in conjunction with all partners during the programme development phase. The ToC has acted as a reference document for all partners to strategise and plan action in their specific countries. Moreover, it proved very helpful to work together to formulate a framework of collaboration¹ setting out guiding principles and key messages. This was first compiled in the second year of the programme, then revised in 2023 so all partners could ensure that we remained aligned in our efforts to make a strong and lasting contribution to the elimination of child labour. Last but not least, we developed joint statements and recommendations with various parties, including the Global March against Child Labour. These were developed in the runup to the Fifth Global Conference on Child Labour held in Durban in 2022, and as an overall outcome document of the Regional Symposia on the Area-Based Approach in Pathfinder Countries to eliminate child labour, conducted in East Africa, West Africa and South Asia (2023 - 2024). All of this work has helped us to stand strong and united as an Alliance working from the same conviction and sharing the same voice, both in the countries and on the global stage. It has also helped to create commitment and ownership with other stakeholders.

In addition, throughout the programme period we have strengthened linking and learning within the Alliance through programme-wide exchanges, national learning events, and reflections on our

programme activities. The Mid-Term Review through which we assessed our interventions, along with the gender analysis that was conducted in all partner countries, led to adaptations to our activities in 2023 - 2024. Subsequently we noticed more gender-sensitive and transformative strategies emerging. We have also learned from reflections in the final year of the programme, including OH sessions, end-term meetings, working group reflections, and preliminary outcomes of the external evaluation.

Continued linking & learning via learning events and additional funded activities helped us to strengthen the flexibility and resilience of the programme partners. . Political environments in the countries in which we work continued to change; over the years we noticed increasing uncertainties and shrinking civic space, leading to constraints and delays for our implementation. The COVID-19 pandemic affected programme implementation in almost all countries (especially on education). Moreover, the implementation was affected by the environmental crises in India (floods), Uganda (droughts), and Viet Nam (typhoons). Security risks remain a factor for the programme in Uganda and Mali, as do political tensions in Côte d'Ivoire.

The external evaluation confirms through secondary data analysis that the WNCB programme successfully adapted to several major challenges and changes in context: “On a global level, the biggest obstacle to programme implementation came in the form of the COVID-19 pandemic. Similarly, on a country level, a range of contextual changes complicated the programme's efforts to mitigate child labour.” and that in all cases, the Alliance partners showed great flexibility in adjusting priorities and adapting programme activities to their specific circumstances.

We very much appreciated the continued commitment and adaptive capacities of our partners as they endeavoured to reach the most vulnerable families and children and offered adequate responses to meet their urgent needs. In doing so, partners took responsibility for the communities in intervention areas that were hit hard by the pandemic and other crises. In all countries, partners came up with combined approaches and effective ways of organising and ensuring that all children - both boys and girls - are in school and that parents find more sustainable livelihoods to support their children's education.

¹ We promote and strengthen children's rights based on the combined mandate of the United Nations Convention on the Rights of the Child (UNCRC) and on the ILO Conventions 138 and 182.

1.3 OVERALL ACHIEVEMENTS

In almost all countries in which WNCB is present, we see an overall reduction in child labour. In many cases we were able to address root causes - including social norms - that sustain child labour, and we could contribute to an environment in which all children enjoy their right to education and have prospects of decent work. A brief overview is provided below based on the respective KPI studies internally available in 2024 more details can be found in the respective country chapters. The external evaluation also presents externally validated results, trends and additional insights in relation to our KPIs and achievements.

In Côte d'Ivoire, the WNCB programme was implemented in high-incidence areas covering a total of 291,913 community members, reaching approximately 34,000 community members and 5,225 children per year. It provided child protection services and child rights messages, and improved access to education. The programme successfully reduced the number of children engaged in child labour. At baseline, 25% of boys and 21% of girls were involved. By 2024, this had dropped to 11% and 13% respectively. Over 7,000 children left child labour.

In India, the programme had an impressive reach and impact. Partners were present in three states, 18 districts, 20 blocks, twelve urban wards, 118 Gram Panchayats and 657 villages. The programme achieved a significant overall reduction in the number of children engaged in child labour in the programme areas, from 43% at baseline to 5% in 2024. Although the prevalence of child labour decreased for all age groups in India, boys had consistently higher rates of involvement in child labour than girls. This is probably due to social norms that see men and boys as breadwinners and disregard the work of girls and women.

Child labour **in Jordan**, particularly in Za'atari refugee camp and East Amman, is caused by poverty, lack of basic services such as health care and education, and lack of access to work and adequate income for parents and caregivers. These problems are all rooted in or exacerbated by people's refugee status. This is an overarching

cause and challenge that affects all of the above. The programme realised an overall decrease in children engaged in child labour, dropping from 64% at midline to 55% in 2024.

In Mali, the WNCB programme was implemented in high-incidence communes in the Ségou and Sikasso regions. The programme successfully reduced the number of children engaged in child labour, from 19% for boys and 13% for girls at baseline to 10% for boys and 11% for girls in 2024. Over 7,000 children left child labour.

In the Netherlands, the L&A + RBC Working Group contributed to significant results at both the European and national levels, with the approval of the European Corporate Sustainability Due Diligence Directive (EU CSDDD) with the inclusion of children's rights as a groundbreaking milestone. Successful (side) events were organised such as at the Fifth Global Conference on the Elimination of Child Labour, held in Durban (2022), and the WNCB Multistakeholder Symposium in The Hague (2024). The WNCB programme brought together representatives from government, business, and



civil society organisations from different countries to share inspiring experiences and engage in constructive discussions, to accelerate coherent action to end child labour, and support children to return to school.

The WNCB programme **in Uganda** was implemented in the high-incidence areas of Karamoja and Busia, where social norms, poverty, and weak education systems perpetuate the cycle of child labour. The programme achieved an overall reduction in the number of children engaged in child labour, from 56% at baseline to 51% in 2024 in Uganda. Despite the overall improvement, the region Karamoja saw an increase of around 10% in the proportion of children engaged in child labour within households compared to baseline, indicating persistent challenges in areas where education is lacking and food insecurity and violence are continuously present. However, in Busia, the proportion of children engaged in child labour decreased from 68% to 47%.

In Viet Nam, the programme achieved an overall reduction in the number of children engaged in child labour, dropping from 29% at baseline to 14.5% in 2024. The prevalence of child labour was reduced from 30% to 15% for boys and from 28% to 14% for girls between 2020 and 2024. In Ho Chi Minh City, child labour was reduced mainly among boys in construction and industry, and girls in domestic work. In Đồng Tháp Province, WNCB succeeded in reducing child labour by focusing on agriculture and fishing for boys, and domestic work for girls.

Within the WNCB Alliance the **working groups for programmatic support** focused on Gender Equality, Education, Communication, Research, Child Rights & Business Principles (CRBP), Lobby & Advocacy + Responsible Business Conduct, and MEAL (Monitoring, Evaluation, Accountability and Learning). The WGs contributed to awareness-raising, knowledge sharing and capacity-strengthening on specific topics. During the programme period, adjustments were made to transfer ownership (and budget) to the countries; this was done based on a needs assessment and was experienced positively by the countries.

The WNCB programme had a comprehensive **Linking & Learning strategy** allowing for cross-learning between countries and themes. Over the period 2019-2024, the countries developed and implemented a total of over 86 L&L proposals. The flexibility to respond to urgent crises affecting

access to schools, and the ability to invest in new and innovative solutions and capacity development based on specific needs, were highly valued. Some highlights include:

- The research papers on social norm change and private sector collaboration, and country-specific research in India on the mapping of supply chains, specifically targeting home-based work linked to international garment companies.
- The **development of innovative interventions** such as online training sessions for the education sector, benefiting over 21,000 teachers. And a gig platform in Jordan aimed at providing alternative livelihood solutions for families who had previously relied on their children for household income.
- Lastly, the exchange visits included additional capacity development for vocational training in Uganda, a study on children working in artisanal mines to inform programming interventions in Côte d'Ivoire, and further integration of education as a vital strategic component for effectively combatting child labour.

1.4 OVERALL PROGRAMME RISKS AND MITIGATION

The WNCB partners showed great resilience in overcoming most of the challenges that negatively impacted our programme implementation. Several broader challenges are addressed here, while more specific explanations are given in the country sections in chapter two and previous annual reports.

THE IMPACT OF COVID-19 ON OUR PROGRAMME

The start of the programme was dominated by COVID-19. The 2020 and 2021 annual reports detail the country-specific challenges, government restrictions, and mitigations. These were the main consequences of COVID:

- The root causes of child labour worsened. Adults lost their jobs, both community savings and individual household savings were decreased, or fell away due to the pandemic. The WNCB partners reported that in many households, child labour was viewed as a coping mechanism that enabled families to earn income to survive the pandemic.
- The pandemic had a huge impact on important preconditions for people to be able to send their children to school and keep them out of child labour. In virtually all communities, access to quality education has been reduced significantly as schools closed for long periods. In several communities not all children returned to school after reopening, thereby increasing the risk to child labour. Lockdown measures meant that gender inequality worsened, affecting girls' return to school and decreasing their prospects for a good future. Increases in child marriage and teenage pregnancies were reported, and violence against girls and women due to lockdown measures increased.
- More children were found to be working in the household or certain other forms of informal work. In most contexts, partners reported that children became more active in the private sector. In multiple countries it was reported that private sector companies needed children to make up for time lost during lockdowns. In some contexts, governments had a reduced

focus on child rights and existing policies were enforced as effectively due to reduced capacity at government agencies.

In 2019, 2020, and 2021 in-person interventions were cancelled or delayed, particularly strategies to increase people's opportunities to earn income or start working at alternative livelihoods. Among the working groups, the collaborative teamwork was susceptible to COVID-19 disruptions as co-ordination across country teams became challenging in a socially-distanced world and virtual context. Overall, the programme was ultimately able to catch up on most of the earlier delays. In addition, based on the challenges arising from the COVID-19 pandemic, the Education and Gender Working Group organised an exchange session on how to retain children in school or keep them motivated for education, with a specific focus on girls (who were hit harder by the pandemic).

SOCIOPOLITICAL CHALLENGES

We encountered delays and challenges in both India and Viet Nam due to government procedures and actions. In India, the non-renewal of Save the Children India's Foreign Contributions Regulation Act (FCRA) registration, as of 31/07/2024, was a significant setback. It resulted in the immediate suspension of Save the Children India's bank account, and consequently the suspension of all Save the Children India WNCB activities. Some WNCB activities continued with the use of domestic resources, while other WNCB activities were handed over to other WNCB partners in India (SCL), as transfer of funding was not possible. Further on in 2024, also the All India Primary Teachers Federation lost its FCRA registration and had to stop activities as of 30/06/2024.

In Viet Nam, UNICEF started a new country programme with the Government of Viet Nam (2022-2026). However, MOLISA's Project on Promotion and Protection of Children's Rights encountered significant delays in the approval stage. Complex and stringent government ODA procedures for programme approval and implementation also presented implementation challenges. The ODA

management legal framework and practices resulted in longer and tighter processes for the appraisal, approval, and implementation of all development aid programmes. To accelerate progress, direct engagement and development on the province's local government level was sought along with collaboration with local CSOs.

The regime change in Mali and the resulting political and security situation posed challenges to the implementation of activities, with strikes across all sectors. International financial and economic sanctions were imposed upon Mali, and the national administrative structures on a local level were replaced. The WNCB partners in Mali had to adapt to a new government and put risk management measures in place to ensure the programme's continuation. There were also additional measures taken to ensure the safe implementation of activities, which resulted in delays. Following the safety measures, international WNCB members' visits to Mali were limited. The Mali team was invited to exchanges in other countries in order to ensure that global exchanges and learning could continue. The political instability in Burkina Faso, Guinea, and Mali had a knock-on effect on Côte d'Ivoire, which is currently hosting 60,782 asylum seekers, putting additional pressure on already vulnerable communities.

CLIMATE CHANGE

Climate change, like child labour, has a huge impact on those groups that are the most politically, culturally, and economically marginalised; this is particularly obvious in the mining areas in which the WNCB programme worked (Uganda, India, Côte d'Ivoire, and Mali). Additionally, in the agricultural sector in which most of the child labour occurs, sustainable solutions require addressing both the environmental and the social challenges. In Côte d'Ivoire, the fall in cocoa prices, climate change, and epidemics have weakened the incomes of farming communities too. Specific mitigation strategies to respond to climate crises such as droughts and floods that hampered access to education were implemented in Mali, Viet Nam, and India.

The WNCB partners in Uganda reported increasing numbers of safety and security issues. Eastern Africa is facing climate change issues such as droughts and floods. As a result, the communities themselves are facing food insecurity. Cattle raids and inter-tribal raids are increasing in Karamoja, and some villages

had to be relocated. The insecurities also affected children's school attendance. The combination of these factors led to safety and security issues in the Karamoja region that interfered with implementation of the activities.

GENDER INEQUALITIES

Addressing the different child labour risks and protective factors for boys and girls is one of the main cross-cutting thematic areas for the WNCB programme. Through the programme's activities, the Alliance aims to reduce child labour by contributing to gender equality and social inclusion (GESI) in schools, workplaces (for those who have attained legal working age), households and communities. Specific gender challenges are outlined in the country chapters. In all countries, advocacy efforts were focused on promoting gender equality in education. WNCB partners engaged with communities to challenge this norm and promote the value of educating girls. The Gender and Power Analysis was instrumental in guiding gender-sensitive and gender-transformative approaches, as can be read in chapter 3.5.

DECREASING RESOURCES TO COMBAT CHILD LABOUR

The WNCB partners on global, national, and local level are observing a decline in funding resources available to tackle the root causes of child labour and, on a broader scope, to continue community-based programmes. In addition, the decision by the Dutch MoFA not to fund a sequel to the WNCB programme, and the lack of alternative opportunities, led to the discontinuation of some interventions that could not be handed over to other stakeholders or be connected to alternative funding sources. Therefore, during the extension, we addressed the concerns and ensured responsible handovers in the best way possible.

In Jordan in 2023, due to funding constraints, UNICEF was forced to end non-governmental partnerships, amongst others with Rowad Alkhair. Within WNCB, we ensured that the community-based child protection prevention and response services were mainstreamed under two existing partnerships, in order to facilitate the continuation of service provision for vulnerable children.

1.5 THE CHANGES WE OBSERVED - OUTCOME HARVESTING

The WNCB partners showed great resilience in Outcome Harvesting (OH) is the monitoring technique that we used to document, assess, and learn about change processes in a participative and inclusive way. The countries' knowledge and ownership of this method facilitates increased learning and the effectiveness of the country programmes. Throughout the programme, MEAL experts in all countries trained colleagues on how to perform outcome harvesting. Continued guidance and support from the MEAL Working Group enabled partners to develop their OH capacities, which in turn resulted in accumulative learning.

In the final year of the programme, partners in all countries organised outcome harvesting workshops, to reflect on the changes realised and most significant outcomes harvested during the programme period. In these workshops, facilitated by the MEAL experts and country leads, we stimulated collaborative discussions on all identified outcomes. The outcomes were then mapped according to our strategic pathways so we could reflect on the connections. This in turn helped us to reflect on our shared ToC (see annex 1), which remained the main point of reference for strategising and planning towards the elimination of child labour.

The strategic pathways are the backbone of the ToC, as they lead the way to the desired change. In each country, activities under the specific pathways were tailor-made to respond to specific problems in their own context. This did indeed enable partners to effectively address root causes and work towards providing viable alternatives. We have observed change in all strategic pathways.

Overall, under Pathway 1 (Community-Based Approach), the WNCB programme contributed to strengthening children to pursue an education, to the improvement of access to (quality) education, and/or to increased youth employment in most partner countries. The WNCB programme did this by implementing a wide array of activities aimed at community members, such as case management, promoting access to social protection services, awareness-raising trainings, and training teachers in adequate teaching.

Under Pathway 2 (national laws, policies and regulations), the WNCB programme was able to achieve significant changes in child-labour-related policies, laws, and regulations in all partner countries. The WNCB programme did so by influencing policy and regulatory changes within the partner countries through activities such as lobby &



advocacy and awareness-raising activities on child labour and the importance of education, as well as through directly supporting public actors at national and local level.

Under Pathway 3 (Supply Chain Approach), the WNCB programme was able to achieve progress regarding improved knowledge and attitudes of private sector actors through activities such as awareness-raising trainings and dialogue events, as well as partnerships with companies in buying/production countries to promote responsible business conduct. In lesser extent the WNCB programme was also able to achieve progress regarding improved labour conditions for land and factory workers directly impacted by the programme. Finally, under Pathway 4, the WNCB programme aimed at the outcome of the EU/Dutch governments and international/multilateral organisations acting in support of the elimination of child labour and fulfilling their obligation to protect by setting and reinforcing Due Diligence policies and laws. Important results include securing the Dutch government's expression of support for the WNCB programme's Area-Based Approach, and the inclusion of children's rights in - and the adoption of - the EU CSDDD.

In the country chapters of this report, we present the most significant outcomes as selected by the country teams. In chapter 3 we reflect on the most significant outcomes per strategic pathway and the achievement of objectives.

More generally: in 2023 and Q1 2024, as part of the exit strategy, developing the capacity of relevant stakeholders was especially key, and we observed outcomes being reported in each country that showcased the increased willingness and improved technical capacity of governments, communities, and other stakeholders to prevent and address child labour.

Within our sectoral approach, we observed that good practices were identified, and important lessons were learned, which in turn have presented opportunities for the future collaboration of WNCB partners. These outcomes also demonstrate that communities are showing increased commitment to address child labour, and employers are at the forefront of addressing child labour within their sectors. In addition, we have observed increased commitment from child protection service providers, schools, and other civil servants to addressing the root causes of child labour. The

outcomes reported in relation to policy changes and the improved collaboration between key stakeholders also mean that key stakeholders (such as governments) are mobilising or reallocating funds for improved services to children formerly in child labour, as well as for child protection services for children at risk. We have also observed a contribution to improved institutional capacity to address child labour at various levels.

Significant outcomes have been reported on overarching strategies to which we have contributed, such as the CLFZ approach, and strengthening of the community-based child protection system. These outcomes showcase the ways in which we have successfully contributed to linking up communities to existing and strengthened child protection systems by means of improved referral systems and case management services.

1.6 ALLIANCE PARTNER COLLABORATION

As an Alliance, partners developed good constructive collaboration, strengthening and complementing each other where possible and relevant. Each organisation - UNICEF, Save the Children, and the Stop Child Labour coalition - worked from its own experience and expertise, complementing each other to create synergies and enhance efforts to eliminate child labour. The strengths of the individual organisations remained, and this will continue now that the programme has ended.

UNICEF added value to the Alliance as a UN organisation and formal partner of the government in the countries where we worked. UNICEF's dialogue with government is based on evidence, strong data collection, and making use of practical examples of successful action at the community level. UNICEF is uniquely positioned to work directly with governments and strengthen the lobby and advocacy efforts of the Alliance and likeminded partners such as the ILO. UNICEF's Country Offices add value by ensuring that children's rights are at the heart of interventions, while supporting companies and other stakeholders/partners on how to interact with children, for example by providing training programmes for companies. Moreover, UNICEF's Country Offices can address the root causes of child labour in communities and strengthen child protection systems, including but not limited to laws, policies, and protection and response services, all of which make interventions more efficient, comprehensive, inclusive, and sustainable. The National Committee for UNICEF in the Netherlands (UNICEF NL) is able to establish connections with NL/EU-based companies and inspire them by sharing experiences and good practices. In addition, UNICEF NL strengthened the structure and actions of joint lobby and advocacy at NL/EU level, for example by collecting and sharing needs from sourcing and production areas. UNICEF in the Netherlands led the work in Cote d'Ivoire, Jordan, and Viet Nam, as well as the CRBP Working Group.

Save the Children has a strong presence in communities as well as good relations with companies and governments, which ensures a solid position to act as a linking pin and to bring cases from communities to feed lobby and advocacy at district and national level. Save the Children uses the CRBPs to engage companies, in both production countries/resource areas and the Netherlands, to better understand how their business operations impact children in their supply chains and to activate them to undertake steps to prevent and reduce child labour. In addition, Save the Children collaborates with the Centre for Child Rights and Business (part of Save the Children), which has specific expertise in working with businesses on addressing child labour, including but not limited to conducting child rights risk assessments and establishing child-rights-centred remediation systems. Save the Children focuses on strengthening child protection systems, access to child-sensitive social protection systems, livelihood support, vocational training and life skills training for youth to prepare them to become young entrepreneurs or enter decent employment, social behaviour change, and communication and engagement with relevant local, regional, and national authorities to ensure strong (adherence to) legislation to protect children from child labour. Save the Children has a specific focus on youth aged from 15 to 18, ensuring viable options to prepare them to enter decent employment. Save the Children also plays a strong role in advocating for effective Due Diligence legislation in the Netherlands and Europe and in relevant international fora. The leads of the L&A+RBC and Gender Working Groups were placed with Save the Children Netherlands, meaning that they played a vital role in programme support and quality assurance in collaboration with the Save the Children country offices.

Stop Child Labour focuses on children in the under-15 age group, enabling them to access formal quality education while at the same time working with their families to strengthen their socioeconomic



Save the Children



unicef

| for every child



CHILD LABOUR
School is the best place to work

position. The Stop Child Labour coalition partners (Arisa, Cordaid, Stichting Kinderpostzegel and Algemene Onderwijsbond) play a crucial role at the community level by using the area-based approach towards creating Child Labour Free Zones (CLFZ). Important components are community mobilisation, changing norms, and improving access to and the quality of education as the vehicle to create change and development in the communities. By involving all stakeholders, including the private sector that is usually engaged as stakeholder in the CLFZ, they work towards realising children's rights. They are able to bring in the experiences from the communities for lobby and advocacy at national level. Moreover, Stop Child Labour can provide technical guidance and on-the-job support on linking the private sector in the programme areas to (inter) national companies. Members of the Stop Child Labour coalition led the work in Uganda, Mali, and India, as well as the Research and Education WGs.

In Mali and Côte d'Ivoire all Alliance partners collaborated in the WNCB programme, in India and Uganda Save the Children and SCL partners worked together and in Jordan and Viet Nam UNICEF and Save the Children were present and working together. In some countries Alliance partners all worked together in the same intervention area, and in other countries they worked in different intervention areas but joined in lobby and advocacy

efforts at the nation level. In any case, throughout the programme period, partners continued to be aligned by adhering to the same guiding principles and engaging in joint linking & learning activities. They complemented each other, joined forces and scaled up action by, for example, bringing cases from the communities to the national level as illustrated in the country chapters.

With UNICEF, Save the Children, and Stop Child Labour each implementing their own unique set of strategies, they together had a greater reach and more power, and thus as an Alliance had a strong added value in the fight against child labour.

This was also confirmed by the external evaluation: "Moreover, programme documents and interviews confirmed that by joining forces, the three Alliance partners leveraged their combined strengths, networks and experience to collaboratively and holistically address the root causes of child labour and to remove key barriers to its elimination. Each organization brought distinct expertise and experience to the table, creating a collaborative approach that was greater than the sum of its parts."

In chapter 3.1, Governance, we reflect further on the set-up and development of the programme structure and collaboration.



1.7 FINANCIAL OVERVIEW

In the final (draft) financial report, we look back at the programme finances from 2019 - 2024. The original budget for the period July 2019 - June 2024 was EUR 34,995,822. The MoFA granted us a cost extension for the period July 2024 - December 2024. The total budget increased by EUR 2,244,029. The additional budget and period extension were used to finalize the ongoing activities which needed to be completed and to ensure a responsible phase-out of the programme. WNCB appreciates this additional support from the MoFA that helped close the activities in a sustainable manner.

From the total approved budget of EUR 37,239,851 WNCB has managed to spend EUR 36,824,096. This is 98% utilization of the total budget. This rate of expenditure indicates that WNCB has managed to invest the budget in the best possible way to realize the intended results, not only in budgetary terms but more importantly in impacting the lives of children and their families.

Delivering the results and spending the budget, however, did not come easy. WNCB faced a tremendous challenge in 2021 with the outbreak of Covid-19. The activities were delayed and WNCB needed to find alternative and innovative ways to continue implementation and ensure contributions to the programme's objectives. The actions to deal with the Covid-19 situation bore fruit directly in the year after Covid-19. WNCB implemented the regular planned activities and started catching up with

delayed activities. The annual average expenditure increased from EUR 7.2 million from 2019 to 2021 to EUR 8 million in 2022.

Covid-19 was not the only challenge WNCB faced. Amongst others, the political tensions in Mali and Côte d'Ivoire, the introduction of the Foreign Contribution Regulation Act (FCRA) in India that resulted in fund freeze of SAVE NL, and the delay in extending the work permit of UNICEF in Viet Nam posed huge challenges. Despite these challenges, WNCB managed to achieve an average of 96% expenditure per country.

At the end of the programme period, we report an unspent balance of EUR 416,000 which includes EUR 378,000 frozen funds of SAVE NL in India. The remaining balance is comprised of slight underspending from other alliance partners. It should be noted that the amounts reserved for the alliance partners as the last payment will be settled with their final balances. This will increase the final amount that will be transferred/ settled with MoFA. The total final balance is yet to be exactly determined, as the final audit is currently ongoing, and the balances of the different alliance partners need to be checked and confirmed by the auditors.

The table below provides a quick overview of the amounts that were available and spent per country. The detailed budget overview is included in annex 2.

ACTIVITIES	TOTAL PROGRAMME BUDGET 2019-2024	TOTAL PROGRAMME ACTUALS 2019-2024	BUDGET VS ACTUALS %
Country Programmes			
Uganda	€ 2.993.447	€ 3.406.780	114%
Jordan	€ 3.053.839	€ 2.938.619	96%
India	€ 6.679.151	€ 6.433.054	96%
Viet Nam	€ 4.292.873	€ 3.371.067	79%
Mali	€ 4.337.192	€ 4.277.118	99%
Cote d'Ivoire	€ 4.508.930	€ 4.320.334	96%
Coordination education unions	€ 165.917	€ 161.877	98%
Total Country Programmes	€ 26.031.348	€ 24.908.849	96%

2.1 COUNTRY REFLECTIONS

In all countries, a combination of the area-based and supply chain approaches was applied to tackle child labour at the root. Through our integrated strategies, we collaborated with all relevant stakeholders at national and international levels, as well as within communities, around the norm that 'no child should work - every child must be in school'.



2.2 CÔTE D'IVOIRE

Work: No Child's Business in Côte d'Ivoire

Areas: Autonomos district of Abidjan, Nawa region, Poro and Bagoué

Sectors: Mining, cocoa farming and informal and/or domestic work



COTE D'IVOIRE

PARTNERS:

- Apprenticeship and Professional Integration Department
- Child Protection Department
- DDECI
- Department for the fight against child labor
- Direction Départementale des Mines
- Direction Régionale du Conseil du Café et du Cacao (CCC)
- Direction Régionale de la Femme de la Famille et d'Enfant
- Direction Régionale du Travail
- National Union of Continuing Education Teachers of Côte d'Ivoire (SYNADEEPCI)
- National Rural Development Support Agency (ANADER)
- Regional Department of National Education and Literacy (DRENA)
- Regional Department of Social Protection
- Save the Children
- UNICEF

1.4 million

In 2013, an estimated 1.4 million children (aged 5-17) were in child labour in Côte d'Ivoire

7,000

Over 7,000 children removed from child labour

1500

About 1,500 learners are now in the formal education system

73%

School attendance improved: 58% to 73%

2,750

More than 2,750 income-generating activities and 230 associations have been set up

25% to 11%

In 2019, 25% of boys and 21% of girls were in child labour. By 2024, this had dropped to 11% and 13% respectively

The WNCB programme has transformed the lives of thousands of children in Côte d'Ivoire, particularly in the Nawa region, by offering them opportunities for education and protection. Thanks to the bridging classes, children who were previously in work or were at risk of having their rights violated have been able to join the education system, giving them hope for a different future.

Child Protection Committees (CPEs) and Village Savings and Loans Associations (VSLAs) have helped to protect children and have strengthened social and economic ties within communities. Seeing families access additional income through cash transfers, new farming techniques, and IGAs, plus observing community leaders take ownership of the fight against child labour, have all proved that sustainable change must come from the bottom up. One of the highlights was seeing the commitment from companies in the cocoa sector, which are now gradually integrating children's rights into their practices. This reflects a mentality change and a genuine long-term commitment to creating a future without child labour. The impact of the WNCB programme goes far beyond the numbers. It has sown seeds of change in every family, every village, and every partner organisation. It has contributed to a Côte d'Ivoire that is more determined to protect its children and to build a path towards a more equitable future for the children of this country.

WNCB ALLIANCE AND PARTNERSHIP-BUILDING

The collaboration over five and a half years between the WNCB Alliance partners and other players in Côte d'Ivoire has been marked by strong synergy, mutual learning, and constant adaptation to the challenges encountered.

In terms of complementarity of roles, UNICEF has played a central role in national advocacy and in strengthening child protection services, ensuring a stable and coherent structure aligned with national priorities. Save the Children focused on co-ordination in implementation areas and support for initiatives in these areas, such as bridging classes, CPEs, and children's rights in companies (cocoa co-operatives), while SYNADEEPCI mobilised trade unions around children's rights. Each partner therefore brought unique expertise to the table, promoting an integrated and comprehensive response to the problem of child labour.

In terms of continuous learning, this complementarity enabled an exchange of approaches and methods. For example, training on children's rights and financial education strengthened the skills of the teams, while Save the Children's experience in implementation areas has enriched UNICEF's advocacy strategy. This collaboration enabled us to broaden our understanding of issues in these regions and propose solutions tailored to the realities in the implementation areas.

Message from the WNCB Ivory coast Team



The Alliance partners set up a transparent communication system to share progress and adjust priorities. Collaboration within the Alliance and with the working groups was marked by strong complementarity and continuous learning. The adjustments made following the Mid-Term Evaluation strengthened the cohesion of the team, making it possible to meet the challenges and lay solid foundations for lasting partnerships.

Building on this successful experience, UNICEF and Save the Children will continue to collaborate and align their respective programme activities as they relate to social services delivery in implementation areas, the monitoring of CPEs, and education initiatives in vulnerable areas. Cocoa co-operatives and companies will also continue to work with structures in implementation areas to integrate practices that respect children's rights into their value chains.

Links with the government have enabled the programme to be aligned with national, regional, and local priorities. The WNCB programme was implemented under the leadership of the Interministerial Committee for the Fight against Trafficking, Exploitation and Child Labour, and the National Monitoring Committee for Actions to Combat Trafficking, Exploitation and Child Labour. At local level, the prefectural authorities played a crucial role in mobilising and co-ordinating the actions of government bodies, civil society organisations, and private companies.

CONTEXTUAL CHALLENGES AND MITIGATION EFFORTS

The seasonal migration of families for agricultural work, along with some agricultural workers returning to their home countries of Mali and Burkina Faso, disrupted learners' regular attendance at the bridging classes. As a mitigation measure, the programme intensified awareness-raising sessions while supporting families to plan their travel during the school holidays, thereby increasing the retention rate of learners in the bridging classes. To deal with this, and with the support of the communities, the education authorities transformed six bridging classes into community schools and then into formal schools. In some cases, the capacity of the formal schools in the area was very limited. To facilitate the transfer of learners from bridge classes to these formal schools, WNCB renovated or built additional classrooms in around thirty schools.

The tensions surrounding the 2020 presidential election, combined with the COVID-19 pandemic and the resulting restrictions on contact and travel, considerably delayed the programme's launch. In 2021, the installation of the new government coincided with the start of a new cycle of co-operation between the Côte d'Ivoire government and UNICEF (2021-2025). However, as the agreement was not signed until April 2021, the start of activities in the first quarter was delayed. This delay was exacerbated by the transition of



the new government, whose technical teams took time to get to grips with the activities of the WNCB programme.

Political instability in Burkina Faso, Guinea, and Mali has had a knock-on effect on Côte d'Ivoire, which is currently hosting 60,782 asylum seekers, putting additional pressure on already vulnerable communities. The associated security risks have hampered child protection activities at artisanal mining sites in the north, as well as in cocoa-producing areas. The fall in cocoa prices, climate change, and epidemics have also weakened farming communities' incomes. In turn this has seen their purchasing power decline, affecting their ability to contribute to community initiatives such as the construction of class shelters.

To support Côte d'Ivoire in achieving the Sustainable Development Goals (SDGs) and implementing Phase 2 of the government's Social Programme, UNICEF and the United Nations System have launched a multisectoral intervention programme to strengthen the resilience of systems, communities, and individuals in the face of crises in the Bounkani and Tchologo regions. This programme, with its Protection component, represents a real opportunity to extend and strengthen the impact of WNCB's actions, particularly in terms of protecting children in the artisanal and small-scale mining chains in the north of the country.

PROGRAMME RISK MANAGEMENT

The MEAL activities provided insights into the effectiveness of the WNCB interventions, strategies, and in-programme risks to which the team responded over the years and was able to adapt activities accordingly.

The WNCB Alliance ensured that all activities were aligned with national policy and priorities. In the Nawa region, the WNCB programme worked closely with 87 cocoa co-operative societies, of which 33 co-operatives have revised their procedure manuals to integrate the CRBPs into their policies and practices. These efforts have improved transparency and made the supply chain more responsible. The co-operatives also took part in meetings of child protection platforms in implementation areas, strengthening the mechanisms for monitoring and reporting cases of child labour.

Cocoa co-operatives are actively involved in the planning, implementation, and monitoring of activities. The collaboration of these players has helped to strengthen the child protection system, which provides holistic, co-ordinated care for children in accordance with national norms and standards.

The WNCB programme has demonstrated that strategic collaboration with private actors,



reinforced by sustained advocacy and community initiatives, can transform practices by aligning private priorities with national objectives for the protection of children's rights. These efforts represent a significant step towards the sustainable elimination of child labour in Côte d'Ivoire.

A gender analysis carried out in 2021-2022 highlighted significant inequalities, influenced by cultural norms, impacting girls and young women. Girls are often encouraged to work to contribute to the family income, to the detriment of their schooling, while persistent gender stereotypes limit their access to vocational training and apprenticeship programmes. Training for 'Gender Champions' was initiated to raise community awareness of equality issues and integrate inclusive approaches into all activities. Awareness campaigns were conducted to encourage girls' education and their access to the same opportunities as boys.

LINKING AND LEARNING

Working with cocoa co-operatives was a key leverage in promoting children's rights and combating child labour in Côte d'Ivoire. This integrated approach made it possible to gradually involve these private sector players in initiatives

aligned with national priorities, and to lay the foundations for a lasting commitment. The co-operatives' commitment also helped to challenge social norms that tolerated certain forms of child labour, fostering lasting cultural change.

Joint advocacy efforts with co-operatives led to significant progress, including the development of national standards for the protection of children's rights in the workplace, and increased awareness among decision-makers of the importance of a holistic approach to combating child labour.

Support for regional education authorities in setting up bridging classes and integrating learners into the formal education system demonstrated the impact of education as an effective means of combating child labour.

The programme has shown that technical support and training aimed at the authorities and frontline players enable better monitoring and increased responsiveness to cases of child labour. This lesson led to the integration of regular training to ensure the sustainability of these actions, even after the withdrawal of direct support from the programme.

The SenseMaker study noted a shift in social norms around education and child labour. This led the programme to step up awareness-raising campaigns on the importance of education, which is essential to encourage a transition towards an environment that promotes education and child protection.

The MEAL and SenseMaker surveys found that child labour and the cost of education present major obstacles to school enrolment. The programme set up bridging classes to enable out-of-school children to enter the education system. These classes offer an opportunity for children to continue their studies, particularly for young girls involved in domestic chores.

The transformative effects and main lessons learned include the economic strengthening of women through the Village Savings and Loans Associations (VSLAs), 90% of which are chaired by women, enabling them to play an active role in household economic decisions. This increased autonomy has strengthened women's ability to meet household needs, particularly by supporting children's schooling. Also, thanks to income-generating activities (IGAs), families have reduced their economic dependence on child labour, diversifying their livelihoods sustainably.



Gender strategies have demonstrated that strengthening women, combined with an inclusive educational approach, is essential to reducing child labour and transforming community dynamics. By rebalancing social and economic roles, these actions have not only strengthened household resilience but also helped to change cultural perceptions of women and girls.

PROGRAMME IMPLEMENTATION

In 2024, several of our operations were brought to a sustainable close with the support of local authorities and structures. The Child Protection Committees (CPEs) were strengthened to continue preventing and responding to cases of child labour in collaboration with social workers and co-operatives. This was achieved through an integrated approach mobilising various players, mechanisms, and platforms to respond effectively to the needs of vulnerable children; for example, awareness campaigns have involved families and community leaders, promoting a culture of speaking out against violations of children's rights. There were also concrete initiatives, such as the cancellation of forced marriages and the withdrawal of children from dangerous work. Community mechanisms such as VSLAs strengthened families economically, reducing their dependence on child labour.

Integrating protection mechanisms into existing structures, such as decentralised government departments and community organisations, ensures the sustainability of actions. Efforts to connect VSLAs to formal frontline financial institutions strengthen families' economic resilience and reduce children's vulnerability in the long term. In addition, the joint United Nations ENACT programme provides complementary support to the national social safety net programme targeting the most vulnerable families in the Nawa region.

Thanks to the ongoing support of the regional education authorities, the learners in the bridging classes have been integrated into the formal education system, and the bridging classes have been transformed into community schools and included on the school map. Vocational training for young people in work situations or at risk was carried out in accordance with the legal apprenticeship system in force in Côte d'Ivoire. The children and young people trained received a parchment at the end of the course, which will enable them to learn and use it for the rest of their lives. The DAIP has drawn lessons from this

experience that will be replicated for future cohorts of apprentices. Finally, a digital classroom was set up to facilitate learning for children in rural areas, in collaboration with the municipal authorities, who included it in their plan to promote information and communication technologies. Children's clubs, community groups, and U-Reporters have been set up as awareness-raising and monitoring bodies in implementation areas. These groups have continued their activities and have been integrated into child protection networks to ensure the continuity of their contribution.

Following a partnership with the Regional Management of the Conseil du Café-Cacao and partner co-operatives, have all adopted the CRBPs as one of the markers of cocoa quality. They are increasingly involved and contribute materially and financially to the operations and activities of the child protection platforms.

As a recommendation for future programmes to combat child labour in cocoa farming, the WNCB programme proposes combining the area-based approach with the supply chain approach, thus ensuring that no child is left out. To achieve this, it is essential to establish synergies and a strong partnership between public and private players, civil society organisations, technical and financial partners, and international organisations. Such an approach benefits children because basic social services are accessible to all children equally, regardless of their ethnicity, locality, or other conditions.

The changes in the context of the new European standards on corporate duty of care for cocoa sustainability represent a unique opportunity to accelerate the strengthening of the child protection system, including progress towards the elimination of child labour. This implies that the cocoa industry's efforts focus on the root causes of child labour and align with national priorities, policies, and programmes to develop governments' capacity to protect children.

OUTCOME HARVESTING 2019 - 2024

The table below presents the most significant and newest outcomes of the programme as selected by the WNCB Cote d'Ivoire country team.

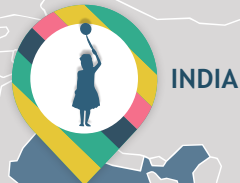
OUTCOME	SIGNIFICANCE	CONTRIBUTION	MEANS OF VERIFICATION
In Kouakoukro, in 2022, in the Soubré sub-prefecture, 25 cocoa farmers receiving cash transfers improved their farming practices by combining agronomic and chemical control techniques	Cocoa farmers increased their productivity, which has led to an increase in their income, which they can now use to meet their children's basic needs	ANADER has strengthened cocoa farmers' skills by opening field schools and making supervisory visits to monitor the application of the guidelines	-Session attendance list
Between January and November 2022, 558 members of the AVECs set up in the programme's areas of intervention in the Nawa region developed income-generating activities	The IGAs set up by AVEC members provide families with an additional source of income to meet their children's education, health, food, and leisure needs	Save the Children provided support throughout the process of setting up the AVECs and presented the opportunities linked to the creation of IGAs	-Database and monthly monitoring report for AVEC -IGA database -Attendance list for sessions
In August 2022, the communities of 27 villages in the Nawa region built 38 classrooms to give children who had dropped out of school the opportunity to return to school	Through this action, the communities enabled many children to have access to a quality education that maximises their chances of a better life. Attending school prevents these children from finding themselves in work situations	Save the Children deployed a series of community mobilisation activities to support communities to organise themselves into local development associations. It developed the capacity of these associations by providing financial support for the purchase of materials not available in the communities. The communities provided land, wood, gravel, water, and labour	-Attendance list for training sessions -List of community organisations set up -Village land transfer certificates
In 2023, families in DAPEOUA were able to increase their income by raising poultry for meat, enabling their children to start school on time and parents to provide decent accommodation for their children in the places in which they attend school	The introduction of income-generating activities has helped to meet the needs of vulnerable families in terms of protection, health, education, and food for children	ANADER supported the beneficiaries by facilitating them to set up modern poultry farms with funding from UNICEF	-Attendance list
Since October 2022, the community of Blésséoua, in the sub-prefecture, has abandoned the amicable settlement of cases of child abuse. These cases are now reported to the local social centre	This new practice deters potential perpetrators of child abuse, reducing the risk of children becoming victims. Reporting gives all child victims in the region the opportunity to access appropriate care and increases their chances of survival	After identifying the Direction Régionale du Ministère de la Femme, de la Famille et de l'Enfant (DRFFE) in the Nawa region, UNICEF provided technical guidance. The DRFFE organised sessions to develop the capacity of community leaders	-Attendance list for training sessions -List of children referred by the community
Since June 2022, social workers managing cases of child survivors in the Nawa region have adopted a harmonised procedure for dealing with child survivors	This harmonised procedure is based on best practice in implementation areas, and its application ensures that surviving children have access to high-quality holistic care	Save the Children supported the capacity development of social workers in the Nawa region in 'Step To Protect' (S2P) approaches and provided case managers with the tools they needed to improve their intervention	-Attendance list for training sessions -Session reports -Sheet/ acknowledgement of receipt of tools -Case follow-up report for children treated

<p>On 10 November 2022, private sector players - including the union of co-operative societies and the union of PCAs of cocoa companies - joined the Soubré child protection platform</p>	<p>This result reflects the co-operative companies' commitment to supporting the efforts of all stakeholders to contribute to the elimination of child labour. The companies that are members of the platform will improve their knowledge of children's rights. This reflects the Ministry's commitment to supporting the private sector in promoting children's rights</p>	<p>Save the Children held sessions to strengthen the CRBP platform's players and explained to co-operatives what is at stake when they join the platform. The Prefect of the region sent individual invitations to each of the private players to ensure their attendance. The Department for Women, the Family and Children drew up an action plan to encourage commitment from private sector players, particularly those involved in the cocoa sector</p>	<p>-Attendance list -The commitment plan for co-operative societies</p>
<p>Since the start of the 2023-2024 school year, following the integration of the ASER test by the MENA, teachers in formal schools in the Soubré DRENA have adopted a new strategy for taking individual charge of learners</p>	<p>The new strategy of taking charge of individual learners has helped to improve academic results, through placing a better focus on learning</p>	<p>The WNCB programme developed the capacity of DRENA stakeholders - in particular literacy advisers, school headmasters, and teachers who supervise learners integrated into formal schools - in the LB/NB approach and the tools for assessing reading and arithmetic in bridging classes (ASER test)</p>	<p>-Follow-up sheet on learners' literacy and numeracy skills -Communication no. 00000409 MENA/DVSP from the Department of Programme Monitoring and Follow-up (DVSP) of the Ministry of Education and Literacy, concerning the organisation of the ASER test at the start of the 2023-2024 school year.</p>
<p>From 1 April to 30 June 2024, following capacity development on child protection by staff at the Grand-Zatry social centre, the Kipiri Child Protection Committee reported 20 cases of violence against children, including physical violence, exploitation, and failure to send children to school</p>	<p>In this case, reporting acted as a deterrent to potential perpetrators of violence against children. The cases identified were dealt with appropriately by those involved in the child protection system</p>	<p>The WNCB programme developed the capacity of social workers and members of child protection committees to use the 'Step to Protect' approach to better manage reported cases</p>	<p>-Training reports -List of cases handled -Closed files</p>
<p>Since April 2024, the ECAM co-operative has prioritised education by setting up one mobile library for 100 children from four cocoa-growing communities in the department</p>	<p>The mobile library gives children the opportunity to be away from the fields, improving their reading and arithmetic skills, and supporting them to do better at school and stay in school</p>	<p>The WNCB programme trained facilitators from the ECAM co-operative in the Numeracy Boost and Literacy Boost approaches</p>	<p>-Instructor training report -Attendance list -The mobile library</p>

2.3 INDIA

Work No Child's Business in India

Areas: Bihar, Delhi/National Capital Region, Rajasthan
Sectors: Agricultural sector, beedi rolling, brick kilns, garments and textiles sector, homeworkers, hotels and small businesses, informal sector, natural stone sector including mining, cobblestone making and homeworkers



PARTNERS:

- All India Primary Teachers Federation (AIPTF)
- ARAVALI
- Arisa
- Bal Raksha Bharat (Save the Children India)
- Fakirana Sister's Society
- ICCSPL
- Manjari Sansthan
- MV Foundation
- Nav Jagriti

13.2 million

children (aged 6 - 14) and adolescents (aged 15-18) were engaged in child labour in 2024.

3,335

teachers across 586 schools received training in quality education.

657

Nine WNCB partners and 230 community mobilisers directly reached 657 villages in the project areas.

42,071

children stopped working and returned to school.

387

Private sector stakeholders in Bihar and 30 cobblestone yards in Rajasthan have committed to child labour free environments

43% to 5%

Reduction in child labour in programme areas from 43% at baseline to 5% in 2024.

Through the WNCB India programme we have been able to strengthen the younger generation to take a public stand in favour of children's rights and to work toward ending child labour in their communities. These community mobilisers have strengthened many parents from migrant families and caste-affected communities, with the result that many boys and girls who were in labour, and had dropped out of school or never been in school at all, are now enrolled in the education system. Through bridge education centres and other coaching classes, they have been mainstreamed into formal education, so they can now successfully complete their education. We have supported young girls to study beyond primary education. Sharing the personal stories of children who had been impacted by labour, rather than just relying on data, created a deeper sense of community responsibility to advocate for their rights. Seeing children who had dropped out of school or never attended school at all, and watching them enrolling and then attending school regularly, as well as seeing the equality that it brings, fills us with immense satisfaction. The commitment of all community stakeholders, including the private sector, to protect children's rights and prevent child labour contributes to a sustainable impact.

Message from the WNCB India Team

WNCB ALLIANCE AND PARTNERSHIPS BUILDING

We started off well with national meetings in 2019 and 2020, and we created structures for co-ordination, communication and exchange. Unfortunately, between 2020 and 2022 the COVID-19 pandemic made it difficult to emphasize linking and learning between partners. However, with the pandemic slowly waning, activities picked up again and there were many India and global linking and learning activities organised. Exchange visits enabled organisations to learn from each other's fieldwork and successful interventions. Below is a selection of lessons learned as mentioned by the WNCB India partners:

- Partners understood the importance of using each other's capacities to improve learning and programming effectiveness. Collaboration also provided a platform for partners to share strategies, approaches, and best practices across different regions.
- By visiting MV Foundation, several partners learned more about the concept of Child Labour Free Zones (CLFZ) and how to involve all community stakeholders in the eradication of child labour. Partners reflected on the need to follow the area-based approach in its true spirit in order to ensure the eradication of child labour across whole geographic areas, rather than focusing on individual interventions.



- Partners learned to effectively liaise with and advocate towards various stakeholders, including government authorities, businesses, and civil society organisations. Partners discussed strategies for building long-term relationships and advocating for child rights at various governance levels.
- Partners learned how to use peer pressure and collaboration among stakeholders to create a unified voice advocating for children's rights, emphasizing how collaboration strengthens advocacy efforts.

The combination of state- and national-level meetings and the exchange visits to the different programme areas enabled partners to understand each other's work and learn from each other. During the Mid-Term Evaluation, several points for improvement were discussed and recommendations were made for the second part of the programme. Co-ordination and communication improved and more opportunities for linking and learning were created. Although Save the Children India (Bal Raksha Bharat) FCRA registration was not renewed in August 2023, they continued participating in the national meetings and sharing their knowledge and experience.

At the local level, several partners handed over activities to the communities. The partners will monitor the continuation, and in urgent cases will provide support. In some programme areas partners will continue activities in other forms and/or with alternative funding and will continue the collaboration (e.g. ARAVALI, Manjari Sansthan, and Arisa in Rajasthan). There are existing WhatsApp groups at state and national levels, including with other organisations that work on children's rights, so we will continue to exchange ideas and best practices via these. Partners are exploring opportunities to strengthen livelihood activities and set up Child Labour Free Zones in Bihar and Assam. MV Foundation and Arisa will start new activities on child labour in cotton production in Madhya Pradesh, in conjunction with a Dutch garment brand and two Indian suppliers.

While the working groups' intentions were good, it was sometimes difficult to combine the national and international work. The global meeting in the Netherlands was successful in creating more linkages with the organisations in the Netherlands and in the other WNCB countries. For example, Rajasthan Partners are now exploring collaboration with a Ugandan partner to work together after the end of the WNCB programme.



All WNCB partners organised formal meetings at the local level for final handover. At the national level, WNCB India organised a National Conference on Child Labour: Meeting to Exchange Strategies and Best Practices for Child Labour Free Zones. The meeting was attended by ILO, Global March, the Second Secretary of the Dutch Embassy, National Convenor on Campaign against Child Labour and other civil society organisations working on child labour from more than ten Indian states. WNCB India and civil society organisations in attendance at the meeting agreed to take the issue of child labour forward, zeroing in on key asks for which they can advocate at local, district and national levels.

CONTEXTUAL CHALLENGES AND MITIGATION EFFORTS

The COVID-19 pandemic took a large toll on the India programme and on the country as a whole. It affected travel and operations during almost two years of the programme. Due to the enormity of the situation, partners undertook relief activities for the communities by providing provisions, medicines etc. In addition, activities were adapted so that parties could continue working with children on their education.

Natural disasters have a major impact on children, specifically with regard to how these events exacerbate vulnerabilities and increase the likelihood of children being pushed into labour. Climate change will be an important aspect to take into account in future programmes. In India, floods and heatwaves are aspects affecting the children's education.

The cancellation of FCRA licenses had a negative impact on programme implementation, particularly in terms of accessing funding and continuing initiatives. Two organisations - Bal Raksha Bharat and the All India Primary Teachers Federation - lost their licenses during the programme period and were unable to continue the implementation of their activities. This is something that cannot be mitigated as such. WNCB India continued to involve both organisations in national- and state-level meetings.

PROGRAMME RISK MANAGEMENT

Utilising the knowledge and insight from the MEAL products, studies, gender analysis, and practical experience, the team was able to mitigate most of their programme challenges.

A major challenge in 2024 was enrolling children in schools, particularly due to documentation issues. Mobilisers and volunteers supported parents to acquire the necessary documentation, facilitating the admission process. Once many children had been enrolled, the teacher:pupil ratio became an issue. To address this, petitions were sent to the government, and local volunteers were recruited to help teach students. While primary education is free, there were challenges with fees for grades 9-12, leading to petitions requesting the government to make education free for these grades as well.

The lack of official data on child labour remained a constant issue, making it difficult to track progress. To improve data collection, continuous follow-up with government bodies was required. There were significant challenges related to government co-operation and slow responses from various departments. Persistent follow-up and advocacy were needed to overcome these hurdles. The lack of convergence among departments (e.g., labour, resources, education, social welfare, Panchayati Raj, rural development) hindered the smooth implementation of child labour programmes. Regular administrative reshuffling in government departments slowed the implementation of the Child and Adolescent Labour Act.



The team worked on specific gender challenges and made good progress on gender disparity on different gender-related issues. Wage disparity between men and women for the same work was a persistent issue. Thereby there was a noticeable gender disparity in work selection, with women often excluded from higher-paying jobs. Efforts were made to break down these barriers. For example, in Rajasthan, women in the cobblestone business had no power to negotiate their wages. Rajasthan partners trained five of these women to become entrepreneurs. Now these women employ 50 to 60 women workers under them and have been able to develop a safe and convenient workplace for women engaged in cobblestone-making. Girls faced discrimination in higher education, with more boys being given opportunities to continue their studies. Advocacy efforts were focused on promoting gender equality in education. Girl child marriages were prevalent in some areas, due to girls being viewed as a burden. WNCB partners engaged with communities to challenge this norm and promote the value of educating girls. Many schools had inadequate toilet facilities, particularly for girls. Conversations with Gram Panchayats were initiated in order to improve these facilities and ensure that girls had access to proper sanitation. The lack of access to secondary and senior secondary schools for girls led to petitions to local governments, seeking to improve infrastructure

and access to education. Girls were burdened with household chores after school hours, reinforcing the gender bias. Meetings, orientations, and focus group discussions (FGDs) with parents were held to challenge these norms. Women and girls had less participation in decision-making at household, community, and policy levels, and efforts were made to increase their involvement in these processes. It was noted that men and boys can also be victims of gender discrimination, particularly in terms of societal expectations regarding work and education. Challenges were overcome by using positive masculinity initiatives to engage men in gender equality efforts, and by engaging men in the gender discourse to ensure their active participation in gender equality advocacy. Gender sensitisation programmes to raise awareness were conducted, as well as the promotion of social security schemes and women's rights and entitlements to strengthen women and girls.

LINKING AND LEARNING

Following the Mid-Term Review, the country programme lead took on more co-ordination roles and undertook many linking and learning activities for partners to share their experiences and learn from each other at both national and international level. The additional (international) co-ordination meetings helped partners to understand the





different dimensions of child labour in various parts of the world, providing a global perspective on addressing the issue. For example, AIPTF now wants to appoint teachers as changemakers, as seen in Uganda. A major takeaway was the complexity of governance structures, particularly at the international level, and how different governments handle child labour. This complexity requires tailored advocacy approaches for each region.

The introduction of Human Rights Due Diligence (HRDD) into discussions highlighted the importance of businesses taking responsibility for ensuring that their supply chains are free from child labour. By establishing a global network focused on the Supply Chain combined Area-Based Approach (ABA), was emphasized as a crucial step for tackling child labour internationally. Partners explored how to examine supply chains from an ABA perspective to ensure ethical practices throughout the chain, from raw material extraction to finished products.

Meetings on ABA at the national level helped partners to take stock of their interventions and where they might be able to strengthen these further. For example, partners identified gaps in their ABA approach, strategised further for CLFZ, and shared the ABA with business stakeholders working in textiles and the handmade paper sector.

Gender was the cross-cutting element in all of the partners' workplans. A series of gender trainings helped partners to consider further ways in which

they could take the gender work forward. For example, AIPTF undertook activities related to gender-based violence in schools to help make schools safe for girls, prevent school dropout, and help with the retention of students. These interventions were upscaled, with AIPTF now spreading the message in schools across India. In Bihar, MV Foundation set up gender-based committees in 269 schools in their intervention areas. The gender trainings for Bihar partners that ICCSPL facilitated in 2024 provided both the WNCB staff and communities living in the intervention areas with a deeper understanding of equality, equity, participation, and inclusion and how these pan out in interpersonal relations whether at home, at the office, or in broader society. The WNCB partners themselves now realise that sustained gender training is crucial to seeing the changes on the ground.

PROGRAMME IMPLEMENTATION

WNCB India partners focused on the sustainable exit as per their Annual Plan 2024 and Exit Strategies, with an emphasis on final handover to the relevant stakeholders. This included:

Creating awareness amongst families/communities and CBOs: Most partners organised meetings with diverse community groups. This helped them to track children who had never attended school or who had dropped out, got them enrolled into school, and ensured they were attending classes regularly.

Providing livelihood support to families & entrepreneurship support to youth: In Rajasthan, a common facility centre for home workers was set up as part of the exit strategy. The centre provides a space for women home workers to discuss and train. Specific activities for building institutions activities further support the mobilisation process, and women home workers are now developing a collective, which has more than 300 members.

Engagement with the private sector: On the national level, Guidelines for Responsible Business Conduct specific to the garment sector were released by WNCB and the Indian Institute of Corporate Affairs (IICA) at their annual meeting. IICA is a think tank and extended arm of the Ministry of Corporate Affairs. The Advisory Committee set up by IICA (of which WNCB is a member) had met five times to discuss the draft to receive feedback and inputs and had organised many stakeholder meetings. They uploaded the draft on their website for

final inputs from the public, after which has been presented to the Ministry of Corporate Affairs for final adoption. The Advisory Committee members include SEBI, Joint Secretary, Ministry of Textiles, Manufacturers association. In Bihar, 354 private entrepreneurs were engaged, leading to 236 children leaving child labour. The entrepreneurs also successfully assisted 64% of children to leave beedi-making and supported them to enrol in schools and skill centres such as computer training centres. Also in Bihar, eleven private sector employers' meetings were organised with a total of 306 participants, with the focus of the meetings being that participants would not employ child labour. In Rajasthan, WNCB is constantly working with state departments to effectively implement the 'child labour' clause in the tenders and work orders released by the government. The Rajasthan government has nominated ARAVALI as a resource agency for capacity development by state officials in child-friendly Panchayats. With active support and guidance from ARISA, Rajasthan partners have been able to work closely with national and international actors in the natural stone supply chain. Their engagement with the TruStone initiative has established a robust platform for multi-stakeholder dialogue to ensure responsible business conduct by businesses at different levels of the supply chain.

Gender/Linking & Learning: ICCSPL facilitated two rounds of gender trainings supported by consultants. WNCB India, in collaboration with Global March, organised a review and reflection meeting in Nepal along with interaction with Nepal CSOs on the eradication of child labour. Within India, Rajasthan partners visited Bihar partner intervention areas and Bihar partners visited the intervention area of Rajasthan partners in order to understand how Panchayats in Rajasthan implement the Gram Panchayat Development Plan. A national-level meeting was convened in Hyderabad to understand how the Area-Based Approach is being implemented by partners in their intervention areas and to take necessary steps for course correction.

The role of AIPTF teachers: teachers who have undergone training on various child labour laws, schemes, and the role of teachers in the eradication of child labour have shown a proactive approach in dealing with children who have recently stopped working, as they have an understanding of their circumstances and the reasons for long absenteeism and bringing the children back to the classrooms. Change in teachers' behaviour was observed, and teachers are acting with more care, caution and attentiveness. Teachers assisted parents by facilitating the opening of bank accounts and





acquiring other documentation that is essential for students to claim various benefits. In the first half of 2024, approximately 400 teachers from three states were given residential training as Master Trainers, equipping them to impart training in a cascade model even after the programme ends. AIPTF also uses various constitutional meetings to share these tools and raise awareness of the status of child labourers in other Indian states.

It is recommended that future programmes adopt community awareness and community involvement as an essential component of the success of any activities. The Area-Based Approach (ABA) is a successful approach for achieving community involvement. If all parents are aware of their role and responsibilities and know their rights and the rights of the child, then children will attend school regularly and child labour and child marriage will stop. The formation of Child Protection Committees is very important. These have been strengthened to address the issue of child labour by creating peer pressure on the parents, communities, and Panchayat representatives. The recruitment of Tola Animators is one of the key programme strategies adopted as part of the programme intervention. These Tola Animators work with the most vulnerable and disadvantaged social groups, particularly those that are marginalised. The establishment of Remedial Centres run by the Tola Animators is a major step in taking education to the doorsteps of these families. Networking with women's self-help groups being promoted under the banner of Jeevika and the promotion of adolescent girls' forums under the programme have contributed to

notable improvement in enrolment and retention rates amongst girls, especially at the middle- and high-school levels. The Child Rights Protection Forum (CRPF) is a community-based forum of child rights activists that have taken upon themselves the task of protecting children's rights by identifying instances of child rights violations, and redressing them by referring these cases to officials in the form of petitions. The School Management Committee (SMC) has been mandated by law to oversee school governance and to ensure the smooth functioning of schools. Initially, the majority of the members lacked understanding of their roles and responsibilities. MVF organised focused training/ orientation sessions for SMC members, aimed at building their capacities to monitor the functioning of schools and to participate in their governance more effectively. Building robust community institutions is one of the popular approaches to development programming.

During the WNCB programme, we realised that we should also have a logical plan to track the maturity of community institutions. This required strong liaison with the relevant government departments for the leverage of resources, as well as handholding support in the reduction of child rights violations, especially child labour, child marriage, education and child trafficking.

OUTCOME HARVESTING 2019 - 2024

The table below presents the most significant and newest outcomes of the programme as selected by the WNCB India country team.

OUTCOME	SIGNIFICANCE	CONTRIBUTION	MEANS OF VERIFICATION
<p>January 2020 - October 2024, In partners' programme intervention areas in Bihar state, 114 stakeholders (Gram Panchayat functionaries, teachers, School Management Committee members, Child Rights Protection Forum members, youth, adolescent girls, and parents) identified potential marriages of 73 minor girls and one minor boy, counselled their parents on the ill effects of child marriage, and the proposed weddings were postponed</p>	<p>The Gram Panchayat functionaries, SMC members, youth, teachers, parents, Jeevika members, women, and adolescent girls realised their responsibility to uphold children's rights and intervened to protect the girls' rights to freedom and education, saving them from the drudgery of marital responsibilities</p>	<p>The WNCB field mobilisers engaged regularly with Gram Panchayat functionaries, the SMCs, youth, teachers, parents, women, adolescent girls, and Jeevika groups throughout the year and addressed them on their role in preventing early marriage and the adverse impact of child marriage on the physical, mental, and psychological development of girl children</p>	<ul style="list-style-type: none"> - 14 Gram Panchayat functionaries - 1 teacher - 7 SMC members - 13 CRPF members - 39 Jeevika members - 2 active women - 10 youth - 21 adolescent girls - 7 parents - 73 girls - 1 boy-Field Records
<p>January 2020 - October 2024, diverse stakeholders took the initiative of enrolling 2,074 out-of-school children in school and following up on 7,505 dropouts/ absentees to encourage them resume their education and attend classes regularly, in partner intervention areas in Bihar and Rajasthan</p>	<p>The children would have been deprived of their basic rights and ended up as child labourers if the Gram Panchayat functionaries, the SMC, the CRPF, youth, Jeevika members, teachers, adolescent girls, parents, and committees had not intervened and motivated the children</p>	<p>The WNCB field mobilisers maintained regular contact with Gram Panchayat functionaries, the SMC, the CRPF, youth, Jeevika members, teachers, adolescent girls, parents, and Committees, and convened periodic meetings with them throughout the year, at which they discussed the role of these members in ensuring children's enrolment and retention in school.</p> <p>a) Regular visits and interaction with the community helped in the identification of out-of-school children or children who accompany parents to work</p> <p>b) Six Motivation Centres were started, with the community and mine owner providing space for the centres within the workplace</p> <p>c) Education volunteers were identified, trained, and mentored</p> <p>d) Teaching & learning materials were provided</p>	<ul style="list-style-type: none"> - 202 Gram Panchayat functionaries - 26 teachers - 308 SMC members - 142 Jeevika group members - 303 CRPF members - 335 youth - 167 adolescent girls - 50 Children's Committees - 24 Tola advisory committees - 27 Gender Committees - 2,074 out-of-school children - 7,505 dropouts/ absentees - Field Records - Enrolment register - Attendance register - Reported by the programme team, verified by the centre's attendance register - Observation visits - Discussion with the parents
<p>From 2020 to 2023, implementing (grassroot) partners enhanced livelihood approaches and implemented relevant livelihood approaches such as farm-based livelihoods (e.g. goat-keeping) and vegetable cultivation within the Musahar and other communities in Bihar</p>	<p>To layer efforts from a livelihood perspective so that parents have safe and sustainable livelihoods that enable the child to stay in school rather than being pushed/pulled out of school; in addition, youth are capacitated for future decent employment</p>	<p>Support to partners in implementation areas with livelihood approaches - people-centred approaches (institutionalisation), micro-macro linkages, technical knowhow, advanced management practices by developing scopes - Package of Practices, reports and assessments. Capacity development workshops for communities to enable safe, decent, durable, and sustainable farm and non-farm livelihoods</p>	<ul style="list-style-type: none"> - Training Records - Field base practical - Roadmap for partner organisations for formation of institution

<p>In November 2023, the Bihar government initiated a state policy for remedial classes for slow learners</p>	<p>If there is no remedial class, the slow learners are potential dropouts that may enter into child labour</p>	<p>The MV Foundation, together with other WNCB India partners, developed a petition with data on learning loss that was presented to the State Government of Bihar</p>	<ul style="list-style-type: none"> - Petition developed - Circular communication released by Bihar government
<p>From April to September 2024, Panchayat representatives gave written consent to continue the work of the WNCB programme, even after the programme's withdrawal, in Mansi block of Khagaria district and Orai block of Muzaffarpur district</p>	<p>The Panchayat representatives were sensitised on child rights issues and their roles and responsibilities regarding child welfare</p>	<p>Nav Jagriti conducted meeting with Panchayat representatives and also organised training on the child rights issues</p>	<ul style="list-style-type: none"> - Interaction with the Panchayat representatives
<p>In November 2021, the Principal Secretary of the Rajasthan government's Department of Finance incorporated a child labour free clause in all the procurement processes made under RTPP (full form) Act 2013</p>	<p>The WNCB programme advocated for the eradication of child labour in respective commodity supply chains. As the state government is one of the major buyers of goods and services, it plays a very important role in emphasising the importance of child-labour-free procurement practices. This outcome will also open opportunities at Gram Panchayat (GP) level advocacy for the incorporation of a Child Labour Free GP under the Gram Panchayat Development Plan - an strategic document prepared by each GP</p>	<p>ARAVALI was involved in evidence generation at local level by implementing partners. Sharing different studies with authorities. Sector-specific research. Dialogue on state action. Orientation of senior officials. Generating support from the child rights department, GoR</p>	<ul style="list-style-type: none"> - Official document incorporating this clause - Meeting minutes - Evidence - Reports
<p>In October 2023, in Bundi district, Rajasthan, the Indian natural stone supplier Bundi Silica invited the multi-stakeholder delegation, including Belgian companies, the Dutch Ministry of Foreign Affairs, the TruStone secretariat, other suppliers, and Indian and Dutch NGOs to their mines and premises and discussed social and environmental issues openly</p>	<p>The fact that this supplier allows NGO representatives on their premises is a big change from some years ago. Through a more open dialogue at multi-stakeholder level, issues can be discussed and solutions can be elaborated. It shows that the supplier is open to dialogue</p>	<p>Manjari has developed a trusting relationship with this Indian supplier through regular meetings, conversations, invitations to community meetings, etc. ARAVALI provided support in establishing this dialogue</p>	<ul style="list-style-type: none"> - Minutes and pictures of the visit to the mine - Email conversation with the representatives of Bundi Silica

<p>From January 2020 to October 2024, 57 businesses (hotel owners, private sector employers, brick kiln, a sweet shop, cycle mechanic, and baker) put up display boards on their properties with the message “Child labour prohibited” in Bihar partners’ intervention areas</p>	<p>This is a positive sign, as employers exercise considerable control over parents and largely influence their children’s educational status. Through this act, the employers have demonstrated that they are willing to discharge their social responsibilities. The employers’ initiative is a positive step in the campaign, as they are likely to motivate their peers and send a message to them on their role in eradication of child labour</p>	<p>FSS printed and distributed 1,000 calendars on child labour issues and information on line departments (including protection numbers), puppet shows, and the legal aspects of child labour, plus the role and responsibility of the private sector to stop child labour.</p> <p>MVF field mobilisers maintained one-to-one contact with private sector employers to discuss the link between child labour and child rights, familiarise them with the key provisions of the CLPA, and highlight their role in the eradication of child labour</p>	<ul style="list-style-type: none"> - Meeting registration sheets - Photographs - Meeting reports - Interview with the hotel owners <ul style="list-style-type: none"> - 47 private sector employers - 29 ‘NO CHILD LABOUR’ display boards - Field Records
<p>In 2023, two private sector companies contributed to setting up a lifelong learning centre to promote education and entrepreneurship amongst the mining community in Budhpura village, Bundi district, Rajasthan</p>	<p>The private sector felt the need to make a contribution towards the educational and entrepreneurial development of the mining community, with the aim of preventing child labour and also improving youths’ chances to attain good jobs</p>	<p>The supply chain analysis helped us to learn about the companies who source cobblestones from Budhpura. ARAVALI initiated dialogue with exporters, and ARISA worked with international buyers in Europe. ARISA facilitated the constructive dialogue with companies, and we all came to an agreement for improving the supply chain. Setting up this centre was a part of this agreement</p>	<ul style="list-style-type: none"> - Photographs - Reports-Interviews with private sector, donors
<p>During a visit to Rajasthan in October 2023, five Belgian natural stone companies asked their Indian suppliers (eight in total) to participate in an in-person stakeholder dialogue on responsible business conduct in Kota, Rajasthan. As a follow-up they decided to create a joint fund to support decent working conditions in the natural stone sector in Budhpura</p>	<p>By inviting their suppliers, the international buyers showed the importance of a dialogue on responsible business conduct and were transparent about the social risks that might exist in their supply chain. During the visit, there was an opportunity to observe the work processes and talk to workers directly</p>	<p>Arisa, Manjari and ARAVALI were part of the team that prepared the programme for the visit and asked the Belgian buyers to invite their Indian suppliers</p>	<ul style="list-style-type: none"> - List of participants in stakeholder dialogue (with TruStone secretariat), - Social media posts - Media article in <i>Natuursteen</i> trade magazine - Photos of the visit - Minutes of the Stakeholder Dialogue

<p>The draft National Guidelines on Responsible Business Conduct, specific to the garment sector, were released by the Indian Institute of Corporate Affairs in their Annual Meeting National Conference on Responsible Business Conduct, which was hosted by the School of Business Environment (SBE), IICA, and facilitated by ICCSPL and Work: No Child's Business (WNCB) partners on 4 and 5 September 2024</p>	<p>This is significant as it was officially released to business leaders, academics, and government officials, marking the first step towards finalising the draft document for submission to the Ministry of Corporate Affairs</p>	<p>ICCSPL/WNCB signed a MoU with the Indian Institute of Corporate Affairs (a think tank of the Ministry of Corporate affairs) to develop the guidelines. IICA set up an advisory committee with a WNCB partner as a member. The advisory committee organised a series of meetings and another series of stakeholder meetings to gather feedback, after which it was officially released in September 2024. The draft will be put in the public domain for people and organisations to provide their feedback, after which it will be finalised for presentation to the Ministry of Corporate Affairs</p>	<p>- Final Guidelines</p>
<p>Sep-2024: Five women entrepreneurs started their own cobblestone yards</p>	<p>This outcome is important as it has a positive impact on the child(ren) in the families, the economic development of women, and the cobblestone supply chain</p>	<p>We provided livelihood support, including financial support, entrepreneurship development support, and business linkage development support, to the families of mining and cobblestone workers</p>	<p>- The five cobblestone yards owned by the women</p>

2.4 JORDAN

Work: No Child's Business in Jordan

Areas: Za'atari refugee camp, Za'atari village, East Amman and Sahab in Amman, Rusaifa in Zarqa

Sectors: Informal sector, work in shops, car workshops, agricultural sector, recycling industry

4,302

people, including 1,084 children in or at risk of child labour, were referred to essential services

68

children received birth certificates

31%

of out-of-school children returned to education

181

Children and 131 community members benefited from awareness-raising sessions on child labour

331

Households gained access to employment and livelihoods through training, business kits and cash assistance

340

Children stopped working or reduced their working hours

47% to 45%

Child labour decreased from 47% (mid-term) to 45% in 2024

PARTNERS:

- UNICEF Jordan
- Save the Children Jordan
- With Johud, the Jordanian Hashemite(Fund for Human Development)
- Nawars Al Rahman Community Based Organisation (CBO) in Alhashmai Al Shamali - East Amman,
- Child Care CBO in Zaatari village - Al Mafrag



The WNCB Jordan team is incredibly proud of the significant strides made toward eliminating child labour and uplifting vulnerable families. The Area-Based Approach stands out as a key achievement, particularly in East Amman and Zaatari Camp, where we established two talent hubs. These talent hubs have become safe spaces for over 1,000 children, enabling them to access education and essential life skills through structured activities, case management, psycho-social support (PSS) and Healing and Education through Art (HEART) in the form of sport, art, IT, and filmmaking activities, as well as the vocational training and positive parenting sessions for parents and households. The team was thereby able to support the Government of Jordan to update the National Child Labour Framework and related SOPs, support the Ministry of Social Development (MoSD) in developing the Child Labour Bylaw, and support the development of the Child Labour Strategy 2022-2030 and the monitoring of the implementation of National Strategy activities.

Message from the WNCB Jordan Team

WNCB ALLIANCE AND PARTNERSHIPS BUILDING

The 5.5 year collaboration between UNICEF, Save the Children Jordan (SCJ), and national partners has been instrumental in combating child labour in Jordan. SCJ led the MEAL activities in collaboration with UNICEF and the PMU including baseline, Mid-Term and End-Term assessments, gender analysis, and KPI tracking. These activities were critical for guiding the programme's planning and management and were conducted with continuous support from the PMU and working groups. The results from these activities supported adaptive management and were integrated into the 2022-2024 work plans.

The WNCB Alliance partners focused on enhancing policy enforcement, case management, awareness-raising, and developing capacity in implementation areas. Key activities included awareness sessions on child labour laws, child rights, and safe referral practices. The partnership worked to strengthen networks between community members, child protection committees, community-based organisations, the Ministry of Labour (MoL) and the MoSD to address child labour and identify high-risk areas. These relationships were essential to handing over activities in a sustainable manner.



A significant aspect of the efforts can be found in partnerships with non-government partners in programme areas to reach children at risk of labour and provide critical services to their families. The National Child Labour Task Force (NCLTF), led by the National Council for Family Affairs (NCFA), including both government and non-government agencies as well as UN agencies, ensured co-ordinated action against child labour, aligning efforts in programme areas with national and international standards to eliminate child labour.

The National Survey on Child Labour, conducted in 2016, is the primary source of national data on child labour in Jordan. It revealed that 75,982 children were working, with 44,917 involved in hazardous work. No further national surveys on this subject have been conducted since then. In 2024, WNCB along with NCFA and the NCLTF conducted a focused study to update data on child labour, its prevalence and root causes, particularly in the agriculture and recycling sectors. The study assessed working conditions, risks, and the impact on children's wellbeing, as well as evaluating existing policies. Recommendations from the study will guide future child labour programmes and were discussed at a panel event with government stakeholders from the MoL, Ministry of Education (MoE), MoSD, and NCFA in December 2024.

The NCLTF held several meetings to formulate recommendations for future child labour programmes, which were discussed during the WNCB programme's closing event with government stakeholders. The study will be shared on MoL websites to serve as a reference for any child labour interventions. SCJ will continue its advocacy through the Regional Development and Protection Program (RDPP), ensuring sustained collaborations. UNICEF will continue to support the NCLTF to sustain its role in co-ordinating national efforts.

CONTEXTUAL CHALLENGES AND MITIGATION EFFORTS

At the start of the programme, the **COVID-19 pandemic** and associated defence laws posed significant challenges to the implementation of the programme in Jordan. Nevertheless, WNCB managed to carry out planned initiatives that emphasised case management services, capacity development, and awareness-raising programmes. During restricted periods, remote and limited in-person delivery methods for services were used in the first six months of the pandemic. Partners in Jordan adhered to government restrictions on participant numbers, and provided transportation for children to ensure continued implementation. More details on changes to activities due to the



COVID-19 pandemic are described in the annual reports.

Social norms in conservative communities and camps pose significant risks for both girls and boys, requiring long-term behaviour change efforts. These norms were addressed through awareness-raising and parenting activities and by working with child protection networks to develop capacity in programme areas on child rights, child labour laws, and case management, reaching workers, employers, caregivers, and community leaders. This outreach particularly benefited at-risk groups, including homebound girls, who were targeted through female child protection committees. These peer-to-peer efforts strengthened the role of committees in programme areas and established clear referral pathways to address child labour. In addition, WNCB implemented livelihood activities such as Personal Development Training to strengthen women, enabling them to support their families and reduce the economic pressures that drive child labour. To further enhance economic strengthening, SCJ developed the 'Mofeed' platform, a digital solution connecting young job-seekers with service requesters in the home maintenance and domestic work sectors. This initiative aimed to improve livelihoods, support families to find alternative income sources, and reduce their reliance on child labour. The gender analysis, gender action plan, and gender-sensitive annual plans have been instrumental to addressing social norms throughout the programme.

The situation in which **refugees in Jordan have limited access to decent work** presents a challenge to ensuring a living wage and income among vulnerable households. The lack of work permits for Syrian refugees outside camps significantly hinders their ability to find job opportunities. Consequently, some families resort to harmful coping strategies, including child labour, to alleviate financial pressures. WNCB collaborated with UNHCR and Blumont to identify accredited job opportunities in the camp and enhance alignment of vocational trainings with these recognised jobs. WNCB collaborated with the Norwegian Refugee Council (NRC) to provide a nine-month vocational training that ends with decent legal employment opportunities outside the camp. Households and youth were supported to access services that would enhance their long-term economic resilience and reduce reliance on child labour.

PROGRAMME RISK MANAGEMENT

The MEAL activities provided insights into the effectiveness of the WNCB interventions and strategies. In addition, they provided insights into programme risks. The team responded to these over the years and was able to adapt activities.

Developing the capacity of all involved partners on various levels is key. SCJ and UNICEF developed the capacities of programme-area and government partners and frontline workers, despite delays in implementation. UNICEF supported the





establishment of community-based child protection committees to co-ordinate referrals on sub-national level to increase access to non-formal education and decent employment opportunities for the families of working children.

An example of the adaptive programme management can be found in livelihood activities that were adjusted to better meet the immediate needs of vulnerable families; cash assistance was provided in place of traditional vocational training and startup kits. In line with these adjustments, WNCB doubled the number of case managers to improve service delivery.

The launch of the Mofeed platform faced delays due to development issues, legal challenges, and budget constraints. Taking into consideration the ending of the WNCB programme, ownership of the platform was passed to another SCJ child labour programme (RDPP) while WNCB focused on increasing visibility and partnering with Jordan's startup ecosystem for successful market entry. In-house testing is underway to refine the app based on user feedback.

UNICEF and SCJ faced challenges with staff turnover, which affected programme continuity. To address this, SCJ hired a full-time Monitoring, Evaluation, and Learning (MEAL) co-ordinator and implemented

better staff handovers to build institutional memory. A Gender Analysis evaluation informed the 2023-2024 work plans, focusing on strengthening positive and transformative social and gender norms through community-level child protection committees; this also led to employers pledging to cease child labour and support children's education.

LINKING AND LEARNING

The WNCB programme strengthened the collaboration between UNICEF and SCJ, facilitating the sharing of resources, tools, and experiences to better address child labour in Jordan. MEAL activities included baseline and mid-term assessments, community data collection, KPI tracking, and a gender analysis focusing on children working in informal sectors like agriculture and domestic work, particularly in areas like East Amman and Zaatari refugee camp. The gender analysis emphasised how domestic work disproportionately impacts girls, leading to high school dropout rates. The findings of the gender analysis and recommendations from the Mid-Term Review informed work plans for 2023 and 2024, as reported in the respective annual plans.

The programme addressed gendered risks in child labour, such as encouraging gender-responsive and transformative parenting, enhancing the protective role of mothers, and creating female CPCs to support at-risk girls, including those bound for child marriage.

This partnership, alongside other stakeholders such as the NCLTF and NCFA, helped to organise key events like Child Labour Day at the Haya Cultural Center in 2022. The event raised awareness about child labour, highlighted gaps in legislation, and reinforced co-ordination among government and non-government organisations to combat the issue. In addition to various Task Force meetings and workshops throughout the programme's duration, UNICEF and SCJ organised a national dialogue event as part of the programme closure event, led by NCFA and in co-ordination with the National Task Force. The event included members of the National Team for Family Protection, government representatives and donors. A panel with representatives from the MoL, MoE, MoSD and NCFA represented the main national achievements that WNCB contributed, and highlighted the remaining priorities, lessons learned, and emerging opportunities to build on the national efforts to prevent and address child labour in Jordan.

SCJ and UNICEF worked with partners in programme areas to strengthen their case management capabilities through training and certification, enhancing their ability to support vulnerable children. Exchange visits, including one to India, facilitated knowledge sharing and the adaptation of the Child Labour Free Zones concept for advocacy in Jordan, particularly in agriculture. In 2024, staff from Jordan and Viet Nam participated in an exchange visit to share best practices and enhance regional and governmental ownership of child labour interventions. This collaboration aimed to improve programming, strengthen policy development, and ensure the sustainability of efforts in both countries to protect children from exploitation and reduce child labour.

PROGRAMME IMPLEMENTATION

Throughout the programme, the implementation of WNCB activities in Jordan proceeded mostly as planned, with strong co-operation between

UNICEF, SCJ, government entities, and partners. The implementation of the exit strategy in 2024 went according to plan. Most of the final activities reached dozens more people than were originally targeted. The individual interventions are mentioned in the annual work plans, reports and exit strategy; in this section we reflect on the sustainability, upscaling, and handover of the overall programme interventions in Jordan.

During the closure phase, the most effective options and networks with regard to livelihood activities to provide sustainable services and channels to beneficiaries were evaluated and shared within the network. SCJ co-ordinated with UNHCR through Blumont and NRC to provide vocational training services to household and youth, based on the bestselling products in Zaatari camp. In addition, WNCB was able to upscale interventions through partnerships. In co-ordination with NRC, youth and caregivers were able to earn high qualifications that guarantee monthly income in a credited workplace



outside Zaatari camp. Through UNHCR and Blumont, households were provided with advanced training in handmade needlework, opening up opportunities for households to work with Jordan River Design and other design houses outside the camp, and making them eligible to take on paid projects from Jordan River Design.

In order to make a lasting impact, it is recommended that private and government stakeholders are strengthened to continue efforts to eliminate child labour. WNCB-supported households that had already received a vocational training through other organisations in Zaatari camp were provided with the tools required to start their own businesses through Personal Development Training (PDT); there was a focus on strengthening women to break social norms. SCJ co-ordinated with VTC as a credited government entity in East Amman to sustain services to youth who are the breadwinners for their families, with a focus on Syrian refugees, to link youth with opportunities for better education and qualifications. UNICEF continued its support to regional partners and the MoSD to provide case management services reaching 152 working children. UNICEF continued its support to NCFA on monitoring the implementation of the National Strategy on Child Labour and the co-ordination mechanism of the National Task Force.

Consequently, SCJ and UNICEF continued to work with community-based committees to combat the root causes of child labour. UNICEF reached 120 parents with parenting sessions addressing child labour norms and practices, aiming to change behaviour and address the root causes of child labour with a focus on social and gender norms. Community committees in UNICEF implemented four community-based initiatives to prevent child labour, reaching 110 community members. Child CPCs targeted working children and mothers of homebound girls, supporting employers and supporting safe referrals.

As a part of the exit strategy, WNCB organised a Lessons Learned & Best Practices handover activity to enable UNHCR and other organisations to sustain activities. Key activities included providing vocational training materials and toolkits to female households in Zaatari camp, transferring female CPC and youth CPC initiatives, and integrating Mafraq CPC members into other programmes. These actions ensured the sustainability of vocational training programmes and resulted in employment for rightsholders in Zaatari camp.



The Talent Hub Center in Zaatari transitioned to a UNHCR-funded SCJ programme. Additionally, a two-day workshop was organised with the Agence française de Développement (AFD) and the Regional Development and Protection Programmes (RDPP), sharing insights to continue combating child labour in Jordan. This is an example of how the team in Jordan handed over all lessons learned, studies, and experiences to stakeholders to support the continuity and effectiveness of efforts to eliminate child labour.

OUTCOME HARVESTING 2019 - 2024

The table below presents the most significant and newest outcomes of the programme as selected by the WNCB Jordan country team.

OUTCOME	SIGNIFICANCE	CONTRIBUTION	MEANS OF VERIFICATION
<p>In 2023-2024, parents in East Amman and Zaatari were now more convinced about the importance of education for their children (positive parenting). This resulted in them returning their children to school. Parents also started applying positive parenting methods with their children, moving away from physical and emotional violence. Some mothers actively shared parenting information and information about the importance of education and risks of child labour with their relatives and neighbours, hence encouraging other mothers to visit the centres and benefit from the services</p>	<p>The significance of this outcome is that parents are essential support for children's withdrawal from child labour and re-enrolment in school</p>	<p>WNCB provided a combination of efforts supporting parents. 277 parents received positive parenting training</p>	<ul style="list-style-type: none"> - SCJ & UNICEF annual reports - Field observationsReferral table
<p>In 2022, after attending awareness sessions that were conducted jointly with the MoL, 21 employers demonstrated interest in advocating for children's rights, which was reflected through more engagement in communities and in their signing ethical commitments. As a result of WNCB partner activities, employers were able to refer children to protection services and secure decent working opportunities for working-age adults in child labourers' families</p>	<p>The awareness-raising sessions on the labour law and child protection matters reached a total of 585 employers, while the target for 2022 was 400. During the sessions, 21 employers demonstrated interest in advocating for children's rights, which is one of the significances of the outcome. Furthermore, in 2022 Rowad Alkhair endeavoured to engage these employers in community-based committees, despite the original plan to involve only community-level members, such as community leaders, government, and CBOs. Another significance of this outcome is that a total of 90 employers signed an ethical commitment to stop child labour and encourage children to continue their education - a very important step in the right direction</p>	<p>WNCB's contribution included increasing the numbers of CPC members, including MoL inspectors and members from private sector, in UNICEF- and SCJ-targeted areas. Joint interventions were also conducted to support employers from sectors including recycling, transportation, fruit and vegetable vendors, small market shops, and agriculture in Zarqa, Russeifa, Sahab, Zaatari and East Amman, providing them with awareness sessions in order to strengthen knowledge on internal policies relating to child rights and labour. Additionally, advocates that include employers were able to refer children to protection services and secure decent working opportunities for working-age adults in child labourers' families</p>	<p>Partner reports</p>

<p>In 2020-2023, community members were actively engaged in addressing child labour through Child Protection Committees that were established in four locations (Hashimi/Amman, Marka/Amman, Zaatari camp, Zaatari Village). Caregivers and children in the community were actively engaged in addressing child labour through CPS', which were formed in 2020 and are still active to date. Through awareness activities conducted by the CPS, the CPC members were able to identify child labour cases and refer them to case management services. Additionally, CPCs were able to identify employers inside the camp and work towards supporting children to return to or continue their education</p>	<p>A community-based prevention and response mechanism can provide first-level child protection interventions, and improve safe referral and co-ordination mechanisms at the community level. It is essential to have women committee members in order to reach women and children within the communities, particularly by building trust and breaking/mitigating cultural barriers. The peer-to-peer approach and the shared experiences maximise the outcome and increase the credibility and response. It is important to have child participation in identifying children's challenges with regard to accessing and continuing education, as well as coming up with ways to address these, so that the root causes of child labour can be addressed from a child's perspective</p>	<p>WNCB allocated resources and technical capacities (training sessions, transportation allowance, venue, materials for initiatives) to improve access to community-based child protection services. The WNCB programme provided capacity development on child rights, labour law, child protection, safe referrals, and designing and implementing community initiatives. Regular follow-up meetings were held with the CPCs to discuss the child labour issues within their communities and context (such as cultural norms) and plan awareness-raising sessions and initiatives accordingly. WNCB responded to CP concerns including child labour and contributed to the reduction of child labour incidences while keeping children in schools</p>	<ul style="list-style-type: none"> - Child protection committee's trainings pre- and post-tests, - Awareness session attendance sheets. - Initiatives' reports. - Photos - Observations made by WNCB programme field staff
<p>The MoSD developed its capacity to prevent and respond to child labour through the continued operationalisation of the established MoSD helpdesk in Zarqa, which enabled 23 children to access quality multisectoral case management services</p>	<p>Sustaining service provision through government structure and resources is vital to the programme's sustainability and exit strategy.</p> <p>Keeping in mind the recognition of Russeifa and Zarqa as hotspots for child labour, the MoSD continued service delivery through the helpdesk in partnership with an active community-based organisation to provide comprehensive high-quality social work services. This was in line with UNICEF efforts on strengthening the national child protection system in Jordan</p>	<p>UNICEF continued its support to develop the capacity of the MoSD through the establishment of the helpdesk in a hotspot governorate for child labour, to ensure the sustainability of a timely and comprehensive response, and the tracking and reporting of child labour within the MoSD's capacity after the end of the programme. UNICEF supported developing the capacity of MoSD social workers on SOPs to respond to child labour, in order to ensure quality multisectoral service provision. The MoSD helpdesk provided case management and referrals to government and non-government service providers for 23 children engaged in child labour in Russeifa and Zarqa</p>	<ul style="list-style-type: none"> - MoSD reports - Programme monitoring visits

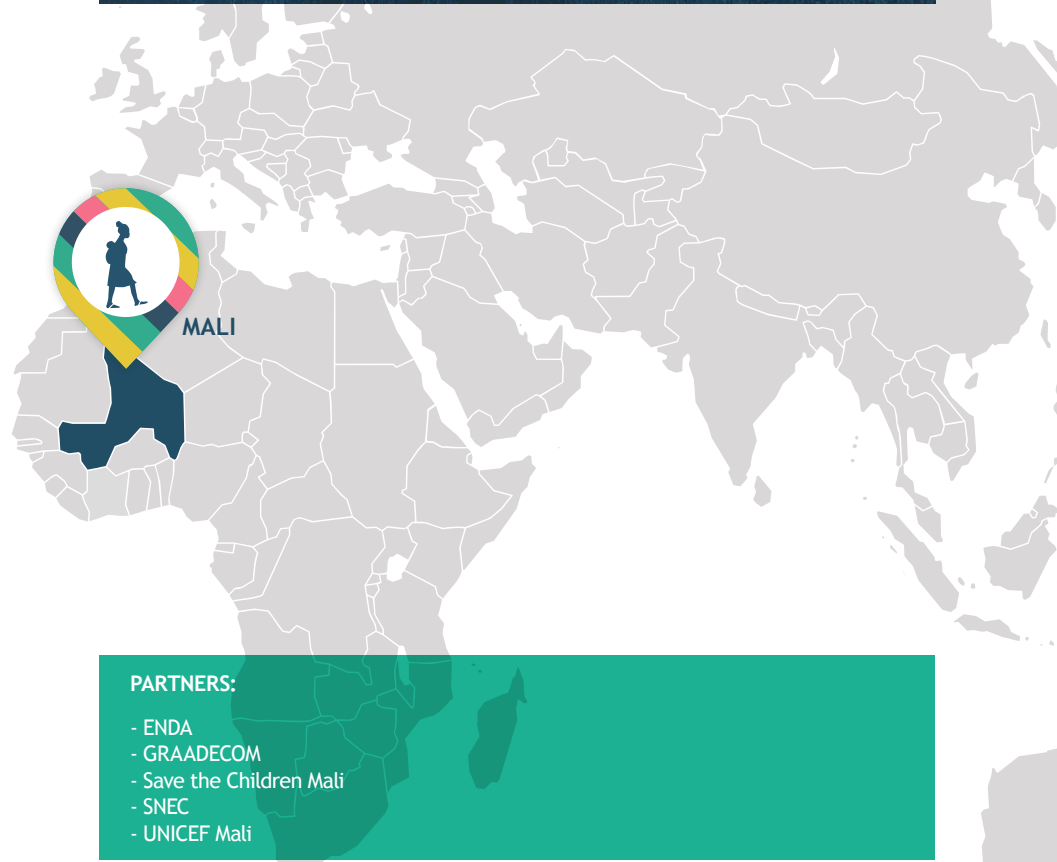
<p>Parents in Zaatari camp, Amman, and Zarqa who participated in the parenting programmes exhibited a positive change in their attitudes and practices with their children. Parents expressed that they learned how to build healthy communication channels with their children. 100% of participants' children confirmed that the homes they live in are now happier</p>	<p>The context in Zaatari camp with regard to parenting is quite challenging because of the lack of opportunities and the loss/absence of one, and in some cases both, parents, with the children living with a caregiver who already has children of their own. This puts pressure on the parents, leading them to neglect the children's needs and involve them in responsibilities inside and outside the home</p>	<p>154 parents received positive parenting training and multisectoral case management services</p>	<p>- Attendance sheets</p>
<p>Youth and heads of households have increased opportunities for advancing their livelihoods, resulting in numerous success stories</p>	<p>Enhancing livelihood opportunities for youth and heads of households decreases the risk of child labour and school dropout. Furthermore, it will contribute to a financially stable, well-structured family</p>	<ul style="list-style-type: none"> - Parent PDT training - Vocational training in the installation & maintenance of home electricity - Network with private sector workshop. - Field trainings: 100 hours. - Providing tools and equipment for small home-based projects 	<ul style="list-style-type: none"> - Attendance sheets - Photos - OH data collection tool interviews with direct and indirect beneficiaries. - Success story

2.5 MALI

Work: No Child's Business in Mali

Areas: 20 communes, divided between the regions of Ségou and Sikasso

Sectors: gold mining, domestic and informal work



86,6 million

Sub-Saharan Africa is proportionally the region most affected by child labour in the world 86.6 million children working.

234

(145 boys, 98 girls) reintegrated into education

7,000

Over 7000 children were lifted out of child labour.

1,080

women supported in income-generating activities

90%

Most children in programme areas now spend most of their day on education, rising from 57% in 2019 to 90% in 2024.

19% to 10%

The programme successfully reduced the number of children engaged in child labour, from 19% for boys and 13% for girls at baseline to 10% for boys and 11% for girls in 2024.

The Mali team is proud to share that 7,000 children left child labour and now enjoy their right to education. We set up local child protection committees, spaces for social dialogue, anti-child-labour clubs, children's governments, women's groups, and Associations of Mothers of Children. The government and private sector were also involved at local and national level, becoming more committed to fighting against child labour through advocacy actions on children's rights. Local agreements were signed with umbrella organisations to effectively and sustainably eliminate child labour in gold-panning areas and cotton fields. We supported communities, the State, and certain civil society organisations, which remain crucial stakeholders in the fight against child labour. We have integrated issues relating to the fight against child labour and the improvement of educational quality into the Economic, Social, and Cultural Development Plans (PDESC). Stakeholders, including communities, the private sector, and the State, have signed a written commitment to ensure that the programme's achievements are sustained over the long term.

Message from the WNCB Mali Team

WNCB ALLIANCE AND PARTNERSHIP-BUILDING

The collaboration of Stop Child Labour partners (ENDA Mali, SNEC, and Kinderpostzegels), alongside Save the Children, UNICEF, and national and local partners, has been instrumental in combating child labour in Mali. The team began learning from each other's methods, interventions, and experiences, strengthening their contribution to achieving Sustainable Development Goal (SDG) 8.7 and the WNCB pathways. WNCB Alliance partners in the Netherlands and Mali, including the WNCB working groups, organised meetings, webinars, and exchange visits at both national and global levels.

This allowed them to recognise each other's strengths and complement them where possible. For example, with regard to education/training, some focused on formal education and bridging classes, and others on vocational training, teacher training, and the training of centre leaders, as well as establishing school management committees, children's governments, children's clubs, and mothers' associations. A multi-stakeholder approach was used to support decision-makers to combat child labour at national level. We strengthened local protection committees, youth, and organised



awareness-raising campaigns. We also supported grassroots community organisations, women's groups, dialogue forums and networks that combat child labour. We organised community meetings, including the local authorities and other relevant stakeholders. An official closing ceremony was organised at national level, in the presence of the Minister of Labour. Collaboration with external stakeholders will continue, in line with the commitment made by the highest authorities via the National Action Plan for the Elimination of Child Labour in Mali (PANETEM II). Structures such as the Teacher's Union (SNEC), Children's Parliament, and certain civil society organisations have pledged to build on WNCB Mali's achievements to sustain and monitor the implementation of actions aimed at guaranteeing a better future for children. In addition, the Protection Committees, community leaders, and regional Chambers of Trade have signed commitments to continue monitoring children's school attendance and the young entrepreneurs, in collaboration with teachers in certain intervention zones in the Sikasso region.



However, if the government and civil society organisations lack the resources to consolidate the gains made and properly implement all aspects of PANETEM II, there is a risk that the momentum to fight child labour in supply chains will be lost.

CONTEXTUAL CHALLENGES AND MITIGATION EFFORTS

In Mali, the WNCB programme was derailed by several unavoidable events and constant adaptive management was necessary in order to overcome them. For example, the security crisis led to populations being displaced. The programme therefore included the readjustment of all implementation area movements for areas at risk of attack. This was mitigated by strengthening the economic resources of women/mothers to support their children's enrolment in school.

The health crisis linked to the outbreak of COVID-19 led to school closures, exposing children to child labour. The programme took steps to encourage distance learning through the media. Untimely teacher strikes caused unnecessary tension. The teachers' union (SNEC), a member of the Alliance, was reluctant to take part in the numerous strikes, which meant that at least some of the classes in the WNCB areas were able to continue.

There was political instability following the overthrow of the constitutional order. Advocacy actions for the application of national laws and international conventions on child labour were carried out at central and local levels.

Relief for natural disasters linked to climate change (flooding) was supported through the humanitarian programmes of our respective organisations.

PROGRAMME RISK MANAGEMENT

Pathway 3: the private sector assumes full responsibility for preventing and combating child labour proved to be difficult to implement in Mali. Due to the multitude of informal businesses that provide jobs for children/youth, and formal businesses' mistrust of the programme, it was often seen as a whistleblower for irresponsible practices within the private sector. The programme sought to mitigate this by increasing engagement and awareness, leading to the signing of local agreements for the vocational training of young teenagers supported to leave the gold mining sites, aiming to prepare them for future decent work. Gold-mining companies were linked with women's

and youth groups and associations to support local entrepreneurship initiatives (internships, training, facilities, equipment).

Support was extended to the municipal authorities in the process of drawing up Social, Economic, and Cultural Development Plans to make them gender-sensitive, taking into account children's rights. The programme also organised capacity development sessions on Corporate Social Responsibility for private sector players, culminating in the development of an action plan to combat child labour in the Sikasso and Ségou intervention areas. This plan will be closely monitored by state players in charge of child labour, but above all by parents, local administrative officials, and teachers. Some twenty formal and non-formal companies have developed a CRBP action plan to promote the rights of the child and raise awareness on child labour.

Gender-related challenges faced in the Sikasso and Ségou intervention zones included that men have more freedom of action than women. Parents' lack of awareness of the harm of child labour, and the cultural belief of girls being expected to earn less than boys and work longer hours, have an effect on GBV in the communities as well as on the quality of education. Ratifying treaties and passing laws is not enough to protect girls and boys from all forms

of child labour. Mitigation measures that have had good results include the promotion of a common understanding of gender-sensitive and gender-transformative programming in the context of the interventions, for example by assisting communities with gender-responsive budgeting; developing the capacity of local authorities, technical and security services, and local organisations (formal and informal) to comply with rules relating to the promotion of gender equality; the implementation of schooling strategies for children in gold-mining sites; developing ways of assisting working children to make a successful transition to decent work at the age of civil responsibility; and communicating with communities on measures to protect girls and boys.

The programme intensified the identification of cases in gold-panning sites and managed them through family reunification, and the economic strengthening through financing of income-generating activities for parents/families. The programme also worked on the simplification of legal texts around child protection, gender promotion and the fight against GBV, and called on the public and private services, and local organisations involved in the fight against GBV and gender promotion, to promote and defend children's rights.





LINKING AND LEARNING

In Mali there was a particular focus on learnings through exchange visits, international fora, and training/capacity development sessions. These various events, studies, and MEAL innovations enabled implementing actors to gain insight into the intervention strategies, but above all to strengthen and hand over the programme to the communities and other child protection actors.

International exchanges, e.g. the Fifth World Conference on the Elimination of Child Labour, held in Durban, and the Accra symposium on the promotion of the Area-Based Approach (ABA), provided opportunities for sharing experiences and analysing the global dimension of the child labour phenomenon. They gave insights that supported Mali to come up with strategies that governments and the private sector can apply to guarantee a better future for children and young people who are out of school and/or dropping out. The WNCB global meeting in The Hague in May 2023 was also a very important learning event. The Outcome Harvesting training course in Paris in May 2022 developed the programme's capacity to boost the MEAL component.

Exchange visits to Uganda and Côte d'Ivoire also served to highlight the need for companies operating in the gold and cocoa sectors to perform due diligence in their fight against child labour, backed up by a strong commitment from communities and local structures to prevent children moving from one area to another to work.

The events and studies enabled Mali to learn and to innovate in its mass awareness-raising actions by engaging in theatre and using broadcasting in the programme's host localities and on social networks. We reached thousands more listeners in this way. Workshops on Corporate Social Responsibility facilitated the strengthening of due diligence and collaboration in the private sector, encouraging community engagement and investment in their gold mining and agricultural activities.

On MEAL, besides the Outcome Harvesting, the SenseMaker methodology showed that there are evident positive trends in societal attitudes and children's daily activities, yet cultural norms and economic conditions mean that challenges persist. The team had to step up awareness-raising and the

strengthening of families through income-generating activities in order to ensure that these changes are sustainable.

Following the challenges highlighted by the Gender Analysis study, the WNCB Alliance changed its strategy for Mali in the 2024 plan by coaching communities to develop gender-sensitive plans and budgets; for example, apprenticeships and vocational training centres had a better gender balance of girls and boys being trained.

PROGRAMME IMPLEMENTATION

During the exit strategy, the programme in Mali undertook actions along the pathways. Based on successful experiences, the team in Mali focused on strengthening community case management mechanisms and setting up regular meetings; organising awareness-raising activities on children's rights for communities, parents, and children, reaching thousands of people through physical meetings and local radio broadcasts; setting up partnership contracts with local radio stations, which will be able to continue to raise community awareness of the need to respect children's rights, particularly the right to education; and on setting up and supporting a mechanism for rehabilitating and monitoring the communities.

In our efforts to collaborate with the government and private sector, we had positive experiences in collaborating with five local authorities in mining areas to develop their economic, social, and cultural development plans (PDSEC), taking into account the promotion and protection of children's rights. We advocated with national authorities to enable every girl and boy living in mining communities to grow up in a safe, healthy, and protective environment. We organised local advocacy actions on the theme 'Let's respect our commitment to keep children in school'. The recommendations made will serve as awareness-raising and follow-up tools for mayors, school management committees, and village chiefs. The recommendations also advised that companies are provided with technical support to implement the CRBP/RBC action plans.

All above-named activities culminated in workshops (local and national) during which commitments were made by local authorities and grassroots community organisations, as well as by the State, through the National Steering Committee and the private sector.



In addition to the area-based approach, we also advise that future programmes ensure that community leaders integrate children's rights issues into Economic, Social and Cultural Development Plans (PDESC) and remain mindful of gender inequality in future actions.

Second, we recommend making teachers focal points in their intervention areas - they are in direct and permanent contact with the communities - and strengthening women's groups/associations by granting them funds to support their economic development. This can be done by providing technical support to set up Village Savings and Loan Associations.

Last, we advise to organise, specifically the informal private sector, alongside the formal sector within the RBC framework to ensure due diligence in the fight against child labour.

OUTCOME HARVESTING 2019 - 2024

The table below presents the most significant and newest outcomes of the programme as selected by the WNCB Mali country team.

OUTCOME	SIGNIFICANCE	CONTRIBUTION	MEANS OF VERIFICATION
In June 2021, teachers in Mali applied good child rights awareness techniques and strategies in their classrooms and villages, to get children out of work and into school, and keep them there	Teachers served as agents of awareness and disseminated child protection laws to learners and communities, ensuring sustainability beyond the programme period	SNEC trained teachers on the global concept of child labour, the area-based approach, social dialogue, C138, C182, C189 and the UNCRC	- SNEC training reports and annual activity reports
In June 2021, women in the programme intervention areas organised into 18 groups of 30 members each, helping to reduce school dropout rates through income-generating activities (IGAs)	The development of self-consumption activities generated by the programme supported mothers to pay for their children's school supplies and expenses	ENDA and SC Mali set up IGAs by organising women and developing their financial and simplified management skills to strengthen them economically	- Annual activity and financial reports - Films capitalising on programme achievements - Photos
February to March 2024: Local actors in the fight against child labour in the Sikasso region took action against children's access to gold-panning sites	The ownership of the programme by local players is an important change that was not obvious from the outset. An increasing number of children were supported to leave work and return to school and/or decent work	The children were supported to leave work thanks to good co-operation between local child protection committees and police in the Misséni community (Kadiolo district, Sikasso region)	- Activity report and MEAL monitoring report - Signed commitment deeds from local protection committees, etc.
In August 2021, twelve formal commitments were signed by twelve local authorities to ensure that children have access to and remain in school in the programme areas	The local authorities of Yanfolila and Bougouni (Sikasso), the mayors and the heads of the School Management Committees in the intervention areas are involved in the creation of Child Labour Free Zones and are committed to increasing the school enrolment rate	SC Mali organised an advocacy workshop on local issues (gold panning) to get local authorities to protect children	- Activity reports - Signed commitments
In 2022, eight ministerial departments, as well as political, administrative, school, and local authorities, took part in various TPAE advocacy meetings in Bamako and in the intervention zones, as part of a dynamic sustainability approach	Apply measures and implement actions promoting children's rights in accordance with the UNCRC, C182, C138 and the African Charter on the Rights and Welfare of the Child	Setting up and running 18 consultation frameworks through 46 meetings held in the Bamako district and the Sikasso and Ségou regions	- Activity report - Attendance lists-Photos
From March to May 2023, local elected officials in the Sikasso and Ségou intervention areas integrated issues relating to the fight against child labour and improving the quality of education into their economic, social and cultural development plans (PDESC)	Children's interests are now considered one of the main priorities of community development in the programme intervention areas	Advocacy sessions were organised locally with development players in the Bougouni, Yanfolila, San and Bla circles	-Five PDESC documents drawn up with UNICEF support, including two in the Bougouni and Yanfolila programme zones
In 2022, 104 young people/ adolescents (former workers) stopped frequent working at the gold-panning sites and cotton fields in the Sikasso and Ségou regions	Guarantee the economic development of young people and ensure the full responsibility of the private sector in the fight against child labour	Training of 104 young people supported to leave work on gold-panning sites and cotton fields, placed with master craftsmen in Sikasso and Ségou following eighteen agreements signed	- Activity reports - Collaboration protocols with regional chambers (Crafts, Mines and Agriculture), Master Craftsmen Trainers (MAF) commitment deeds

<p>In 2022, 316 women in the Sikasso and Ségou regions initiated and better managed their income-generating activities</p>	<p>Contribute to their children's school expenses to keep them in school</p>	<p>Training 316 women in management, credit/savings and setting up income-generating activities</p>	<p>- Activity report</p>
<p>From January 2020 to September 2024, programme implementers supported a total of 7,171 children and youth/adolescents to leave work (3,578 boys and 3,593 girls) for a successful education and/or a decent future job in the Sikasso and Ségou intervention zones</p>	<p>Children and young people/ adolescents are no longer forced into child labour in the programme area</p>	<p>The implementation of the area-based approach, advocacy with the government, and the commitment of the private sector through the development and monitoring of action plans have made a major contribution to the achievement of this result</p>	<p>- Dashboard (IPTT)</p>
<p>The State has committed to make use of the achievements of the WNCB programme and pursued its actions as part of the implementation of the National Action Plan on the Elimination of Child Labour in Mali (PANETEM II)</p>	<p>These results are in line with government policy and sustainability</p>	<p>The organisation of closing community meetings and the national programme closing workshop with all stakeholders (the State at the highest level, the private sector, communities, and rightsholders) under the chairmanship of the Minister of Labour, Public Service and Social Dialogue</p>	<ul style="list-style-type: none"> - Pictures and video recording of the workshops - Attendance lists-Workshop reports - Signed commitment forms

2.6 THE NETHERLANDS

Over the course of the programme, WNCB has made significant strides on promoting an integrated supply chain and area-based approach to tackling child labour, specifically towards governments and the private sector. WNCB has also seen promising developments at both the European and national levels, with the approval of the European Corporate Sustainability Due Diligence Directive (EU CSDDD)² as a very important and ground-breaking milestone. However, there remains much more work to do on transposing this into national legislation supported by coherent policy measures, achieving a stronger focus on the area-based approach in implementation programmes, and ensuring that the scope of companies involved will widen in the future.

One of our proudest moments came in 2022 at the Fifth Global Conference on the Elimination of Child Labour, held in Durban, where we hosted a successful side event with representatives from all WNCB countries and some of our partners, including Education International and the Global March against Child Labour. The event highlighted the importance of a combined area-based and supply chain approach to child labour, gaining widespread recognition. We are also very proud of organising the WNCB Multi-Stakeholder Symposium 'Child labour in supply chains and producing countries: working together for a sustainable solution' in The Hague in 2024. The Symposium brought together representatives from government, business and civil society organisations to accelerate coherent action to end child labour and support children to go back to school. Representatives from the Dutch Ministry of Foreign Affairs participated in both events as keynote speakers, reiterating the importance of combined area-based and supply chain approaches to effectively address all forms of child labour and bring about sustainable solutions for children and their families.

Message from the WNCB The Netherlands Team



² The Corporate Sustainability Due Diligence Directive aims to ensure that businesses contribute to the sustainability transition of economies and societies. In-scope companies will need to identify and address adverse human rights (including children's rights) and environmental impacts in their own operations and throughout supply chains.

ALLIANCE AND PARTNERSHIP-BUILDING

The collaboration with Alliance partners, especially within the L&A/RBC Working Groups and jointly with the Communications Working Group, has been marked by significant progression and mutual growth. This partnership was formed through a shared commitment to the elimination of child labour, both in supply chains and through an area-based approach. Over the years, we built a strong foundation of trust and collaboration, learning from each other's expertise and finding ways to complement our strengths. Each partner brought unique perspectives and approaches, particularly in advocacy and responsible business conduct, which enriched our collective efforts.

The journey was not without its challenges. Differences in organisational priorities, approaches, and capacity occasionally caused friction. However, these were overcome through open communication, shared problem-solving, and a focus on the common goal of eradicating child labour. One of the most notable adjustments made after the mid-term evaluation was the merging of the L&A, RBC and CRBP Working Groups, along with an increased focus on the Netherlands as an implementation country. This decision allowed for a more streamlined and cohesive approach to advocacy, which was reflected in our ability to target specific areas more

effectively. It also fostered deeper collaboration between partners by bringing together different areas of expertise. While this transition had its challenges, such as aligning agendas and strategies, it ultimately strengthened our collective impact.

Many of the relationships we have built with civil society organisations, advocacy groups, and private sector stakeholders have laid a foundation for future collaboration. Our external partnerships, particularly with the Dutch government and private sector entities - such as IKEA, MVO Nederland and VNO-NCW - have been crucial to advancing our advocacy goals regarding European legislation and the acknowledgment of the integrated area-based and supply chain approach. These relationships, for example with DISCO, TruStone Initiative, the MVO platform, and VBDO, have not only supported our programme's success but will continue to create opportunities for long-term collaboration for the individual partners.

To mark the end of our programme and share our learnings and best practices, we organised the WNCB Multi-Stakeholder Symposium. The symposium was very well-attended and fostered a sense of collective responsibility toward the elimination of child labour, strengthening the bonds between the national government, private sector, partners, and civil society organisations.



CONTEXTUAL CHALLENGES AND MITIGATION EFFORTS

We navigated various challenges and opportunities throughout the WNCB programme. These can be broadly categorised into internal and external factors.

Internal factors included staff changes: the programme period saw several staff changes and temporary capacity gaps. These led to delays in executing the work on Lobby & Advocacy (L&A) and Responsible Business Conduct (RBC). Furthermore, internal restructuring within WNCB partner organisations complicated staff availability, internal reporting, and the approval processes for advocacy positions and proposals, making these operations more time-consuming.

External factors included the COVID-19 pandemic: the pandemic shifted budgetary, and policy focuses and altered stakeholder engagement opportunities worldwide. It also, alongside the Ukraine war, disrupted global markets, influencing private sector engagement. Changes in national government were another external factor. The programme coincided with multiple elections that resulted in governmental changes. The Netherlands elections

of 2021 and 2023 were followed by prolonged negotiations before new governments were formed. In order to mitigate the effects, the working group spent more time engaging with political parties on corporate sustainability and a focus on the area-based approach, for example with regard to the development of election programmes and coalition agreements. Lastly, the political attitudes on responsible business conduct have changed over time resulting in a changed perspective on RBC. The merging of the Responsible Business Conduct/CRBP and L&A activities was therefore a logical, efficient, and effective decision. It allowed the new WG to efficiently provide support, and to include input from countries into NL/EU/international advocacy and RBC strategy.

PROGRAMME RISK MANAGEMENT

The implementation of our advocacy strategy towards governments and the private sector is conducted in an ever-changing environment. Below is an outline of the most significant changes and our considerations.

New political directions: the changes described in the previous section impacted the political and strategic focus of relevant policy departments. Under the Rutte III cabinet, the political direction of development aid was very broad, whereas under Rutte IV it was primarily focused on international supply chains. End 2024, the Schoof I cabinet has not yet presented its strategy, but budget cuts imply that there will be even less focus on development aid in general and child labour specifically. The WG continuously drew policymakers' attention to the need to continue supporting and promoting area-based approaches in combination with supply chain approaches - addressing root causes and providing viable alternatives - to ensure sustainable solutions throughout our advocacy activities.

Delays in EU Legislative Developments: legislative processes, including those under the European Corporate Sustainability Due Diligence Directive (EU CSDDD), are subject to change and delays, requiring flexibility in our response strategies.

EU Elections: the EU elections in 2024 almost jeopardised the outcome of the European Corporate Sustainability Due Diligence Directive, as some EU Member States used it as a pressure instrument during the trilogue negotiations. Ultimately an agreement was reached in time, albeit a watered-down one.



Vision on collaboration with private sector: from the start of the programme, WNCB's RBC component relied heavily on Alliance partners' involvement in different sector agreements. At the beginning of 2023 the WG developed a revised strategy and action plan towards the private sector, in order to establish clear and ambitious objectives for the WG that could realistically be achieved before the end of the programme.

LINKING AND LEARNING

The WNCB global programme's added value lay in its multifaceted approach, combining programme implementation and lobby & advocacy efforts to sustain our learnings and results. Furthermore, the international exchanges were very valuable and enriched our advocacy efforts. This happened both directly, by closely co-operating with our partners in the implementation countries to feed their experiences into our advocacy work and therefore generate evidence-based advocacy, and indirectly, through events like 2022's Fifth Global Conference on Child Labour in Durban. The conference emphasised the importance of integrating both corporate social responsibility (supply chain approach) and an area-based approach in order to address all forms of child labour, including informal and hidden forms of child labour in sourcing and production areas. As a follow-up, we joined forces with Global March to organise regional symposia in East Africa, West Africa, and South Asia on the area-based approach in pathfinder countries, in which a coalition of CSOs and other stakeholders have underlined the area-based approach's importance and built regional calls to action. In turn, these calls to action were brought to the attention of our national stakeholders, for example during 2024's Multi-Stakeholder Symposium. This alignment not only streamlined our efforts but was also in harmony with the Ministry of Foreign Affairs' increasing interest in corporate sector engagement.

The COVID-19 pandemic forced us to shift our methods, notably through virtual formats, which expanded our global reach and maintained momentum in the face of disruption. This adaptation taught us the importance of flexibility in lobbying and engagement strategies.

These learnings and adaptations have been key in refining our programme's strategy, ensuring it remains responsive, targeted, and impactful.



PROGRAMME IMPLEMENTATION

Reflecting on our exit strategy, we can conclude that the Working Group has been able to ensure that objectives are met. Furthermore, in addition to (and in support of) our exit strategy, we managed to organise a Multi-Stakeholder Symposium that brought together all actors, and shared our learnings, best practices and shared responsibilities. This still drives conversations amongst key stakeholders today and helps to sustain the outcomes of the WNCB programme.

During the exit phase some activities were adapted. Under Rutte IV and Schoof I, priorities shifted and national additions to EU legislation were no longer acceptable. One of the benefits of national legislation would usually be the speed of implementation, but governmental changes and the new parliament meant that the EU legislation progressed faster than national legislation. Also, to obtain more interest for the roadmap for the VBDO WG on child labour, we shifted to a wider public to advocate for investors to adopt a clear framework for Child Lens that support children's rights and the sustainability of investments for future generations. This included a seminar, and the distribution of information and tools to support further and future elaboration with partner organisations.

OUTCOME HARVESTING 2019 - 2024

The table below presents the most significant and newest outcomes of the programme as selected by the WNCB L&A + RBC WG.

OUTCOME	SIGNIFICANCE	CONTRIBUTION	MEANS OF VERIFICATION
<p>In December 2023 and January 2024, EU Corporate Sustainability Due Diligence Directive meets OECD guidelines and is sensitive to children's needs</p>	<p>The agreed EU CSDDD proposal reached after the trilogue negotiations is aligned with the OECD Guidelines and is child-sensitive, with explicit reference to the Children's Rights Convention in the Annex</p>	<p>Concerted efforts from the WNCB L&A WG with SCI and UNICEF advocacy colleagues in the EU - providing specific input on the topic of children's rights to EU negotiators and policymakers, and with MVO platform co-ordinators and member organisations active at EU level - contributed to this positive outcome</p>	<p>EU CSDDD agreed proposal, December 2023</p>
<p>May 2022, May 2023, October 2024: MoFa representatives (DDE) confirmed the importance of mandatory due diligence legislation and an area-based approach to eliminating child labour in supply chains</p>	<p>When tackling child labour, all children should be taken into account (not just those operating within an international supply chain). It is essential that MoFA acknowledges this and takes this into account for future programming and strategies aimed at combatting child labour, either directly or through RVO and embassies</p>	<p>Continuous engagement with MoFA representatives, especially during the Global Conference on Child Labour (2022), WNCB Global Partner Meeting (2023), and the WNCB Symposium (2024)</p>	<p>Isabelle van Tol video during WNCB Symposium 2024</p>
<p>In 2023, the Dutch Roadmap against Child Labour refers to OECD guidelines as a requirement in national IMVO legislation</p>	<p>This commitment in writing ensured continuous engagement at EU level, whilst the national coalition negotiation process took place after the November 2023 elections</p>	<p>WNCB proposed to include this during the Roadmap review in 2023 (which was adopted)</p>	<p>Pathfinder Roadmap of the Netherlands</p>
<p>In 2022 to 2024, a global and regional call to action is signed by multi stakeholders, underlining the importance of an area-based approach</p>	<p>As a result of the Fifth Global Conference on Child Labour in Durban, all countries were obliged to develop their national calls to action. These include the integrated ABA for the countries in which WNCB operates</p>	<p>WNCB proactively participated in the Durban Conference by organising a Side Event on the integrated area-based approach, bringing relevant actors (Global March, ILO, MoFA) together. WNCB partnered with Global March to develop regional and national calls to action in East and West Africa, South and South-East Asia, with strong emphasis on the importance of an integrated area-based approach</p>	<p>Call to action https://wncb.org/document/combined-call-to-action/</p>
<p>In 2023 and 2024, talks with VBDO and members on ESG checklists and methodology vis-à-vis children's rights.</p> <p>A seminar with 70 participants was held to introduce an investment stewardship tool for investors</p>	<p>Increase awareness on flaws in the analysis currently used and identify alternatives</p>	<p>WNCB was the initiator of these talks.</p> <p>VBDO, Triodos Bank, and UNICEF organised the seminar as spinoff and exitstrategy to continue building awareness and engagement</p>	<p>Online discussions / interviews with questions; most ESG parties showed their methodology as confidential / not to be reported on</p>
<p>In 2024, active participation in DISCO on child labour elimination, with interventions on CL monitoring framework and indicators; Input on annual meeting to promote integrated and holistic area-based approach</p>	<p>Get the DISCO private sector to adopt more integrated approaches to tackling child labour by working with systems that are embedded in the community, rather than developing individual and mitigation systems is isolation; likewise with indicators of success</p>	<p>WNCB is a member of DISCO through UNICEF and Save the Children; within the CSO we elaborate on the topics addressed and present factual issues in Ghana and Côte d'Ivoire; we provide inside information and encourage dialogue between countries</p>	<p>Action planning of various groups within DISCO and its subgroups at national levels and international levels;</p> <p>emails/ presentation etc.</p>

2.7 UGANDA

66 | WORK: NO CHILD'S BUSINESS UGANDA

Work: No Child's Business in Uganda

Areas: Busia and Karamoja sub-regions (Moroto and Nakapiripirit districts)

Sectors: Gold and marble mining, domestic and informal work

PARTNERS:

- Environmental Women in Action and Development (EWAD)
- Hivos
- Nascent Research and Development Organization
- Save the Children International
- Uganda National Teachers Union

2,000,000

In 2017, 14% or 2 million children between the ages of 5 and 17 were engaged in child labour

5,557

People were reached through community mobilisation and other activities

7%

increase in the percentage of children aged 5-17 in school

74%

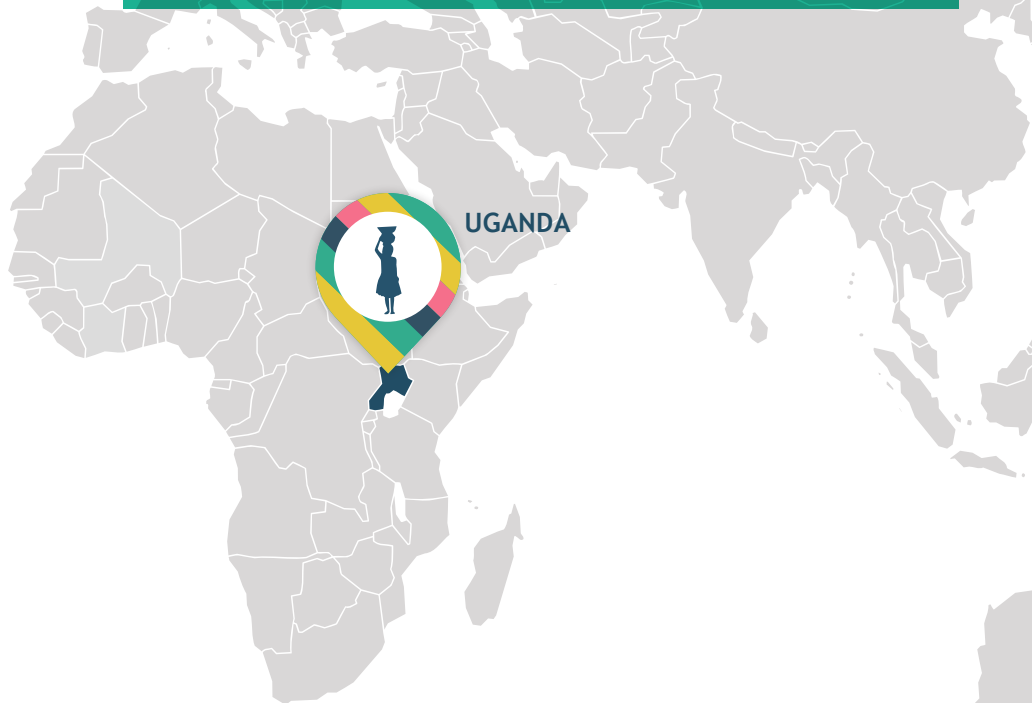
323 youth - former child labourers - have been trained, 74% of whom are now in decent jobs

12,160

Children withdrawn or prevented from child labour

56% to 51%

The programme achieved an overall reduction in the number of children engaged in child labour, from 56% at baseline to 51% in 2024



WNCB ALLIANCE AND PARTNERSHIP-BUILDING

What makes us most proud is seeing how deeply the programme is embedded in the local context, gaining respect and ownership. In addition, in both Busia and Karamoja there are visibly positive changes in the attitudes and practices of all stakeholders under our Area-Based Approach. There has been a norm change in how they value education, and the programme communities have demonstrated support for children's right to education and decent youth employment. Education and child protection systems have been strengthened, and now the various community structures are playing a key role in voluntarily withdrawing children from child labour and moving them into education. Attitudes among miners have shifted towards respecting child rights, marking a positive shift in supply chain practices. These kinds of results reflect the WNCB programme's true impact in removing children from child labour, getting them into education and future decent work.

Despite initial challenges, the 5.5-year collaboration among Alliance partners and other WNCB partners in the country has been transformative. Early on, differing organisational priorities made it difficult to unify efforts toward the common goal of ending child labour. The turning point came in 2020, when a significant impasse arose over village assignments in Karamoja. One partner's willingness to allow others to choose their preferred villages marked a pivotal moment in fostering mutual respect and collaboration. This shift supported partners in recognising and leveraging each other's strengths while addressing challenges leading to a more cohesive effort. Partners learned to value each other's unique contributions, leading to a culture of sharing expertise, best practices, and strategies. Regular meetings encouraged open communication, allowing partners to share insights and resolve conflicts amicably. The WNCB partner organisations learned from exchange visits between Busia and Karamoja, and later with other WNCB countries as well.

Message from the WNCB Uganda Team



The collaboration with various working groups proved to be instrumental in addressing gaps and enhancing our strengths. Each working group brought unique insights and expertise, fostering a collaborative environment where challenges were identified and solutions developed. For instance, the MEAL Working Group effectively supported the team to conduct assessments, use the findings for learning and adapting, and disseminate findings from assessments.

The collaborations with external stakeholders facilitated greater awareness of the WNCB programme and have fostered supportive environments for implementation, which in turn supported the sustainment of most of the activities. The collaborations included numerous government ministries, parliamentary committees, and community-based organisations. In particular, the community entry meetings, facilitated by district stakeholders and well-packaged messages, ultimately led to a positive reception from the community. Over time, the WNCB programme became synonymous with the collective work of all partners, further solidifying the collaboration.

CONTEXTUAL CHALLENGES AND MITIGATION EFFORTS

Cultural norms around child labour presented an ongoing challenge, as in many families child labour is often viewed as essential to survival. Communities' resistance to change, particularly regarding entrenched cultural practices around child labour and gender roles, created a barrier to achieving programme goals. The programme's community accountability practices and awareness-raising campaigns aimed to change community attitudes. In small group dialogues, we discussed child labour's long-term impact on education, harmful cultural norms such as female genital mutilation (FGM), and future opportunities. We also took advantage of the clear cultural leadership structures to reach communities such as the Kraal leaders and other community influencers.

COVID-19 led to two years of school closure, so children missed out on learning. A number of girls became pregnant, and some returned to child labour and engaged in early marriage. The country team disseminated the guidelines on teenage pregnancy





and child mothers' re-entry into schools, resulting in young mothers returning to school. In part, child labour increased because Labour Officers, Minerals Police and other inspection teams had limited ability to enter communities. The limited control and economic losses brought strain to the families due to loss of income and jobs. Our programming was adapted to allow for the acquisition of handwashing facilities, liquid soap, and masks for the programme communities, and to enable the development of home learning approaches, radio programmes and recorded lessons, plus awareness-raising on child labour and education which was conducted jointly with the COVID-19 District Task Teams. In Busia, e-learning was introduced in three schools.

Political instability and security concerns in the Karamoja region, particularly related to cattle rustling and intercommunal violence, posed a challenge. The insecurity limited access to some target areas and hindered community engagement. In 2020, our Nakabaat programme community was displaced due to the severe insecurity in the area, moving instead to Nakirolo and other areas. In response, the WNCB programme worked closely with local leaders and peace-building groups to ensure the sharing of updates on security status and strategies in programme activity implementations. Additionally, the programme collaborated with

district authorities and law enforcement agencies to improve security co-ordination, ensuring the safety of both the programme staff and rights holders.

Climate change and poverty have increasingly affected the livelihoods of communities in Karamoja. Frequent droughts, followed by heavy rains and flash floods, disrupted agriculture and other household income sources. Locust invasion in Karamoja was another setback. The resulting economic instability exacerbated child labour, as families struggled to meet basic needs. To mitigate this, the WNCB programme incorporated climate adaptation strategies such as promoting alternative livelihoods, including skills training in small-scale businesses. Lobbying and advocacy with other partner organisations such as Welthungerhilfe, ISP, and WFP supported our community and formal schools by providing food, which maintained children's daily school attendance. This in turn facilitated the diversification of income sources and reduced reliance on child labour in mining areas.

PROGRAMME RISK MANAGEMENT

The MEAL activities provided insights into the effectiveness of the WNCB interventions and strategies. In addition, they provided insights into programme risks; the team responded to these over the years and were able to adapt activities.

Private sector engagement: effective engagement with both formal and informal ASMs proved challenging due to lack of trust. The private sector initially viewed any stakeholders involved in monitoring, capacity development, and/or sensitisation initiatives with suspicion. They feared these stakeholders might hinder productivity, increase operational costs by recommending new measures, or enforce compliance checks. To foster open collaboration, the WNCB team prioritised building trust with ASGM. Key initiatives included maintaining transparency about the programme's goals and emphasising the benefits of the WNCB programme for both business operations and the community through practical and evidence-based initiatives. For example, the WNCB programme organised exchange visits among miners from the Busia, Moroto, and Nakapiripirit districts. This highlights WNCB's commitment to strengthening the private sector through peer learning.

Some **government** officials and agencies, particularly at the district level, lacked the necessary budgets or willingness to prioritise child

labour issues. To mitigate this, the programme strengthened partnerships with more committed government stakeholders, strengthened capacities at all levels, and emphasised the long-term economic and social benefits of eliminating child labour. Some of the district officials now serve as trainers, and the child labour issues have been incorporated into other programmes such as education and health for reasons of sustainability.

Resistance from **teachers and school administrators** was observed due to a lack of resources and inadequate training on child protection issues. The WNCB programme addressed this by conducting additional capacity development workshops for teachers, conducted by UNATU in close collaboration with Nascent and SCI. The workshops sensitised participants on child labour, child protection, and education retention strategies, as well as monitoring children's daily attendance. Additionally, the teachers in the programme schools adopted child-friendly school teaching methods.

Some **parents** were hesitant to support interventions that assisted children to stop working, as they viewed children's provision of labour as a necessary economic contribution. The programme used participatory approaches to educate parents on the long-term benefits of education for their children through dialogues, radio talk shows, and

drama. The programme also used various economic development strategies such as the Village Savings and Loans Association, improving livelihoods, and business and financial literacy trainings.

The **gender analysis** revealed that girls were disproportionately affected by child labour, often being tasked with domestic labour and caregiving duties that limited their ability to attend school. Gender-specific barriers included early marriage and pregnancy, both of which exposed girls to domestic chores predominantly carried out by females. These factors led to high dropout rates among girls. Cultural norms: communities prioritised boys' education over girls', perpetuating gender inequality in access to education and resources. To address gender disparities, the programme team engaged in community sensitisation campaigns highlighting the importance of equal education opportunities for both boys and girls. In addition, they disseminated the Ministry of Education & Sports guidelines for girls' re-entry into school, engaged cultural leaders on child marriage issues, and formed youth groups.

LINKING AND LEARNING

The WNCB programme in Uganda strengthened the collaboration between SCL partners and Save the Children, facilitating the sharing of resources, tools, and experiences to better address child labour in





Uganda. The gender analysis focused on children working in informal sectors such as artisanal small-scale gold mining, agriculture, herding, and domestic work. Outcome Harvesting meant that the programme staff acted with intention in every activity implemented; it has supported the country teams to appreciate every contribution and change made. In the outcome harvesting workshops we mapped all our outcomes and realised that there was a strong linkage between the Area-Based Approach and the Supply Chain Approach. The team learned about how important Lobby and Advocacy is to WNCB programming and prioritising the most impactful activities.

The exchange visits taught the team that mining companies in India, the ASMs, have links to the international buyers. In contrast to Uganda, these companies support their workers by providing them with necessities. The ASMs are required to form associations and register in order to be recognised. Key learning points from the national exchange were that the Karamoja team supported ASM to adopt technology in that replaces (child) labour practises. Also, the country team supported the formalisation of small-scale and artisanal mining associations, the establishment and management of motivation centres, and collaboration between local government and programme partners.

The gender analysis made it clear that gender had not been well mainstreamed in the WNCB

programming. The Education and Gender Working Group sent a representative to support and train staff on gender transformative programming, thus improving gender inclusion in planning, implementation, and reporting.

PROGRAMME IMPLEMENTATION

The WNCB programme centred on community engagement, awareness, private sector collaboration, capacity development, and promoting sustainable practices, all laid on a strong foundation. Our exit strategy was built on comprehensive assessments of the programme's impact, allowing us to identify gaps and refine interventions. As a result, the implementation in 2024 was aimed at ensuring continuity, local ownership, sustainability, and capacity development. Training programmes for local stakeholders, including Child Labour Free Zone committees, child protection committees, and cultural leaders, ensured that the community was equipped to combat child labour independently. Through these initiatives, we built a robust support network across state and non-state actors, ensuring that the programme's impact would be sustained well beyond its closure.

One key component of the exit strategy was the formal recognition of community schools. These schools, once 'motivational centres', were integrated into the national education system with government support. Government teachers were allocated to these schools, which will continue to serve as educational hubs for children in the region. In addition, partnerships with local organisations such as ISP and the Japan Embassy supported infrastructure improvements - including new classrooms in Nakiloro - that strengthened the learning environment.

The private sector committed to continue working towards achieving Responsible Business Conduct, as well as establishing formal child protection committees within their companies and ensuring that Codes of Conduct are clearly displayed. Private sector actors with which WNCB worked, such as Tororo Cement in Moroto, the University of East Africa in Nakapiripirit, and Wagagai in Busia, pledged to ensure the elimination of child labour within their companies and established child protection committees within their respective organisations. Small-scale artisanal miners also pledged to ensure that no children should be engaged in mining activities, but instead to support children's enrolment in and completion of school.

The Ministry of Gender, Labour and Social Development (MGLSD), committed to strengthening legal frameworks, enforcing laws that protect children, and expanding social protection programmes for vulnerable families. Members of Parliament (MPs) committed to lobbying for the coding and funding of 18 schools in Moroto, Nakapiripirit, and Busia, advocating for the implementation of relevant policies and engaging the government on prioritising the provision of food at schools in Karamoja. The MPs will follow up on the motion for free compulsory education in Karamoja with phased rollout recommendations, as well as engaging investors on child labour and corporate social responsibility.

Civil Society Organisations (CSO) committed to enhancing child labour advocacy by integrating key issues into plans to lobby government. To ensure the continuity of activities, they committed to integrating programme learnings and the Area-Based Approach into ongoing activities and emphasised that new programmes on child labour and exploitation will build on the achievements of the WNCB programme.

To strengthen local stakeholders, including school committees and civil society organisations, capacity development initiatives focused on child rights, advocacy, and sustainable practices enabled these stakeholders to develop and continue their own plans. The Para-Social Workers who are members of the community will continue with their work,

while teachers, Parents' & Teachers' Associations, and School Management Committees continue to monitor child labour and develop and implement school plans that promote a child-friendly school environment.

Government involvement was crucial in ensuring the long-term success of the programme's interventions. Formal government recognition of community schools and the allocation of government teachers were key steps in sustaining educational efforts. Additionally, the integration of child labour mitigation strategies into local governance structures ensured that addressing child labour would remain a priority, even post-exit. There have been deliberate systems-strengthening efforts, particularly the child protection structures and systems in the programme districts.

The WNCB Programme held exit events at the local, district, national, and global levels to bring all stakeholders together and celebrate our achievements. Through these celebrations, stakeholders reaffirmed their commitment to the sustainability of the programme's interventions and pledged to continue working towards ensuring that the rights of children are respected and upheld.

Future programmes should adopt a norm change that no child should work and every child deserves to be in school; this can be attained through the Area-Based Approach in which all forms of child labour are addressed, and all stakeholders play a role. Key actions include community-led action plans, child protection systems strengthening for both formal and informal structures, working through existing government structures, integrating government support, advocating for legal frameworks, ensuring private sector engagement in Responsible Business Conduct, and leveraging political leadership to ensure long-term sustainability and resource allocation. These strategies will continue to be key in addressing child labour, and promoting education and decent work for youth.

OUTCOME HARVESTING 2019 - 2024

The table below presents the most significant and newest outcomes of the programme as selected by the WNCB Uganda country team.



OUTCOME	SIGNIFICANCE	CONTRIBUTION	MEANS OF VERIFICATION
<p>From 2020 to 2023, the community elders of Nanyidik, Nakiloro, Acherer, Utut, Kosiroi, and Lokeruman offered a total of 60 acres of land (Nanyidik 10.8, Nakiloro 7.2, Acherer 16, Kosiroi 8, Lokeruman 8 and Utut 10) for child-friendly spaces, community schools, and school gardens. A child-friendly space is a place where children learn, play, and undergo mentorship sessions to support children's recovery from the stress and shock of child labour</p>	<p>The provision of land has resulted in the construction of classrooms which in turn has further promoted the enrolment, retention and graduation of schoolgoing children. The donation of the land for school construction has increased access to education and reduced children's involvement in child labour</p>	<p>Between November 2019 & 2023, WNCB consortium partners in Karamoja (Hivos, Save the Children, UNATU, and Nascent RDO) in collaboration with the District Education Officer, conducted a series of community dialogue meetings on the importance of education and the dangers of child labour in all six villages of intervention. It was after these engagements that community leaders committed to offering land for the schools and child-friendly spaces</p>	<p>Community Dialogue reports, photos</p>
<p>On 15 March 2024, the Ministry of Education and Sports issued the permanent EMIS (Electronic Management Information System) Registration Certificate that recognises Nanyidik Motivation Centre as a Primary school.</p> <p>The EMIS Certificate enables a school to be fully recognised, benefit from government services, and participate in school-level competitions</p>	<p>Through the EMIS Code 2A014661, Nanyidik Primary School is now recognised and appears in the database of the Ministry of Education & Sports; the card number can be applied as a permanent EMIS reference. This has also enhanced the coding of the school</p>	<p>From 2020 to 2024, the WNCB partners -Nascent, Save the Children, UNATU & Hivos - held several lobby meetings with the district education office and other district leaders. Finally, in January 2024, Nascent & other partner organisations provided support to have the children registered electronically. It was after this registration that the Ministry of Education & Sports issued the permanent EMIS registration certificate</p>	<p>The EMIS certificate, minutes of meetings</p>
<p>Between Dec. 2022 and March 2023, 30 members of the 'Obuyunjo Bulayi' Village Savings & Loans Association (VSLA) in Chawo village, Busia district, reported decreased domestic violence in their families and community as a result of their successful Village Savings & Loans Associations (VSLAs)</p>	<p>Prior to the formation of the VSLA, the women were strictly homemakers who depended on their husbands (whose income was inadequate), with their children ending up in child labour. With the VSLA in place, the women have been able to set up income-generating activities and some of them have even facilitated their husbands starting an IGA/Business. They are now able to afford school fees and educational materials</p>	<p>On 10 December 2022, EWAD mobilised the members, through the support of the Local Council Chairperson, to form a VSLA. On 15 January and 20 February 2023 trainings were given on savings and business acumen, then in July 2023 the VSLA members visited a successful VSLA in Kenya. Following these engagements, the members of the VSLA started saving and engaging in business, providing scholastic materials and paying their children's school as well as covering other needs in their homes</p>	<p>Field visit report Cases of domestic violence reported to the local council Physical evidence of the IGAs and the fact that all children of school going age are in school</p>

<p>On 27 September 2024, the Local Counsellor 5 of Nakapiripirit district committed to disseminating the already-printed Moruita child labour bylaw, and to ensuring its enforcement via the continuous engagement of communities on prevention of child labour</p>	<p>Parents will be aware of the bylaw. They will be able to withdraw their children from child labour and support them to re-enrol at school, as well as join the community-based youth skilling programme and other government programmes</p>	<p>In 2020, WNCB in partnership with the local government of Nakapiripirit district, supported Moruita sub-county to develop child protection bylaws. In 2021, the WNCB programme supported the district council to discuss the bylaws and have them approved for onward submission to the Ministry of Local Government and Solicitor General. In September 2024 the bylaw was approved, printed, and handed over to the district</p>	<p>Moruita bylaw disseminated and enforced at the sub-county level</p>
<p>In June 2021, the Permanent Secretary of the Ministry of Gender, Labour & Social Development (MGLSD), Aggrey Kibenge, actively engaged civil society organisations to address child labour in mining and the informal sector by including two members of the WNCB programme (Dillis Ekany & Juliet Wajega) on the National Steering Committee on child labour</p>	<p>In lobby and advocacy for child-labour-policy-related issues, the involvement of the various stakeholders in programme implementation - from the national level right down to the village level - is absolutely key. The WNCB members have actively participated in policy reviews and positively influenced issues affecting the programme districts</p>	<p>National level co-ordination meetings with civil society organisations on child labour</p>	<p>Activity reports from the co-ordination meetings with the National Steering Committee on child labour</p>
<p>The Directorate of Industrial Training, under the Ministry of Education and Sports, accredited the EWAD Skills Development Centre (ESDC) (established under WNCB Busia) as an assessment Centre and Suitable for Category B.</p> <p>Category B Assessment, even without Primary Leaving Examinations (PLE) Directorate of Industrial Training (DIT), has categories of Assessments; Category B is basically practical Assessment, without a theoretical component</p>	<p>The ESDC's accreditation as an assessment centre by the Directorate of Industrial Training is a critical approach to sustainability for addressing the challenges of dropout children and youth unemployment, as well as promoting decent work in Busia for children who were not able to complete formal primary or secondary education. This is done by providing targeted skills development programmes and industry-recognised certifications. The ESDC not only strengthens marginalised individuals to access gainful employment but also contributes to fostering economic growth and sustainable development within the community of Busia district</p>	<p>Over the past three years, EWAD has been at the forefront of youth development and established vocational training centres strategically located within the community. Together with government authorities EWAD ensured that training centres met the requisite criteria for accreditation. In September 2023, the leadership of DIT came to inspect EWAD training centre and training centre was accredited</p>	<p>Accreditation Certificate for the ESDC</p>
<p>From May 2021 to August 2022, Seventy-three percent (73.3%) of land and factory workers in Buteba sub-county and Tiira Town Council, Busia district, have experienced improved labour conditions in the artisanal and small-scale mining sector</p>	<p>Improvement in labour conditions entail the business communities paying fair wages to workers, and respecting and protecting the rights of children and others. Those mines with improved labour conditions now have policies and strategies to strengthen the workers and interventions to eliminate child labour</p>	<p>In September 2021, EWAD trained the business communities - including the land and factory workers - on business principles and the ten principles of children's rights. These principles are the guidance upon which land and factory workers are improving their labour conditions</p>	<p>Training report on children rights and business principles dated September 2021.</p> <p>Jeeva tracer study report</p>

<p>On 15 August 2023, the staff of Tororo Cement, one of the largest mining companies in Karamoja in Kosiroi, Tapach sub-county, Moroto district, formed a child protection committee to enable them to end child labour within their supply chain</p>	<p>The child protection committee will facilitate sensitising the communities against child labour and raise awareness of the value of education</p>	<p>On 2 July 2023, the staff of Save the Children supported the CRBP training for Tororo Cement staff, in which they agreed to have a committee in place to provide support for child abuse and child labour cases in the Kosiroi mines</p>	<p>Activity report on CRBP by the District Labour Officer</p>
<p>In November 2021, the small-scale artisanal miners' association (ASM) of Nakiloro village, Rupa sub-county, Moroto district, mobilised themselves, formalised, and procured a gold processing machine (ball mill) to minimise the use of children in gold processing. Thirty members of the Association are benefitting from the ball mill</p>	<p>The use of the gold processing machine (ball mill) by the small-scale and artisanal miners will reduce the use of child labour in gold processing in the mining areas. The use of equipment increases the miners' productivity, thus increasing their income. The machine fulfils their commitment to take full responsibility for preventing child labour at their mining site</p>	<p>In August 2021, WNCB organised a learning event for 27 (13f, 14m) ASM and District Probation Officers, District Community Development Officers, District Labour Officers and Sub-County Community Development Officers involving a learning visit to ASM sites in Busia district. Following the visit, the miners were motivated to adopt the technology they had learned about from Busia in the EWAD WNCB programme catchment areas</p>	<p>Activity report for field monitoring filed at the Save the Children office in Moroto</p>
<p>In April 2024, Mr Jafar Hassan - the manager of one of the largest mining companies in Nakapiripirit, named-International University of East Africa - supported Acherer community school with a donation of 1 million Ugandan shillings (€250) to plough ten acres, and provided the maize seeds for planting</p>	<p>The significance of this outcome is that mining companies are now taking part in children's education as part of their Corporate Social Responsibility. Children are most often forced to enter child labour simply to get a meal. The maize was harvested; with meals being provided at school, the children of Acherer community school will stay in school</p>	<p>In October 2023, WNCB with the technical support of Blue Edge Consultancy, organised Child Rights & Business Principles trainings for the actors from both ASM and large mining companies, as well as government, in Moroto & Nakapiripirit. The University of East Africa was among those groups in attendance. It was after this training that Mr Jafar provided his support to Acherer community school</p>	<p>Report from the School Management Committee, SCI reports WNCB reports on the CRBP training, attendance lists</p>
<p>In April 2024, head teachers Mr Wanyonyi Rael, Ms Nancy Namer, and Ms Odonge Dorothy of Komoret, Moruita, and Okwapon primary schools in Nakapiripirit district reported that parents, teachers, and the School Management Committees of the above programme schools had fenced the schools using locally-available materials</p>	<p>This outcome demonstrates community support for children's right to education. This activity ensured children's safety at school, since previously children could leave the school premises easily, and furthermore when cattle entered the school compound to graze, the children would leave to herd the cattle and thus miss on schooling; a form of child labour</p>	<p>Between 2021 and April 2024, WNCB partners sensitised the communities of Moroto and Nakapiripirit on safety measures for children while at school as well as the need for children to be in school, and on the roles and responsibilities of all School Management Committee members and Parents' & Teachers' Associations. In January 2021 a final meeting was held.</p>	<p>Activity reports Picture of the school fence</p>

<p>On 7 October 2024, Minister for General Duties Justine Kasule Lumumba moved an executive Order banning the Disco Matanga Dance in Busia and the neighbouring districts.</p> <p>Disco Matanga is a wild & provocative dance for children and adults, usually held at night, and characterised by excessive alcohol consumption, reckless sexual activity, and violence.</p>	<p>The bylaw banning Disco Matanga addresses child exploitation and abuse issues linked to these traditional events, at which children were often exposed to unsafe environments and exploitative activities. By eliminating this practice, the district reduces children's vulnerability to abuse and creates a safer community environment, indirectly limiting the factors that push children into exploitative labour. When children are protected from harmful cultural practices, they are more likely to stay in school and less likely to enter the labour force prematurely</p>	<p>From 2022 to 2024, WNCB partners engaged local government leaders from Busia district in several events on the enactment of policies for child protection. In these engagements, Disco Matanga was vigorously discussed. Finally, in 2024, EWAD facilitated feedback meetings for the district in one of the sub-county. It was from these findings that Busia Local Council passed an Ordinance on Disco Matanga, based upon which the Minister moved the Executive Order</p>	<p>Meeting reports Video recording</p>
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2.8 VIET NAM

Work: No Child's Business in Vietnam

Areas: Ho Chi Minh City (HCMC), Dong Thap Province
Sectors: Informal sector, domestic work, agricultural sector, work in restaurants, factories, supermarkets and family enterprises.

PARTNERS:

- Save the Children International in Vietnam (SCI)
- The Centre for Child Rights and Businesses
- UNICEF Viet nam

1,000,000

At the start of the programme, over 1 million children (more than 5% of all children in Vietnam) were in child labour.

3,000

child labourers and at-risk children were placed under child protection case management.

85%

Awareness of child labour and children's rights increased to 85%.

100%

New legislation has introduced school counsellors to all Vietnamese schools.

50,000

community members reached through awareness campaigns.

29% to 14%

The proportion of children working in Vietnam has decreased, from 29% in 2019 to 15% in 2024.



During the implementation of WNCB, the Viet Nam team was extremely proud of the strengthened collaboration among the Alliance partners in achieving the collective efforts. By leveraging the unique, comparative strengths and experiences of each organisation, we have developed and adapted agile but comprehensive strategies to maximise our impact in child labour prevention and elimination.

The Alliance has made strides in improving and implementing the national legal and policy framework against child labour, including the Labour Code and within the social welfare and education sectors. This has enabled the Alliance to access high-level leaders and officials in the government and National Assembly who are responsible for child labour prevention and elimination.

Enterprises have made significant changes to their practices, including improved child labour policies and procedures, robust monitoring systems, training programmes on child rights and child labour remediation, family-friendly workplaces for workers, improved compliance, and a culture of responsibility and accountability within the enterprises.

WNCB ALLIANCE AND PARTNERSHIPS BUILDING

The 5.5-year-collaboration has been a testament to the power of partnership and collaboration, whilst leveraging strengths and comparative advantages. Save the Children has taken the lead in implementing programme activities directly with children, families, and local authorities. The Center for Child Rights and Business has focused its efforts on the corporate sector and factories, engaging directly with workers to promote responsible business practices and prevent child labour exploitation. UNICEF has played a crucial role in high-level advocacy at the central level, collaborating with government ministries to develop new policies, guidelines, and legal frameworks addressing child labour, in addition to working with the Vietnam Chamber of Commerce and Industry (VCCI) to promote children's rights and business principles. As the WNCB programme concludes, several partnerships are poised to continue and our collaboration will endure, focusing on ongoing technical support and joint initiatives.

After the Mid-Term Evaluation adjustments were made, the relationship with the working groups evolved positively. The MEAL Working Group has been instrumental in providing hands-on

Message from the WNCB Viet nam Team



training in the Outcome Harvesting methodology, offering ongoing support and updates that have streamlined our work in various environments. The Communications Working Group provided support for the case studies and communication materials that showcase our achievements. Participation in study trips, exchange visits, and global meetings organised by the Linking & Learning group has facilitated knowledge sharing and allowed us to learn from successful models and approaches.

Partnerships and collaborative engagements with the government, communities, private sector, and civil society organisations have been instrumental in driving WNCB's sustainable change. When we moved into the exit strategy phase, we were committed to continuing these valuable partnerships with the national government and the sub-national governments in Ho Chi Minh City and Đồng Tháp, where support to the local child protection system continues. To ensure sustainability, we will continue partnering with the Vietnam Chamber of Commerce and Industry to influence employers, while also engaging with the Vietnam General Confederation of Labour to address employee perspectives.

We have organised a series of end-of-programme workshops, inviting all government stakeholders and CSOs to share experiences and showcase programme models. We have also introduced and facilitated workshops in other provinces, such as Đồng Tháp, Quảng Bình, and Lào Cai, to disseminate WNCB's best practices.

CONTEXTUAL CHALLENGES AND MITIGATION EFFORTS

WNCB faced several external challenges that significantly impacted our progress. A primary hurdle was the lengthy government approval process for the implementation of WNCB in HCMC. In specific the delays in obtaining government approval for co-operation activities between UNICEF and the Ministry of Labour - Invalids and Social Affairs (MOLISA) was challenging.

The COVID-19 pandemic and subsequent economic downturn exacerbated these challenges, leading to disruptions and increased child labour. The evolving global standards, particularly regarding ESG criteria and the EU Corporate Sustainability Due Diligence





Directive, added pressure to align local practices with international expectations, which was often hindered by a lack of resources and access to the necessary tools. However, these circumstances also present opportunities for improvement, provided that the appropriate resources and support are available.

Addressing these challenges, WNCB adopted a flexible and adaptive management approach. Close collaboration with the PMU demonstrated its ability to adapt and manage budget variances. Strategic reallocation of unspent funds, collaboration with government partners, and the team's resilience in navigating staffing changes contributed to the programme's continued progress and impact. Several activities were self-implemented by UNICEF.

Future child labour programmes must navigate several key contextual challenges, including complexities around programme approval and management according to Decree 80, and the extensive time commitment required by Circular 06 on international conferences. Decree 13/2023/ND-CP on Personal Data Protection requires strict adherence to privacy regulations, and interpretation will be challenging.

Future programmes should focus on more child labour considerations into sub-national plans for advancing responsible business practices, including advancing responsible business practice and tailoring them to the specific needs and challenges of different regions and industries. This addition emphasises the importance of

extending efforts beyond national-level policy to sub-national implementation by working closely with local governments to ensure that responsible business practices are integrated into their planning development strategies.

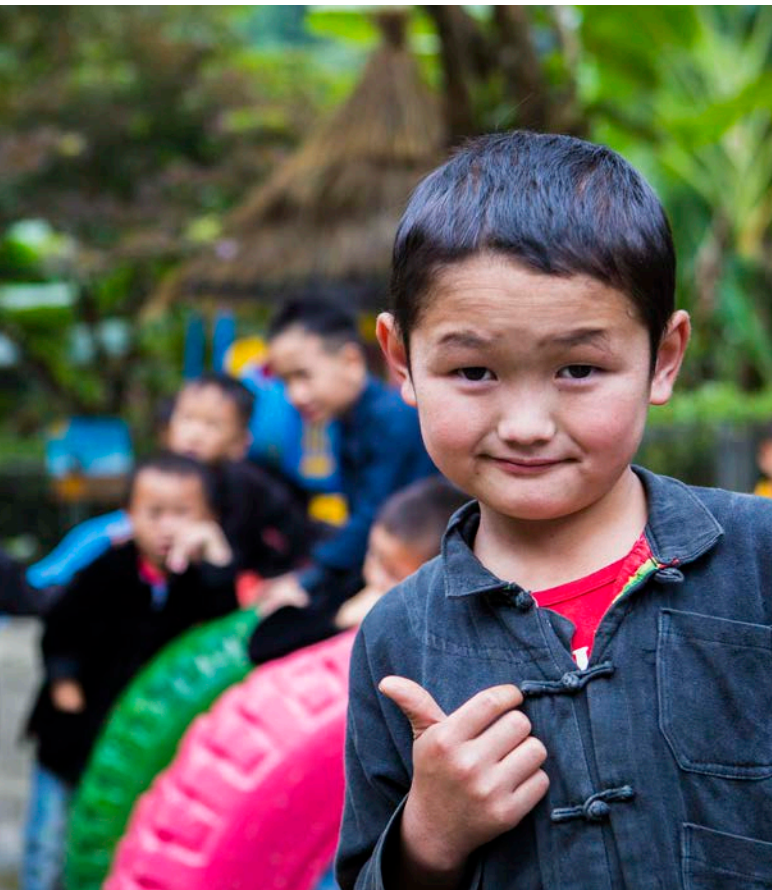
PROGRAMME RISK MANAGEMENT

The gender analysis shows that significant gender challenges include barriers to girls' education, as Vietnamese cultural norms often prioritise boys. Many girls are more likely than boys to be engaged in domestic work that interferes with their education, severely limiting schooling and personal development. Additionally, patriarchal structures and early marriage further restrict girls' opportunities, while gender-based violence increases their vulnerabilities, including dropout. The economic marginalisation of women, exacerbated by the negative impacts of the COVID-19 pandemic such as increased poverty, reduced access to education, and inadequate social protection measures, has intensified these issues, pushing more girls into child labour and limiting their opportunities. In response, WNCB has tailored its interventions to strengthen women through livelihood support initiatives. WNCB also focuses on supporting schools to encourage girls' participation in education, reduce dropout rates, and raise awareness of the impacts of child labour and the importance of education.

Collaboration with the private sector through the area-based approach is a challenge, as there is a lack of connection between the private sector's

actual needs and the benefits that WNCB provides. Also, many companies operate across multiple locations, making it difficult to address their needs effectively through a localised strategy, e.g. there is a lack of synergy with local stakeholders such as the Department of Labour to strengthen the child labour remediation mechanism as well as the provision of decent work for youth in the community. The Alliance subsequently looked beyond the area-based approach to promote collaboration with the companies and their supply chains in other areas of Viet Nam, where there is a stronger need to enhance child labour prevention and family-friendly workplaces.

Another major programme risk is the limited engagement of small and medium enterprises (SMEs) in supply chain interventions. Interventions and strategies aimed at addressing child labour issues in the grant narration of promoting responsible sourcing practices and supply chain due diligence have proven more challenging with SMEs, due to their limited resources and capacity. WNCB provided training and support to SMEs through VCCI. As a result, first-tier companies became crucial for enhancing their participation in the programme on child labour issues, ethical sourcing, and supply chain management.



LINKING AND LEARNING

The active support of MEAL, throughout the evaluation processes and report writing, has yielded positive outcomes. Specifically, it facilitated a clearer understanding and alignment of objectives, methodologies, and deliverables. As a result, tasks related to MEAL have been executed more smoothly, ensuring both timeliness and quality.

The added value of our global programme and international exchanges is evident in the diverse learning experiences they offer, which promote collaboration and innovation. Participation in events such as the Fifth Global Conference on Child Labour in Durban and the WNCB global meeting in The Hague provided critical insights into the complexities surrounding child labour globally. These interactions underscored the necessity of documenting successful models from our PMU and Alliance countries, which not only highlight effective strategies but also serve as vital advocacy tools.

The OH training and subsequent workshops reinforced the importance of cohesive co-ordination among Alliance members, demonstrating how sharing best practices can significantly enhance implementation efforts. This approach aims to enhance the effectiveness of evaluations and improve the overall quality of programme implementation. Additionally, these exchanges have bolstered our capacity to lobby and advocate with major buyers, underlining the significance of strong branding within the EU market. By leveraging compelling narratives backed by concrete data from our documentation, we can effectively influence buyer behaviours and promote ethical sourcing practices.

Ultimately, the key lessons learned emphasise the need for effective communication channels among Alliance members, fostering a culture of collaboration and continuous learning. This integrated approach amplifies our collective advocacy efforts and broadens the impact of our programmes, ensuring that the fight against child labour remains a shared priority among all stakeholders.

The exchange visit to Jordan was an excellent opportunity for the Vietnamese government delegates to learn more about strengthening the child protection system, with child labour as a hook. In return, Viet Nam hosted the Jordanian delegation to exchange experiences at the national and subnational levels.



PROGRAMME IMPLEMENTATION

The Alliance continued to adopt the system-strengthening approach and provided continuous support to strengthen the local child protection systems via capacity development, enhancing co-ordination and participation among stakeholders, and improving case management and inter-agency referral mechanisms. The Alliance joined hands to intensify efforts and expertise to strengthen child protection systems, including case management, in other less-advantaged provinces (Điền Biên, Sóc Trăng, and Gia Lai) in addition to the implementation of ongoing initiatives in Đồng Tháp and Ho Chi Minh City. Additionally, we increased engagement with local CSOs, such as the Viet Nam and Ho Chi Minh City Association for the Protection of Children's Rights, to conduct outreach and provide timely support to hard-to-reach child labourers, as well as children at risk of child labour.

The practical experiences and practices yielded by WNCB were shared at four closing workshops carried out in the four districts of the programme area in Ho Chi Minh City. The partners were committed to maintaining and expanding the successful models after the end of WNCB, such as the activities of child-led groups, and the school psychological counselling service at both programme- and non-programme schools. Partners also committed to maintaining livelihood support and vocational

training models through local resources. In addition, SCI has committed to providing continuous technical support to these partners in Ho Chi Minh City.

Following the endorsement of Circular 20 in 2023 - which replaced Circular 16/2017 and officially created a full-time school counsellor position in all primary and secondary schools - capacity development on counselling for school counsellors is another crucial pillar. As a result, in 2024 Circular 11 was approved to further establish competency standards for these professionals, ensuring that they are adequately trained and equipped to handle the challenges students face. This was a landmark development in Viet Nam's educational policy, marking the beginning of a nationwide effort to provide comprehensive psychosocial support to students, as these counsellors are central to schools' social work and child protection efforts. As Viet Nam continues to strengthen its education system, the integration of school counselling services will play a critical role in supporting the holistic development of students and promoting a healthier, more resilient generation.

OUTCOME HARVESTING 2019 - 2024

The table below presents the most significant and newest outcomes of the programme as selected by the Viet Nam country team.

OUTCOME	SIGNIFICANCE	CONTRIBUTION	MEANS OF VERIFICATION
<p>Since 2021, mothers/women in families at risk of child labour have had more decision-making power in the household (e.g. on child education decisions) and in the community (e.g. increased participation in the community to engage other women) thanks to their strengthened economic position</p>	<p>Family income increased, children were at less risk of dropping out of school due to work, the status of women/ mothers in the family was enhanced. Women have better economic and social status. There is an increased household economy and income and consequently a reduction in child labour risk</p>	<p>Save the Children offered livelihood support. Supported financial training on management skills, startup skills, market linkage events/fairs</p>	<ul style="list-style-type: none"> - Feedback from beneficiaries after receiving support - Programme activity report - Evaluation/ interview/ case studies/tracer
<p>In 2022, the national government demonstrated enhanced commitment and capacity in the elimination of child labour, including the implementation of the National Programme on Child Labour Prevention and Elimination. As a result, WNCB supported the government to develop and endorse a circular with the child labour indicator included in a set of statistical indicators on the situation of children and child abuse, and the handling of administrative violations for acts of child abuse; Support was provided to develop an intersectoral protocol on handling cases of child labour; Technical support for a national guideline on case management on child labour was developed and widely used for the training of local child protection officers</p>	<p>The enhanced commitments and capacity of national government partners will contribute to the effective development, amendment, and implementation of relevant laws, sub-laws, policies and national programmes to address child labour</p>	<p>The Alliance focused on building the government's institutional capacity for the effective implementation and monitoring of the programme. This included indicators and an M&E framework to monitor programme implementation and a national guideline on case management for child labour. Subsequently, training was organised for all provinces nationwide on the M&E framework and the case management guideline. The Alliance facilitated a high-level Vietnamese Government delegation to the Fifth Global Conference on Child Labour in Durban. The MOLISA Vice Minister of Viet Nam also participated in a thematic panel discussion, sharing Viet Nam's experience in improving access to education while addressing child labour</p>	<ul style="list-style-type: none"> - MTR report - MOLISA report - Programme monitoring reports - National guidelines on M&E framework and case management

<p>During 2022 and 2023, the education sector enhanced its awareness and capacity regarding preventing school dropout and addressing child labour. As a result of WNCB's advocacy and technical support, the Ministry of Education and Training developed guidelines and training programmes for teachers on child protection, child labour prevention, and psychosocial support for students; Increased provision of social work and counselling services in schools via pilots in various schools in various locations; these were then documented to inform the development and endorsement of government circulars on social work and counselling in schools; The organisation of a national awareness campaign /contest on preventing child labour and violence against children, engaging ten million school children and 50,000 people</p>	<p>Child labour and education are inextricably linked. In order to combat child labour, it is therefore essential to centre improving access to quality education as well as improving the quality of education and psychosocial support services in schools to screen, detect and support children at risk of dropping out</p>	<p>The Alliance worked closely with the education sector at both policy and school levels, including the development of a circular regulating the establishment of school counselling positions, the development of three guidelines/ handbooks on school-based social work practices, counselling and child labour prevention via the school system, and the organisation of a national workshop on violence against children (VAC) and child labour prevention via schools. This helped to increase the education sector's awareness and commitment to addressing VAC and child labour via the education system</p>	<ul style="list-style-type: none"> - Legal documents, - Guidelines/handbooks developed- - MOET reports
<p>In 2023 and 2024, more than 50 companies demonstrated enhanced and comprehensive regulations and policies regarding child labour, indicating improvements in addressing this issue within their enterprises</p>	<p>By engaging companies to improve their child labour policies, we contribute to creating a supportive environment in the pursuit of eliminating child labour</p>	<p>UNICEF and The Centre's work with enterprises through capacity development and intensive consultation sessions</p>	<ul style="list-style-type: none"> - Programme activity report - Evaluation/ interview - Business' public statement on "no child labour" or in policies
<p>In 2023, child rights were included in the National Action Plan for law and policy improvement to promote responsible business practices in Viet Nam, as issued by the Prime Minister</p>	<p>This change sets a clear policy direction that strengthens designated agencies to create targeted sub-action plans focused on child rights in business, extending beyond the child labour provisions in the Labour Code 2019 and related documents. By incorporating child rights into the NAP, the regulatory framework is strengthened, fostering business accountability</p>	<p>UNICEF's provision of essential technical input. This includes consultations and engagement with various stakeholders, ensuring the inclusion of voices from partnered business associations and companies where there has been intervention</p>	<ul style="list-style-type: none"> - Programme activity report - Issued National Action Plan
<p>In 2024, there were four sharing sessions conducted for the childcare facility selection guidance leaflets at four participating companies, with 129 parent workers taking part</p>	<p>The leaflets provided the parents with knowledge on selecting quality childcare facilities for their children aged under six, The participating companies were also provided with the soft copies that they can distribute regularly to the parent workers as part of their family-friendly workplace practices</p>	<p>The Centre's work with companies</p>	<ul style="list-style-type: none"> - Programme activity report

<p>In 2023 and 2024, three training sessions and one awareness-raising session were held at two companies under the Youth Development programme, with the Alliance providing targeted knowledge on young workers' management and soft skills for young workers. A total of 23 youth aged from 15 to 19 and ten adult staff participated</p>	<p>The training sessions provided helped to raise awareness among young workers and the participating companies' staff regarding creating a decent working environment for young workers</p>	<p>The Centre's work with companies and youth</p>	<p>- Programme activity report</p>
<p>In 2024, 14 young workers had access to decent work at three Tier 1 companies, with 36 management staff provided with young workers' management skills</p>	<p>The participating companies have increased knowledge in terms of young workers' recruitment and management, and the young workers have been provided with a decent workplace in which they can develop both their job skills and life skills</p>	<p>The Centre's work with companies and youth</p>	<p>- Programme activity report</p>
<p>By the end of 2024, a total of 445 vulnerable children including street children, unaccompanied minors, children without identification documents, and children of parents lacking identification, were provided with essential identification documents, including birth certificates and ID cards</p>	<p>With identification documents, children will have official access to educational opportunities, vocational training, and safe, legal employment in the future - opportunities that they may never have accessed without such documentation. This change is a strong contribution to Outcome 1 of the WNCB programme</p>	<p>Save the Children works directly with the city police, local government authorities, child protection organisations, and child centres to establish a procedure for assisting in the issuance of identification documents, providing guidance on the procedures, and directly supporting children in obtaining their identification documents. This came after six training courses were conducted for judicial and police officers to enhance their awareness, empathy, and understanding of the processes for assisting vulnerable children in obtaining identification documents</p>	<p>- List of children who obtained new ID documents/birth certificates-Photos of events organised by HACR and HCMC People's Committee to provide ID and birth certificates for children with special circumstances</p>
<p>WNCB supported the Ministry of Education and Training to develop a Circular on key competencies required for counsellor positions in schools, in consultation with the Ministry of Internal Affairs</p>	<p>Currently, those assigned as school counsellors do not possess skills, knowledge and competencies in performing the tasks they have been assigned. This change is therefore important as it provides a legal basis for standardisation across the country</p>	<p>Technical and financial assistance, advocacy and public awareness-raising</p>	<p>- Government report - Official gazette</p>

<p>An additional 50 companies improved child labour policies, with an extended impact on 30 companies in the coffee and shrimp supply chains and over 50 member companies of the Vietnam Apparel and Textile Association (VITAS), demonstrating a commitment to responsible business practices. This underscores a broader commitment to responsible business practices across various industries</p>	<p>This change is significant as it recognises child labour within the broader context of child rights, particularly in light of evolving international standards, including the EU Corporate Sustainability Due Diligence Directive (EU CSDDD) and ESG disclosure practices. By improving child labour policies, the additional 50 companies demonstrate a commitment to ethical practices that align with these global standards. This commitment not only addresses child labour directly but also promotes the protection of children's rights and wellbeing</p>	<p>UNICEF's work with business association and companies through capacity development and consultation sessions</p>	<p>- Programme report</p>
<p>The improved knowledge and capacity of trade union officers within the Vietnam General Confederation of Labour has resulted in expanded partnerships that address child labour from both company and employee perspectives, effectively bridging the gap between the workplace and the community in prevention and remediation efforts</p>	<p>This change is important as it highlights the effective partnership between trade unions and companies in addressing child labour issues. By enhancing the knowledge and capacity of trade union officers, the Vietnam General Confederation of Labour strengthens a key stakeholder to advocate for child rights and implement preventive measures</p>	<p>UNICEF's partnership with VGCL involves capacity development for trade union members, strengthening them to leverage their negotiating power as they engage with businesses on child labour issues and other child rights topics. By fostering collaboration and ensuring the inclusion of diverse perspectives, the programme enhances the effectiveness across various stakeholders</p>	<p>- Programme activity report</p>

3.1 PROGRAMME-WIDE REFLECTIONS

This chapter presents reflections and recommendations on our governance model, adaptability and learning approach, inclusiveness, gender equality and gender equity, MEAL setup, and the WNCB programme pathways.

Throughout the programme, the WNCB team has continuously reflected on the strategies and work plans. In operationalising our Theory of Change into practical plans, we relied on our bottom-up and consensus-based approach, enabling partner countries to create flexible plans within the strategic framework of our Theory of Change. This approach resulted in the creation of programme and annual plans specifically designed for each country's unique context and updated annually. The country teams and working groups used outcome harvesting to reflect on our interventions, contributions, and impact each year.

During the last year of the programme, we used our bottom-up and consensus-driven model to establish our Exit Strategy and final report. Country teams were asked to reflect on the previous five years of programme implementation, evaluating the key accomplishments and recommendations for future programmes addressing child labour. The MTR and final external evaluation contributed to the programme-wide and country reflections. In the final phase, two additional sessions were organised to reflect on the programme's strategies and MEAL setup.

achievements, to engage key stakeholders, and to seek continued support and collaboration in the fight against child labour. In 2024 we realised the external evaluation exercise to enhance understanding of programme impact, identify scalable good practices, and present strategic recommendations.

This report has been aggregated from individual country reports through which we identify successes and key lessons learned. Moreover, we drew on the outcomes of the Mid-Term Review (2022), reflections of working groups and end-term meetings in all countries (2024), thematic exchanges in and between countries, regional symposia on the area-

based approach (2023 - 2024), strategic sessions on MEAL processes and child labour strategies (2024), and findings of the external evaluation (2024).

This final report is divided into four sections. The first chapter provides a summary of achievements and contextual challenges, followed by the outcome harvesting process, Alliance partners' perspectives, and relevant financial considerations. The second chapter focuses on the countries where we worked, including the Netherlands. The WNCB partners have identified key achievements and recommendations. The third chapter provides programme-wide reflections from the WNCB thematic working groups and cross-cutting components of the programme, such as linking & learning, gender, MEAL, and our ToC. Chapter four closes with our general conclusion on the status of our programme and a call to action.

The country teams have worked immensely hard to advance our objective of freeing children and youth from child labour and ensuring their rights to quality education and (future) decent work, and to ensure a responsible phaseout of the programme. We want to thank all of them for their passion and commitment to protecting an fulfilling children's rights during the past 5.5 years of implementation. We are proud to see the achievements made to support the children and their families in a sustainable way. Although the programme has come to an end, the WNCB partners are determined - where possible and relevant - to continue working on the issue of child labour, both in their countries and beyond.

3.2 GOVERNANCE

Within the WNCB programme, the three Alliance partners - UNICEF, Save the Children, and Stop Child Labour - agreed to work together as equal partners, with the aim of strengthening and complementing each other for increased impact. The WNCB governance structure was based on the Alliance partners forming a programme implementation team at country level. In the Netherlands the structure consisted of a Programme Management Unit (PMU), an Alliance Co-ordination Team (ACT) which included the PMU members, and a Programme Steering Committee (PSC). In addition to these governance bodies, there were several working groups on different thematic and technical areas of expertise, i.e. Education, Gender, Child Rights and Business Principles (CRBP), Responsible Business Conduct (RBC), political Lobby & Advocacy, Research, Communication, and Monitoring, Evaluation, Accountability and Learning (MEAL).

Regarding the countries of implementation: the Alliance appointed one lead organisation per country to co-ordinate the country programme. Each country had one country lead based in the country concerned (in-country lead) to co-ordinate the country team, including representatives of all Alliance partners who implement in that country. For each country there was also a Netherlands-based country lead to act as

the linking pin between PMU and ACT and the country teams themselves. This country lead also provided guidance and support during programme implementation, ensuring alignment with the overall ToC, guiding principles, and key messages, as well as compliance with donor requirements and MEAL protocol. Country leads ensured that any major programming issues were flagged to their organisation's representative in the ACT, who could then take it up for further discussion in the ACT. If consensus could not be reached at the country level or in the ACT, issues were brought to the PSC for final decision-making.

The good functioning of this governance structure requires clear lines of communication and decision-making. The governance structure was primarily based on consensus-building, starting at the country team and working group level. This structure is most beneficial from the perspective of combining experiences, expertise, knowledge, and networks. To enable this bottom-up and consensus-based governance model to function in the most efficient and effective way, the Alliance partners agreed on specific guidelines for communication and decision-making, which were reviewed over the years and adapted where needed. We built in opportunities to address issues that might arise regarding collaboration and governance, and held open and constructive discussions on a regular basis.

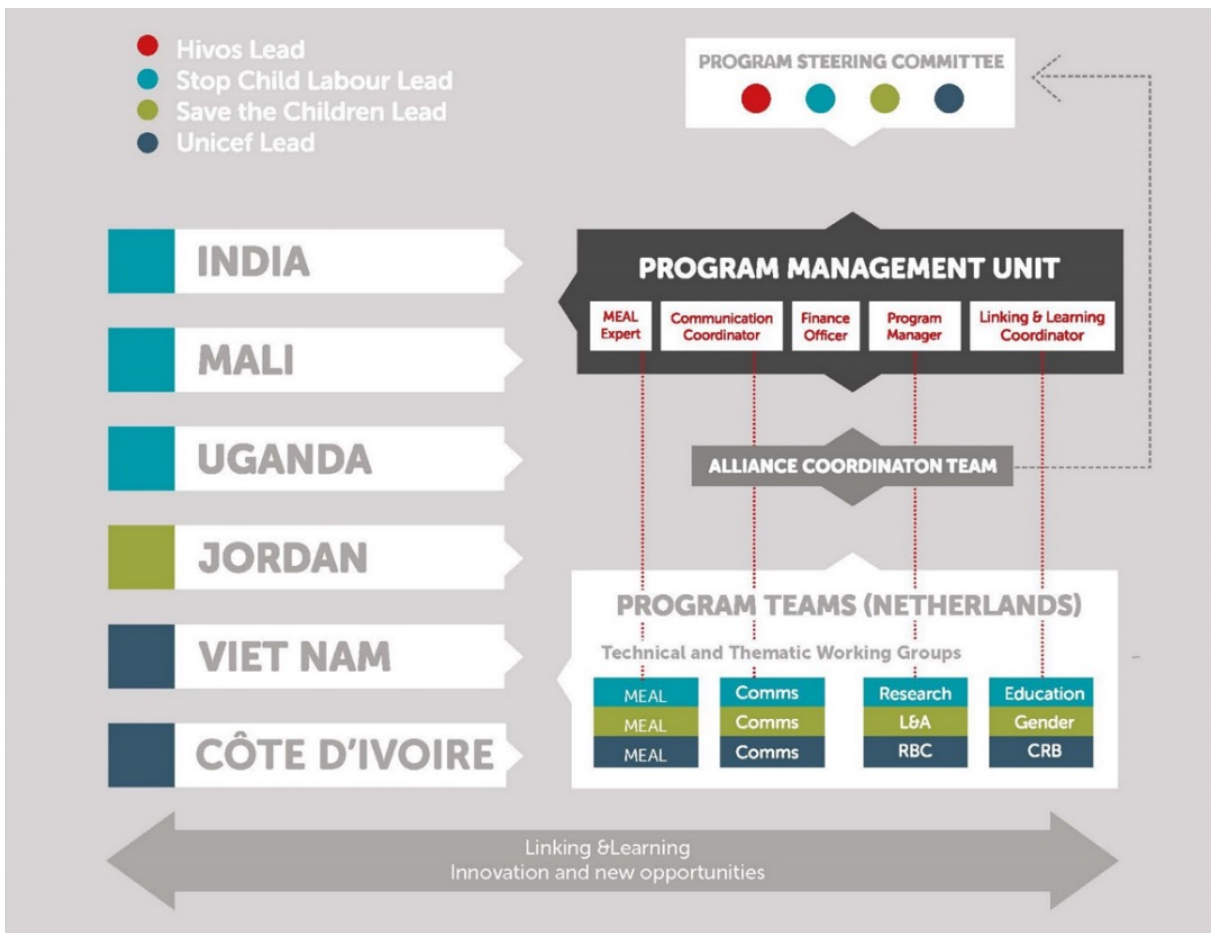


In 2022, following the recommendations of the Mid-Term Review and our own observations, measures were taken to strengthen internal co-ordination and communication mechanisms. It was emphasised that co-ordination and communication strengthening at country level were the responsibility of the country teams, with a strong role for the (in-)country leads. Overall internal communication within the Alliance was the responsibility of PMU and ACT. PMU facilitated communication mechanisms like Teams, internal WNCB-wide meetings, and the internal WNCB newsletter. ACT and PMU took the lead in co-ordination, for example by setting realistic deadlines, limiting the number of meetings, and ensuring a proper balance of activities. We also acted on the observation that the Netherlands' governance structure as originally set up was too heavy and complex. In particular, the Working Groups' structure was seen as top-heavy in the Netherlands and as having insufficient capacity in the countries. We identified some concrete solutions. Given that more trust had been built up among the Alliance partners over the years, and the collaboration and complementarity of the different Alliance partners had materialized

further, it was agreed that having all three partners represented in each working group was no longer necessary. Instead, having expertise in the WG was more important. Moreover, it was agreed that the WGs would work based on asks from countries (instead of on their own initiative), thus ensuring that they provided tailor-made support to meet specific needs. We also agreed to better combine efforts and ensure alignment between working groups. This resulted in the decision to merge L&A, RBC and CRBP into a single working group with one coherent strategic plan. All of these changes contributed to the Alliance's ambition of more complementary and effective ways of working, including the decentralisation of governance and expertise.

The final evaluation did not examine the governance structure specifically as, at the end of the programme, it was considered more useful to assess the WNCB programme's Theory of Change by conducting an analysis of its interventions in the seven partner countries.

The original governance structure, as determined in collaboration with all Alliance partners, was as follows:



During the years, two major changes were made to the original setup of the governance system:

1) the lead position of the Jordan country programme was transferred from Save the Children to UNICEF, as both partners in the country concluded that UNICEF - because of its formal relationship with the government - was better placed to take this role. This decision was taken in the inception phase of the programme.

2) the L&A, RBC and CRBP Working Groups were merged for effectiveness purposes, as the individual working groups had noticed that there were quite a few interlinkages and that working more closely together would present more opportunities for creating synergies.

In addition, looking back on our governance structure, we would advise working groups to focus on collaborations and creating synergies. For example:

- The Linking & Learning strategy would benefit from more engagement with internal and external stakeholders. The strategy was focused on research, innovation, and exchanges, and mostly supported data collection and the outcome harvesting processes.
- There is a fine line between research opportunities and data provided by the MEAL deliverables. In order to utilise both, we would recommend closer co-operation between the MEAL and Research Working Groups to further research questions emerging from the MEAL data.
- The collaboration of the Gender and Education Working Groups was perceived positively thanks to the interesting thematic webinars it produces, and its utilisation of the programme's resources.



3.3 PROGRAMMATIC SUPPORT OF WORKING GROUPS

Within the WNCB Alliance, we created six working groups for programmatic support, focused on Gender Equality, Education, Communication, Research, Child Rights & Business Principles (CRBP), and MEAL (Monitoring, Evaluation, Accountability and Learning). The last of these is described in chapter 3.4.

The results achieved by these supportive working groups reflect programmatic support for countries, as well as increased collaboration and partnership-building. As such, the support and collaboration provided by these supportive working groups are cross-cutting and geared towards activities under pathways 1, 2 and 3 of our ToC.

In these chapter reflections, the working group members highlight recommendations and key achievements. Their reports show that for all working groups, the collaborative teamwork was susceptible to COVID-19 disruptions as co-ordination across the partner countries became challenging in a socially distanced world and virtual context. The Mid-term Review revealed that a light, demand-driven approach would be beneficial; in this section, the working groups illustrate and reflect on how this has been implemented.

Overall, we believe that the WGs contributed to awareness-raising on the importance of specific activities into the WNCB programme. The added value of gender, education, research, CRBP, L&A, and communication was extensively discussed between WGs and countries. The adjustments made during the programme period - to transfer the ownership (and the budget) to the countries - were based on an assessment of needs in each country and were therefore seen positively.

GENDER WORKING GROUP

The Gender Equality Working Group (GEWG) was made up of representatives from all partner countries and different Alliance partners from the Netherlands. The WG was instrumental in the preparations and implementation of the programme's Gender Power Analysis (GPA). It resulted in the overall report "Addressing gender

and social inequalities in child labour programming", as well as more detailed individual country reports.

One challenge was that implementing partners did not have gender and inclusion experts on their teams, so the GEWG had to identify Gender focal persons in all countries. These partners then exchanged information with the rest of the implementing partners. Webinars were organised in collaboration with the Education Working Group to effectively organize gender-specific activities based on needs identified by the countries

Following the completion of the gender analysis, the working group adapted a more demand-driven approach in which most of its activities were informed by the needs of the partner countries. Through this approach, the Education Working Group and the GEWG organised online exchanges on the consequences of the pandemic and how to counteract them. For GEWG, this approach facilitated contextualising the needs of different partner countries, especially with regard to adapting the recommendations from the Gender Action Plan (GAP) analysis. This led to strengthening of the capacity of specific partner countries to ensure that implementing organisations adapted gender-sensitive ways of working within WNCB. During the programme's implementation, the GEWG focused on supporting WNCB partner countries through linking and learning (demand-driven).



The exit strategy was successfully implemented. The GEWG worked successfully with the communication team to create Stories of Change on gender and inclusion from different countries. The GEWG also collaborated with the Education Working Group during the online webinars to provide a gender lens within education activities.

RECOMMENDATIONS

The chapter 3.6 'Inclusiveness, Gender Equality and Equity' outlines the overall gender related recommendations.

EDUCATION

The Education Working Group consisted of representatives from all three Alliance partners. Over time it was decided to continue with two education and training experts, which made communication more efficient and simplified planning and decision-making. In addition, education focal points were appointed in most of the countries to exchange information on the respective education systems and challenges they faced. Collaboration with other working groups such as Communication and L&A contributed to positioning child labour as an education-related topic.

COVID-19 pandemic, the Education and Gender Working Groups together developed a proposal for exchanging on how to retain children in school or keep them motivated for education, with a specific focus on girls (who were hit harder by the pandemic). The lighter governance approach enabled a series of successful exchanges on the topic to be developed. This was followed by series of webinars on vocational and skills training, with a gender lens included.

The exit strategy went according to plan, with publication of the Stories of Change on Education as the last planned activity. The final webinar in the series on vocational and skills training was used to examine opportunities to sustain positive outcomes. AOb (part of SCL) is also involved in the Global Campaign on Education and, along with other partners in the network, will continue to raise child labour as an education-related topic.

RECOMMENDATIONS

The most important overall recommendation would be to never take education for granted; a child that is not working (whether inside or outside a supply chain) is not automatically in school and/or learning. Never start any action to withdraw children from work without simultaneously working on the better alternative: education. More specifically,



the education and training experts from all WNCB partners WNCB recommended the following:

- Make the availability, quality, and relevance of education and training a priority. Inclusion and a safe and child-friendly school environment are part of the quality, as is a sufficient number of well-trained and sufficiently remunerated teachers.
- Make sure that pregnant girls and/or young mothers can remain in or return to school.
- Organise monitoring systems (attendance, performance) and tracking systems to prevent dropout and improve the quality of education.
- Have alternative education systems in place in case of lockdowns or blackouts; use community structures.
- Collect data/conduct research to ensure good insight into situations and to use as a basis for decision-making.
- In the initial teacher training, advocate for/insert courses on children's rights and child labour (legislation) as well as on gender issues.
- For a smooth transition, link the bridge class education (curriculum, teacher training) to the formal education system.

Vocational and Skills training (to be adopted by governments, employers and/or NGOs):

- Adapt the curriculum relevance of formal vocational training to local needs and local market relevance. In addition, organise shorter courses and adapt access criteria (e.g. eligibility requirements, such as on literacy); organise 'satellite' community-based training closer to people in rural and less-populated areas.
- Offer possibilities for linking informally acquired skills (e.g. through apprenticeships) to existing government qualification or validation structures.
- Offer training for employers (small or big), workshop owners etc. so apprenticeships for young people become real learning experiences.
- Work on linking informally acquired skills (e.g. through apprenticeships or community-based non-formal or informal education) to existing qualification or validation structures (e.g. Chambers of Trades) for more sustainability.
- Base offered (non-formal or informal) skills training/vocational training on market assessments and needs in implementation areas, but link qualifications to existing formal ones as much as possible.
- Link non-formal/informal tracks to existing schools.



RESEARCH

The Research WG included representatives from the Alliance partners and research focal points on country level. The latter were key in discussing and designing future studies and to influencing global and cross-country research priorities. The Research WG co-ordinated with the MEAL WG on the different evaluation products developed, such as the KPI surveys and SenseMaker studies, by contributing to the process of the countries analysing these different products. The Research and L&A WGs worked together on the position paper for the GCCL and on advocacy issues requiring background research.

The WNCB programme was an interesting journey for the Research WG as their strategies were adjusted several times. At the start of the programme the WG managed a research budget and supported the WNCB countries to develop research proposals. Due to COVID-19, countries chose to delay or cancel the submission of research proposals. Consequently, the WG decided to provide more support to countries, as being able to develop a clear research question and good-quality research proposal is a skill in itself and not necessarily one that partner organisations possess. Several research projects were developed and implemented in the different countries, on topics

such as the garment sector in India, the gold sector in Uganda, and the impact of COVID-19 in Viet Nam.

In 2021, the WG's approach was changed to ensure more localised research. Research and innovation budgets were shifted to the WNCB countries to enhance country ownership, and the WG began to move from a monitoring and approval role to an advisory one. The WG reviewed all of the countries' research proposals, providing suggestions and support on research questions and specific focus. A total of 13 small and bigger research projects were conducted across all WNCB countries. Annotated bibliographies to create an overview of scientific evidence regarding child labour in each country were created and updated in 2021/2022 by students. Although the bibliographies contain interesting information, they were not fully utilised in the countries.

Following the MTR, the research strategy aimed to support the documentation of good practices and contribute to the discussion on certain topics. Short papers provided background for lobby & advocacy and for external communication. Four thematic papers were produced on lobby & advocacy, social norms change, mainstreaming out-of-school children into education, and private sector engagement. For each paper, examples from the countries were analysed and external sources added for a broader analysis. To avoid duplication of activities, and due to time constraints, the plans to organise sector-based or topic-based dissemination events and to elaborate on gender mainstreaming and international L&A were not followed up.



RECOMMENDATIONS

- Focus on localised research is very important. The Wageningen University & Research (WUR) research on localisation motivated some of the WNCB partner countries to develop more research proposals in order to strengthen their programmes. Country-level WGs are recommended rather than having WGs at Netherlands level.
- At the Netherlands level, the focus could be more on documenting and analysing case studies on different thematic topics. This approach was taken in the last phase of the WNCB programme with the Stories of Change and the thematic papers. When this is a goal from the start, more can be achieved throughout a programme, creating more opportunities for learning.
- Annotated bibliographies are interesting, but need to be embedded in other activities so that they can be actively used.

CHILD RIGHTS AND BUSINESS PRINCIPLES - CRBP

The CRBP WG included representatives from the Alliance partners. The WNCB programme promoted the integrated approach, using the WNCB platform for collaboration. CRBP's position became part of the integrated approach in which WNCB engaged from the outset. Alliance members at the country and community levels gained a sound understanding of the meaning of and content of CRBP. The capacity development and learnings from the programme laid a good foundation.

The CRBP WG faced a number of challenges within the Alliance and in implementation. While each country had different levels of knowledge, understanding, and experience in working with CRBP, three out of the six partner countries dealt solely with informal supply chains and domestic work, which could not easily be linked to the CRBP framework. In addition, the WG experienced internal turnover, leading to gaps in the smooth operation and co-ordination of activities. An internal evaluation also revealed that there was a knowledge vacuum between WG members and community workers in the countries, which resulted in lesser achievements and inefficiencies.

Nonetheless, in the first two years, the WG established a level playing field on CRBP by organising webinars on the CRBP framework and its practical implementation. Learnings were then

internalised in subsequent country work plans. These included stakeholder mapping and analysis for the countries to identify entry points for engagement.

From 2022 onwards, after the MTR, the WG decided to support the country programmes on a demand-driven basis in order to respond to individual country team demands. This meant that partner countries were required to identify Pathway 3 objectives, strategies, and engagement in their annual planning. The WG provided support during the planning process and was available for support during the implementation. While this worked well, in practice it demanded more coaching than implementation from the WG. The role of the working group moved towards enabling action and enhancing the exchange of information and learnings, for example on the development of advocacy plans in Uganda, India, and Côte d'Ivoire, CRBP capacity development training in Uganda and (online) exchange meetings, and an exchange visit between Uganda and Mali/Côte d'Ivoire focused on the informal gold mining sector. In this sector, the WG successfully brought partner countries together and organised focused exchanges. Despite several attempts, these results did not materialise in (for example) garments and textiles (India and Viet Nam), because the country programmes were too different (e.g. targeting different tiers of the supply chain). There were more exchanges online in webinars, all of which helped countries to reflect on their interventions and discuss their results and the way forward with external partners.

In general, we can assert that the CRBP WG generated added value as an enabler and in facilitating exchanges between partner countries on children's rights in the business context. Members of the working group will also continue to engage with the private sector in the Netherlands in their ongoing roles as supply chain advisors on children's rights.

RECOMMENDATIONS

- A gradual understanding developed that CRBP capacity and knowledge are preconditions for successful implementation of all pathways to eliminating child labour. The CRBP WG contributed by supporting civil society organisations (and hence communities) in programme countries to understand the linkages between business operations and children's rights. The CRBP WG's work also encouraged them to seek collaboration with other organisations working with business, such as the ILO.
- In particular, research, stakeholder mapping and stakeholder analysis, and CRBP training with business and government institutions in the programme areas leveraged commitment to mitigate risks for children.
- The CRBP approach involving businesses, communities, and government proved to be a very strong element in safeguarding children's rights.
- CRBP calls for strong multi-stakeholder engagement, and WNCB helped to move in that direction in all countries involved. Processes like stakeholder mapping, stakeholder analysis,



and dialogues at local levels within and among stakeholders made a good case for social norms change and action planning to mitigate risks.

COMMUNICATION

The Communication Working Group included representatives from all Alliance partners, which was instrumental to increasing the reach of the activities. The Communication WG frequently collaborated with and supported other working groups on communication topics. In co-operation with the MEAL, L&A/RBC and Research WGs, the Linking & Learning Co-ordinator, and partner countries, the WG worked on a communication plan to reflect the programme's successes, lessons learned, challenges and opportunities throughout 2019-2024. This plan also involved an exit strategy for programme-wide WNCB communication, to ensure proper documentation and dissemination of relevant information.

Throughout the programme period, in co-operation with the communication focal points in the countries and other working group leads, the Communication WG developed and used a broad range of communication tools and materials. These included the WNCB website, Stories of Change, social media posts, short videos, photos, reports, and newsletters. The WG made important contributions to developing a framework of collaboration, including guiding principles and key messages, in conjunction with all partners. This proved essential to ensure alignment and coherence in all communications, both in the countries and at the international level.

The MtR did not suggest strategic changes for the Communication WG, so work continued as planned and in line with opportunities identified in the countries and at the international level. Highlights included the Fifth Global Conference against the Elimination of Child Labour that was organised in Durban (2022), where the WG lead facilitated a communication workshop for all Alliance partners present (one representative per partner country). The Communication Working Group also made important contributions to the WNCB Global Meeting (2023) and the WNCB multi-stakeholder symposium 'Child labour in supply chains and production countries: working together for a sustainable solution' (2024), both in The Hague, and the online WNCB end term meeting for all partners worldwide (2024). The WG lead also facilitated exchange meetings in Uganda and India, and organised a

communication training for all partners in Uganda and India.

In 2023 the focus was on writing Stories of Change, reflecting best practices, key strategies, and successes from the different countries. In 2024 the focus was on developing track records from each country to showcase the most important strategies and achievements. Finally, the Communications WG developed an online knowledge centre bringing all WNCB documentation together, to inform and inspire future action.

RECOMMENDATIONS

- It proved most important for the Communications WG not to work in isolation but instead closely collaborate with all working groups, especially MEAL, L&A, and Research, and with the Linking & Learning co-ordinator, to ensure that all activities are aligned and communications are coherent, creating synergies and directly contributing to achieving the programme's objectives.
- It also proved important to work with communication focal points in all partner countries, to ensure more tailored communication materials, reflecting countries' needs and representing the voices and concerns of children and their families in the communities in which we work.
- Having one representative of each Alliance partner in the Communication WG is important, ensuring alignment with the individual organisation's priorities and interests, and increasing outreach, visibility, and profiling.
- It proved very beneficial to develop a framework of collaboration, including guiding principles and key messages, in conjunction with all Alliance partners. This also helped us to communicate in the best interests of the overall programme, including all partner organisations, to ensure that we stand united and speak with one voice both in the countries and on the global stage.

OUTCOME HARVESTING 2019 - 2024

The most recent and relevant outcomes identified by the working groups reflect how the activities developed contributed to a change of behaviour and/or practice in other working groups and country staff. Although these are not strictly outcomes as defined in the outcome harvesting methodology, the table below sets out how these working groups collaborated to support and develop the capacities of the programme's actors for efficient and effective programme implementation.

OUTCOME	SIGNIFICANCE OF THE OUTCOME	CONTRIBUTION OF WNCB ACTIONS / OUTPUT	MEANS OF VERIFICATION / SOURCE OF PROOF
Education Working Group			
The exchanges during the webinars in 2023/2024 led to improved activities and maintaining results. Recommendations were made for education in general as well as for strengthening youth, and vocational training	Partners can use the recommendations to advocate for these improvements with the relevant stakeholders in their countries. First steps have been taken in some countries	The last webinars in the series included sessions on sustainability	Reports of the webinars, list of recommendations.
Education was identified as a priority issue in the GCCL position paper	More visibility/urgency of the role of education supports to reach out to all children, not just to those working in supply chains	Several internal debates and rounds of formulating the position paper	The WNCB position paper for the GCCL
Partner countries adapted approaches based on learnings of webinars, e.g. the Uganda team put more focus on teachers as the key to sustainability, and developed tools to track school attendance	Strategies adapted based on experiences from other countries in times of pandemic contribute to keeping children learning and/or bringing them back to school when schools reopen	The WG, together with the Gender WG, organised an L&L programme to address COVID-19's impact on child labour and access to education, on the basis of priorities set by the focal points/partner countries	Report of the next step webinar, confirmations from countries
Prevented GCCL Durban Call to Action paragraph 34 on education financing being accepted with lower % for education financing	A lower % of minimum investment in education would be taken as "sufficient", including for countries that invest more. It would set an insufficient standard, undermining effective strategies to eliminate child labour	In collaboration with education unions (AOB and EI) this issue was added to the workers' delegation's "to be negotiated" list. Education International addressed the issue via internal channels	The GCCL Call to Action
The exchanges between participants from the countries during the webinars led to additions to or adaptations in the implementation of activities and sustained results in the fields of youth, and skills and vocational training	The changes will be different for each country, but will last longer because they were achieved through peer learning. This is in line with WNCB efforts to sustain results.	WG enabled exchanges (L&L) between countries' education experts, based on the priorities formulated by the country experts.	Statements in Meeting Reports (webinars on 3 and 10 October, validation webinar in December 2023) (Countries to present further confirmation)
Research Working Group			
WNCB partners from all countries added their lessons learned to the thematic papers and shared their own examples during the webinars	It is important that the partner countries review and document their own results and learnings	The Research WG developed four thematic papers and organised two webinars to discuss them	Webinar recordings, thematic papers
WNCB partners in different countries developed and implemented research proposals on different topics	Localised research, designed and conducted locally, adds value. Documenting evidence of experience in the region is a good strategy; it can be used in advocacy at state and national level in the country concerned.	The Research WG raised awareness on the topic of research, initiated the WUR research, and supported the countries in the developing and implementing research projects	Email communication, WUR research report, country research reports

In October 2021, the implementing partners in the six WNCB countries identified research focal points, demonstrating increased commitment to and support for quality systematic research to combat child labour	Through the country research focal points, the assumption is that research questions can be increasingly based on local needs and realities to enhance understanding of how to address child labour. This research has the potential to confirm, enhance or challenge the country's WNCB ToC	The outcome was achieved through the discussions based on the WUR research (to which partners in Uganda, India, and Jordan contributed). Following critical review by the Research WG, follow-up actions were discussed in WNCB-wide meetings in September and December 2022	Email and meeting correspondence between research focal points
Research focal points in WNCB countries actively participated in the design and preparation of the SenseMaker survey and the KPI survey	The combined expertise on the WNCB programme and on research created an added value for the surveys planned	Active involvement in the preparation of the ToR for the KPI survey, and with the local design and translation of the SenseMaker exercise	Email communication, drafts of the ToR
Gender Equality Working Group			
The WNCB partner countries in Viet Nam, Uganda, Jordan, India, Mali, and Côte d'Ivoire included more evidence-based gender transformative approaches in their programme activities	Gender equality and mainstreaming is fundamental to creating a targeted response to the vulnerabilities and risk associated with child labour. Between 2020 and 2024 we see a clear gender progress through the different GESI activities, in particular the Gender Analysis	The WG has implemented gender analyses in all countries. Countries have also identified and invested extra capacity in gender	Gender analysis Inception Reports, Gender Analysis Consolidated Report, Gender Action Plans and inclusion of recommendations in Annual Plans. Country Gender Analysis reports & consolidated Gender Analysis report
Project activities are adapted following the Gender Analysis recommendations, with the aim of attaining gender transformation	The different analyses conducted identified key areas of improvement for all activities, including some of the linkages regarding the risk of child labour and other child protection/gender-based risks such as child marriage	The GEWG contributed to the outcome achieved by providing continuous support and awareness-raising on Gender and Social Inclusion-responsive plans, with a constant focus on gender-transformative action in the workplans of the countries and working groups	Findings and recommendations from the Gender Analysis, especially from the FGDs
The Vietnamese government integrates key recommendations into their Action Plans	It is important that recommendations from the Gender Analysis are taken on board not only at the programmatic level, but also more broadly	The GEWG supported influence of policy change regarding gender and child labour. Government engagement, consultations, and validation workshops were promoted together with government representatives and WNCB team in Viet Nam	
CRBP Working Group			
Greater attention and focus on private sector engagement, increased understanding of potential ways of working with the private sector in WNCB programme countries	Raising the partner countries' awareness of possible ways of working in relation to Pathway 3 helps to strengthen the work under this pillar	The working group organised multiple calls with all project countries to identify needs and discuss their strategies and approaches in relation to Pathway 3	More attention for Outcome 3 observed in country annual plans
Greater attention and focus on private sector engagement, increased understanding of potential ways of working with the private sector in WNCB programme countries	Identifying countries' support needs in relation to Outcome 3 helps to strengthen the work under this pillar	The working group provided input during the development of the countries' 2023 annual plans, both in writing and through virtual feedback calls	

<p>The Uganda country team developed a ToR and identified a consultant for delivering a stakeholder mapping and CRBP training for the formal and informal gold mining sector in Uganda</p>	<p>Ultimately, the stakeholder mapping and CRBP training will help to promote and enable responsible business conduct and the implementation of CRBPs in the formal and informal gold mining sector, with the intention of reducing/eliminating child labour in the gold value chain in Uganda</p>	<p>The working group helped to develop a Terms of Reference with clear objectives and deliverables, including criteria for delivering a sound stakeholder mapping, and requirements for the CRBP training content and a guidance document / handbook</p>	<p>Final version ToR. Submitted proposals. Contract signed with consultant (Blue Edge)</p>
<p>Communications Working Group</p>			
<p>Alliance partners contributed to and participated in the multi-stakeholder symposium 'Child labour in supply chains and production countries: working together for a sustainable solution' in October 2024, and used the same key messages to influence policymakers and companies</p>	<p>This was an important symposium, as part of the responsible phaseout of the WNCB programme. A unique opportunity to work together and share our lessons learned and recommendations regarding the integrated area-based and supply chain approach</p>	<p>The WG contributed to the development of key messages, and examples of posts and visuals to use</p>	<p>Campaign outlines Social media pack including messages and visuals Messages on social media</p>
<p>WNCB legacy documented on the WNCB website</p>	<p>Documenting all relevant reports, lessons learned, Stories of Change, track records, recommendations, etc. ensures that they remain available and accessible to inform and inspire future action against child labour</p>	<p>All partners were involved in collecting, documenting and sharing information to be published</p>	<p>wncb.org</p>
<p>Alliance partners are informed of key events, activities, results/ outcomes, and messages of the WNCB programme</p>	<p>Effective co-operation and being part of a global programme both require sufficient and timely information on key activities</p>	<p>The WG kept Alliance partners and all WNCB staff worldwide informed through newsletters, meetings, and messages on the WNCB and Teams sites</p>	<p>Newsletter WNCB website WNCB Teams site</p>
<p>Alliance partners and other NGOs (e.g. Global March) contributed to/ participated in the global campaign #togetheragainstchildlabour around the International Day against Child Labour on 12 June 2022, and used the same key messages to influence (inter)national policymakers</p>	<p>Working together creates more noise and impact to influence policymakers, develop key messages, and amplify messages</p>	<p>The WG set up a campaign outline, and developed a social media pack with key messages, examples of posts, and visuals (incl. video) to use</p>	<p>Campaign outlines Social media pack including messages and visuals for use by Alliance partners and partner countries Messages on social media</p>
<p>Communication focal points learned from sharing experiences and knowledge on how to engage media around the topic of child labour and engaged (investigative) journalists in their countries</p>	<p>The engagement of media in all countries significantly increases opportunities to learn from each other and to work together effectively</p>	<p>The Communication WG set up a series of meetings around the topic of engaging media: how to engage investigative journalists, how to address the topic of child labour in sensitive political contexts, and key messages and guiding principles in working with media. Some countries were given financial support</p>	<p>Meeting agenda Media output/articles/ videos and TV items in India, Jordan, Uganda and Mali</p>

<p>India and Uganda partners have prioritised communication as a strategy for strengthening the partnership within the Alliance</p>	<p>The communication workshop was an opportunity to address communication topics linked to the WNCB Alliance, such as storytelling, how to communicate about results, and how to effectively co-operate and share experiences for strengthened partnership</p>	<p>The WG developed a workshop based on the partners' needs and requests and conducted it online. The workshop was requested by the India and Uganda partners</p>	<p>Outline of workshop PPT of workshop</p>
<p>MEAL Working Group</p>			
<p>Successful completion of learning-oriented final evaluation of the WNCB programme in 2024</p>	<p>Insights following from the final evaluation are not only relevant in order to meet funding requirements, but also facilitated a number of exchanges and learnings sessions with ACT members, MEAL WG members, and country teams to increase understanding of overall results from the programme, for application in future programming of efforts to combat child labour</p>	<p>MEAL WG support to Final Evaluation consultancy MEAL WG facilitation of learning session (validation meeting, MEAL reflection meeting, ACT Programme Learning and Reflection session)</p>	<p>Final Evaluation report Track Record documentation (reflecting learnings from Final report)</p>
<p>In 2021 there was a programme-wide shift from awareness-raising to norms and behaviour change when planning activities</p> <p>APs (Alliance Partners) focus on better and more integration of norms and behaviour change strategies into project planning, activity design, strategy development, communication and learning events</p>	<p>A common finding in all SenseMaker studies was that there was a cognitive dissonance between people's initial awareness and opinion of child labour and the level to which child labour is part of existing norms, values, and behaviour within communities. Although norms change is part of the programme's existing approach, this finding allows programme partners to design more context-specific strategies and possibly scale up their work to the wider community with respect to norms change</p>	<p>APs (Alliance Partners) are supported to use SenseMaker findings within their project planning, activity design, strategy development, communication, and learning events</p>	<p>Integration of norms change in WNCB position paper</p> <p>Knowledge and learning events on norms change</p> <p>Annual plans</p>
<p>In 2022, insights were gathered on key performance indicators and social norms change through successfully implemented, standardised surveying approaches (KPI HH survey and SenseMaker)</p>	<p>Learnings created an opportunity for country teams to assess the effectiveness of their interventions, and apply adaptive management strategies where necessary</p>	<p>MEAL WG support to ToR development for each country</p> <p>MEAL WG support in draft standardised survey for KPI study</p> <p>MEAL WG support to SenseMaker rollout for midline</p>	<p>MEAL MTR report</p> <p>IPTT</p> <p>SenseMaker study</p>
<p>In 2022 and 2023, country teams organised reflection sessions supported by Outcome Harvesting strategies to enhance learning and collaboration among Alliance partners, implementing partners, and stakeholders</p>	<p>Ensuring that country teams move beyond output reporting, towards learning how certain outcomes have been achieved and validating these processes with stakeholders, creates increased stakeholder ownership of results and enhances learning for planning</p>	<p>MEAL WG offered in-country OH sessions</p>	<p>Annual Plans reflecting adaptations from reflection sessions</p>

3.4 ADAPTABILITY AND LEARNING

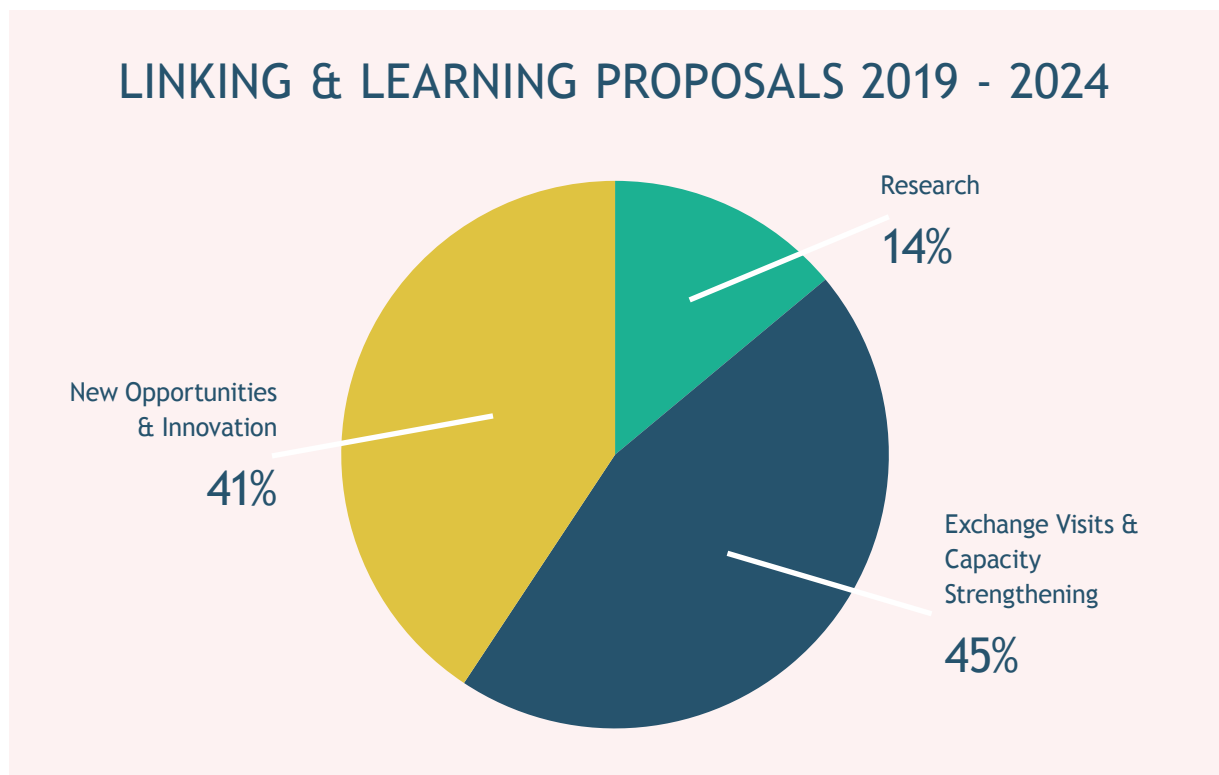
The WNCB programme has evolved over time. The country teams and working groups reflected on their impact and contributions through outcome harvesting on an annual basis. The various MEAL deliverables provided concrete input for adaptations, as did the external evaluations. Within our internal reflections, the country teams confirmed the added value of the various methods. The thematic reflections on our strategies are outlined in chapter 3.6 and illustrated in the respective country and WG chapters.

The six-month extension, formalised in Q1 2024, allowed us to strengthen the exit strategy. This meant that the activities were continued for a longer period in order to increase impact; we spread out the workload to solidify achievements; and additional activities were organised to enhance our exit strategy for greater sustainability, considering all risks and the insights acquired during the programme. A detailed description of our enhanced exit strategy can be found in the extension proposal.

LINKING AND LEARNING

Simultaneously, the comprehensive Linking & Learning strategy of WNCB allowed for cross-learning between countries, opportunities to develop new innovative ways of working, and the researching of specific themes. The Linking & Learning (L&L) strategy within the WNCB programme is therefore structured around three fundamental pillars: (1) research, (2) exploration of new opportunities and innovative approaches, and (3) exchange visits and capacity development.

Countries and working groups were given the chance to conceive and execute supplementary L&L initiatives that align with these core pillars, tailoring and enhancing their country programmes accordingly. In support of this, the programme has designated funds for L&L. As a result of our experiences, the recommendation is to keep requirements for accessing the funding as clear and simple as possible. Over the period 2019-2024 the countries developed and implemented a total of over 86 L&L proposals, as shown in the following graph:



EXCHANGE MEETINGS AND CAPACITY DEVELOPMENT

Trainings and capacity development sessions have strengthened the WNCB country teams in support of improved programme implementation and outcomes. Capacity development took place in the areas of lobby & advocacy (Uganda), gender-sensitive programming (all countries), Children's Rights and Business Principles stakeholder mapping and workshops (Mali and Uganda), outcome harvesting (all countries) and awareness-raising and capacity development of key stakeholders to address child labour (Mali, Côte d'Ivoire, and India).

Over the period 2019-2024 many exchange meetings took place between countries, focused on sharing experiences and knowledge concerning specific thematic expertise. In 2022 there was a WNCB country exchange visit in which all countries had the opportunity to participate in capacity development visits in one of the WNCB countries. These learning experiences were very well received and led to adaptations to activities and enhanced strategies in the countries. In 2023 the WNCB Global Meeting was organised. Country partners had the opportunity to come together with the aim of facilitating accelerated learning between the countries, identifying the first steps and requirements for the programme phaseout and sustainable handover to key stakeholders/actors in 2024, strengthening the partnerships in and between countries, and

exploring how lessons learned can be translated into programme adjustments and improvements. As a result of this meeting, various WNCB countries organised additional country exchange meetings related to specific strengthening requests.

In 2024 we organised WNCB 'coffee corners' in which all countries and working groups came together. For example, the research papers were presented during these meetings. As the end of the programme neared, a WNCB-wide virtual closure meeting was held to celebrate our achievements. There were end-of-programme events organised in the countries focusing on a sustainable phaseout, as well as on how these activities could successfully be handed over to key actors and stakeholders to ensure the continuation of the battle against child labour. To facilitate reflections and formulate recommendations, a MEAL reflection session was organised in which the MEAL WG, PMU, and ACT reflected on our MEAL strategies, workload, and effectiveness. The MEAL focal points and country leads in the countries provided input based on their experiences. This was followed by a programme reflection session in which the Alliance partners and PMU based in the Netherlands reflected on the chosen strategies, governance, and collaboration. Taking the time to reflect together on various levels is highly recommended. The trust built among Alliance partners enabled honest and constructive feedback which will mean that future programmes can be improved.



INNOVATION AND NEW OPPORTUNITIES

The possibility to develop and implement initiatives or new opportunities and innovation has generated new ways of working and innovative tools and methodologies, strengthening the WNCB programmes in the countries to eliminate child labour. The results of these opportunities and innovative approaches in the countries continued to inform programme implementation, and provided relevant information for lobby and advocacy efforts on local, national, and international level.

The innovations and new opportunities include:

- In Viet Nam the programme is successfully implementing Primero for the development of a national digital case management system for child labour and child protection.
- In Jordan, the creation of an innovative gig economy platform combined with vocational training provides families with livelihood solutions for those who have been reliant on their children to earn household income.
- In Uganda there was an additional L&L effort to strengthen community and school-based interventions to eliminate child labour through quality education.
- In Côte d'Ivoire, many capacity development initiatives focused on bridge classes, youth apprenticeships, and raising teachers' awareness and training them on child labour issues. In addition, a digital room for youth skills development was created in one of the remotest departments of Nawa Region.
- In Mali the programme has strengthened outreach to communities for awareness-raising through theatre performances that address child labour, followed up by the production of a video to be disseminated in additional communities.
- In India, many initiatives have focused on mitigating children's learning loss as a result of COVID-19 by establishing and strengthening bridge classes. The programme has also strengthened the livelihood activities by creating an entrepreneurial ecosystem in various districts in Bihar, to develop livelihood generation in conjunction with 220 aspiring rural entrepreneurs.



3.5 MONITORING EVALUATION ACCOUNTABILITY AND LEARNING (MEAL)

The MEAL strategy and protocol included the rollout of three separate, yet interlinked MEAL methods. Outcome Harvesting took place throughout the programme, with annual reflection included in the reports. During the baseline, mid-term, and end-line we used SenseMaker for qualitative assessment of changes in norms and values at the community level, and KPIs were measured through household surveys and tracer studies, leading to significant programme insights and innovations. As a result, two external evaluations were performed: the participative Mid-Term Evaluation (MTR) and the Final Evaluation.

The annual planning and reporting processes were also coordinated by the MEAL WG.

The MEAL WG included dedicated representatives from each Alliance partner in the Netherlands, had minimal staff turnover, and the staff were able to build upon each other's expertise. This foundation is crucial for complex programmes and it supported MEAL adaptations over the course of the programme.

The MEAL country activities are presented in the overview below. More detail on the rationale for deviations is given in the annual reports.

COUNTRY	BASELINE KPI STUDY	BASELINE SENSEMAKER	MTR KPI STUDY	MTR SENSEMAKER	END LINE KPI STUDY	END LINE SENSEMAKER
INDIA	Completed	Completed	Completed	Completed	Completed	Completed
CÔTE D'IVOIRE	Complete	Completed	Completed	Completed	Completed	Completed
JORDAN	Completed	Completed	Completed	Completed	Completed	Completed
MALI	Completed	Completed	Completed	Completed	Completed	Completed
UGANDA	Not available	Completed	Baseline 2022	Completed	Completed	Completed
VIET NAM	Completed	Not available	Completed	Completed	Completed	Completed

The baseline in particular was significantly impacted by the COVID-19 pandemic, creating challenges in developing capacity and guiding countries. Pandemic-related delays in data collection for KPI and SenseMaker baseline studies meant that crucial insights in some countries emerged only after programme implementation had started. With travel and staff training restricted, developing MEAL capacity proved challenging, leading to a less-than-optimal grasp of KPIs and OH capabilities. As the latter was a new approach to many of the MEAL staff both in the countries and within WNCB NL, this support was much needed. These conditions affected the reporting process for both 2020 and 2021, causing some partners to feel uncertain about their reported results. In addition, there was no uniform baseline approach to the KPI studies, which negatively influenced the relevance, quality and comparability of the data.

In 2022, we commissioned a MTR consisting of KPI studies, SenseMaker and the (external) Participative Mid-Term Review. The MTR marked improved ownership of MEAL processes and products by country programmes. With travel resuming, countries enhanced their OH capabilities, and a standardised approach to KPI measurement resulted in more effective studies and a deeper understanding of KPIs. This progress influenced planning for 2023, with a renewed focus on programme effectiveness and understanding of how outcomes align with long-term objectives: country offices, based on MTR findings and recommendations, adapted the modalities of existing activities and introduced additional activities to the remaining implementation period of the programme. The participative MTR, assisted by a team of evaluators, enabled reflection on our programme and informed the inclusion of

innovations and lessons in the annual plans of all countries and working groups. This was confirmed in a survey of MEAL focal points shared in November 2024.

RECOMMENDATIONS

From these experiences, we learned the importance of early capacity development in MEAL and recognised that while a bottom-up approach is beneficial, it is crucial to have early guidance and support for MEAL capacity development. We also realised that our MEAL protocol was overly complex and time-consuming for country teams. Future child labour programmes will see the MEAL Working Group advocating for simpler qualitative methods, such as key informant interviews and focus group discussions. Standardising KPI measurement remains essential, but we aim to balance it with a more context-appropriate, broader range of progress indicators for a more comprehensive quantitative output assessment. Outcome Harvesting, having garnered enthusiasm among partners, will continue as a valuable reporting tool.

To summarise, over the course of 5.5 years we gathered several lessons learned and challenges, reflected below:

- Overall, the MEAL WG had a positive experience working with the structure of close collaboration with MEAL focal points in each country team to streamline communication and collaboration. However, due to staff changes with MEAL staff in the countries, and in light of the complexity of the MEAL approach, it was at times challenging to get everyone up to speed on the ongoing processes and requirements.
- The programme invested heavily in a robust MEAL protocol to ensure a strong evidence base for monitoring and evaluating the programmatic outcomes and impact. However, this also brought with it challenges in terms of available capacity (on both quantitative and qualitative data collection methods) and time investment (baseline, mid-line and end-line studies were expected for both the KPI Household Survey study and SenseMaker). While attempts were made to further streamline the processes within the countries, in order to align work processes, in practice this proved challenging. However, a short survey conducted among MEAL focal points showed that the benefits of these heavy-burden processes outweighed the costs. Deeper insights



in results and learnings from analysing harvested outcomes and SenseMaker findings allowed country teams to adapt strategies along the way in order to ensure the most effective and relevant interventions.

- The MEAL coordinator of the WNCB programme left in Q1 2024. The PMU managed to find a solid solution by appointing tasks and responsibilities across the existing MEAL WG members and redirecting the co-ordinating role.
- MEAL focal points have indicated that they have and will continue to develop capacity on a number of MEAL methods and strategies within their own organisations. In particular, the SenseMaker approach (making sense of social norms change) and Outcome Harvesting techniques have been valued highly. The implementing partners of WNCB's country counterparts have been part of capacity development processes and are expected to benefit from the new strategies.

3.6 INCLUSIVENESS, GENDER EQUALITY, AND EQUITY

Gender Equality and Social Inclusion (GESI) was an important pillar of the WNCB programme. The Gender Equality Working Group, together with country teams, conducted a Gender and Power Analysis in the various WNCB programme countries. The Gender and Power Analysis identified:

- Key risk factors for child labour across countries.
- Differences between boys and girls concerning child labour.
- Protective factors across countries for children at work.
- Recommendations to address the specific gender-related aspects of child labour.

The Gender and Power Analysis was instrumental in guiding gender-sensitive and gender-transformative approaches in the second half of the programme. The GEWG, together with the country Focal Points, worked closely with each country team to develop a context-specific Gender Action Plan GAP based on the key findings and recommendations of the gender analysis and MTR of 2022. These were systematically embedded into their respective annual plans for 2023. Subsequently, during this implementation period, there were enhanced gender-sensitive and gender-transformative activities.

Topics relating to gender-marginalised groups were well-studied in other data sources within

the programme. The KPIs are disaggregated into gender and age groups. The programme aimed to ensure the equal participation of all groups in sampling approaches, and in analysis the programme considered relevant issues such as gender and inclusion considerations in aspects of equal access to education, power, and the ownership people feel over programme activities, opportunities to give voice, and the rights people have.

All country teams reported to be gender-sensitive at a minimum, and in some cases gender-transformative. For example, the Uganda country team worked with different stakeholders to address some of the gender barriers. Cultural norms around child labour presented an ongoing challenge, as child labour is seen as a necessity for survival in many families. Resistance to change from communities, particularly regarding entrenched cultural practices around child labour and gender roles, created a barrier to achieving programme goals. The Uganda team and its stakeholders addressed this through setting up community accountability practices and awareness-raising campaigns. These efforts aimed to change community attitudes by engaging girls and boys and their parents in dialogues about the long-term impact of child labour on education, harmful cultural norms such as female genital mutilation (FGM), and future opportunities. This resulted in gender transformative outcomes: parents changed



the way they communicated with both their sons and daughters, without the usage of traditional gender messages and behaviours.

Country teams were also mindful of inclusiveness in their work, and some countries reported increased capacity of staff and stakeholders in gender mainstreaming, with accelerated learning on the topic due to the gender analyses conducted in 2022. Several countries also reported the active engagement of communities in programme activities on issues affecting girls and boys, gender inequality concerns, and other sources of inequality.

Several countries reported the following outcomes:

- In all countries we notice increased engagement of women, girls, and minority groups in public discourse about root causes of child labour.
- Through meaningful male engagement, men and boys are working with women and girls to transform gender norms that reinforce patriarchy and inequalities.
- Ownership of programme activities and results by women, girls, and minority groups.
- Activities that enhance the capacity of government officials, Child Protection Committees, community leaders, CBOs and local governments to deliver gender-responsive programmes addressing child labour.
- Country teams promoted equal opportunities and addressed potential gender disparities in accessing vocational training, access to finance

through VSLAs and labour market opportunities leading to the financial strengthening of women and the most vulnerable households within communities. One of the outcomes of this was strengthened social cohesion and reduced gender-based violence and child abuse in the marital home, thereby enhancing parents' supervision of the children to prevent child labour.

- Stronger emphasis within communities on addressing gender-based violence, the dangers of early marriages, Female Genital Mutilation, and discrimination.
- Stronger focus on inclusivity, with increased access to education for girls, children with disabilities, and marginalised children to ensure no child is left behind.
- Supporting companies in developing non-discriminatory recruitment policies tailored to job requirements. We advocated for businesses to embrace child rights through family-friendly policies that champion maternal protection, maternity/paternity leave and breastfeeding in the workplace (Viet Nam).

RECOMMENDATIONS

- Carrying out a Gender Analysis in all the countries and disaggregating all crucial data related to child labour by sex throughout the whole programme cycle was crucial for a successful gender mainstreaming. Ideally gender analysis are incorporated into the baseline studies of programmes. The gender analysis was able to



analyse the differences and relations between boys and girls, men and women in terms of labour, access to, and control of resources and decision-making. Through gender analysis, different countries were able to contextualise the findings and adapt recommendations to programme activities. Countries like Uganda and India were able to partner with other organisations to address key gender and cultural norms that had a great impact on child labour.

- WNCB committed resources towards gender equality to allow gender-specific actions to be conducted globally and in specific countries, such as gender capacity development for staff, and gender analysis. The gender-sensitive budget provided an opportunity to assess the impact of the programme on different groups of people, i.e. girls and boys, women and men.
- The Gender Equality Working Group carried out capacity development workshops in different countries, which built a comprehensive set of knowledge, skills, attitudes, and beliefs that individual staff needed in order to ensure that their work was responsive to gender-specific issues that influence child labour. One of the learnings from this is that it takes more than awareness to promote gender equality and transformative change. Gender competencies combine gender-related knowledge, skills, attitudes, and beliefs along with the necessary resources, enabling individuals to perform their professional duties efficiently and creatively. These competencies focused on upholding rights, equal opportunities, non-exclusion, non-discrimination, and non-violence, while also contributing to overall wellbeing, human development, and fostering changes that advance societal transformation on the subject of child labour.



3.7 THEORY OF CHANGE AND STRATEGIES

As explained in chapter 1, in order to achieve the desired improvements for children and young adults, the WNCB programme developed an overall Theory of Change and followed four strategic pathways. In this chapter we will summarise the most important changes as defined by the countries, and the achievement of objectives according to the external evaluation.

Strategic pathway 1: Child empowerment and community-based approach: empower children, communities, and families to prevent and address child labour.

The countries emphasised that the most significant outcome was the return of children to school after the COVID-19 pandemic. This was supported, among others, by training of teachers and improving quality of education (all countries), creating child-friendly spaces and motivational centres and massive back-to-school campaigns (Uganda), promoting education through vocational training (Viet Nam), the priority of bridging classes into formal schools (Côte d'Ivoire) and awareness-raising campaigns for parents and caretakers (Mali). Furthermore, the partner countries Uganda, Mali, and India achieved outcomes on quality education and future decent employment through the continued efforts and engagement in the communities and schools. Moreover, we observed increased income through cash transfers to meet the basic needs of children of cocoa farmers (Côte d'Ivoire), alternative

solutions to child labour through vocational training and economic strengthening (Jordan), piloting a model of social work and counselling in schools to prevent school dropout (Viet Nam), community mobilisation for the construction of school buildings (Uganda), and the adaptation of codes of conduct by schoolteachers regarding child labour and education (Mali).

Results at output level under Pathway 1 were largely achieved and most of the activities were implemented as planned. This was especially the case for activities related to strengthening children to pursue education within supportive communities. Activities related to the improvement of access to education as well as youth employment, however, required more adaptation. The COVID-19 pandemic was an important limiting contextual factor, but implementation in the partner countries was also restricted for political reasons (Annual Report 2021, Annual Report 2022, Annual Report 2023).

Overall, the external evaluation concluded that the WNCB programme achieved mixed results for the outcome indicators of Pathway 1, the community-based approach, in the programme areas in its partner countries. The WNCB programme was able to decrease the percentage of children at high risk of child labour in three partner countries, increase the percentage of former working children attending school in one partner country, able to decrease the dropout rates in three partner countries, and increase the number of families with alternative income-generating activities that do not include child labour in two partner countries. The lack of available KPI data for several partner countries restricted the analysis of Pathway 1.

Strategic pathway 2: Lobby, advocacy and system strengthening in partner countries: local and national authorities to enforce relevant laws and to implement relevant policies and social services.

Through active government engagement, the programme generated significant changes to behaviour and political agendas on the part of authorities. This has increasingly led to political and



legal frameworks in support of the fight against child labour. Government engagement has been on both the local and national levels. Some examples are the Rajasthan (India) government's inclusion of a child-labour-free clause in supply chains, local authorities making formal commitments to children's access to and retention in schools (Mali), the National Action Plan to provide measures against child labour (Viet Nam), and the development of bylaws on child labour (Jordan and Uganda). Furthermore, we see that in all WNCB countries there has been an increase in local and national government engagement; in collaboration with other key actors, they have strengthened the child protection systems.

Results at output level under Pathway 2 were largely achieved as planned in most of the

WNCB partner countries. However, in Viet Nam, significant challenges arose due to changes in Official Development Assistance (ODA) regulations, which created substantial obstacles for programme appraisal and implementation. As a result, some planned activities to support the enforcement of child-rights-based policies could not be fully implemented as expected. These activities were either postponed or executed only in part, and required adaptation.

Overall, the external evaluation concluded that under Pathway 2, the WNCB programme was able to achieve significant changes in child-labour-related policies, laws, and regulation in all partner countries. The WNCB programme can therefore be considered successful. Concrete examples can be found in the table below.

INDIA	e.g.: (1) Guidelines specific to the ready-made garment sector developed as part of the National Guidelines on Responsible Business Conduct. (2) -'Child-labour-free' clause included in procurement legislation by the Rajasthan government. (3) Agreement by the Rajasthan government to adopt the Child-Friendly Gram Panchayat framework, aiming to localise Sustainable Development Goals across multiple Panchayats.
CÔTE D'IVOIRE	e.g.: (1) Revised mining code to combat child labour in the Artisanal and Small-scale Gold Mining (ASGM) sector in the Nawa, Poro, and Bagoué regions.
JORDAN	e.g.: (1) The formulation and implementation of the National Framework and Standard Operating Procedures for child labour. (2) Drafted bylaw on child labour aligning with the Juvenile Justice Law.
MALI	e.g.: (1) Inclusion of WNCB programme objectives in the National Action Plan for the Elimination of Child Labour (PANETEM 2023 -2027).
UGANDA	e.g.: (1) Drafted bylaws for child labour reduction and education promotion. (2) The inclusion of child protection measures in the Mining and Minerals Act 2021.
VIET NAM	e.g.: (1) Introduction of a dedicated chapter on child labour in the amended Labour Code and implementation of said Code. (2) Reshaping of the National Programme on Prevention and Reduction of Child Labour 2021-2025.

Strategic pathway 3: Supply chain approach: work with the private sector to create responsible companies in (inter)national supply chains.

Partners observed behaviour change in the private sector and supply chains actors as a result of awareness-raising activities and campaigns. The results of awareness-raising activities and campaigns naturally require some time, so did not yield results right from the beginning of the programme. Delays were also caused by the COVID-19 pandemic, resulting in businesses and local employers paying less attention to due diligence issues, as they were more concerned about keeping their businesses running. However, from year 3 we observed increased involvement and changes to business practices, contributing to a decrease in child labour

in the countries. The engagement of businesses and companies yielded results such as the increased productivity practices of cocoa farmers (Côte d'Ivoire) that increase children's chances for education, the development of management policies in factories for young workers (Viet Nam), and a gold mining company's innovative code of conduct against child labour (Uganda).

Results at output level under Pathway 3 were only partially achieved as planned. Activities under Pathway 3 were not implemented as successfully as those under other Pathways. There was a limited emphasis on Pathway 3 during the WNCB programme's initial year, which contributed in comparatively lower success of Pathway 3 during the early stages of the WNCB programme.

Overall, according to the external evaluation, the WNCB programme achieved mixed results for the available outcome indicators of Pathway 3, the Supply Chain Approach, in the programme areas in its partner countries. The WNCB programme was able to achieve significant progress regarding improved labour conditions for land and factory workers in two partner countries. However, limited availability of KPI data restricted the analysis.

Strategic pathway 4: Lobby and advocacy at international level: EU/Dutch government and international/multilateral organisations to act in support of the elimination of child labour and fulfil their duty to protect.

Pathway 4 focused on lobby and advocacy of the Dutch government, as well as on EU engagement, and was led by the WNCB Lobby & Advocacy/ Responsible Business Conduct Working Group. The implementation of activities as planned under Pathway 4 faced significant challenges due to the delayed formation of a Dutch government and a shift in policy direction within the Netherlands. These factors impeded progress. However, in response to the shifting political landscape, the WNCB programme adapted its approach, achieving alternative outputs that differed from those initially planned. Notably, this adaptability led to key achievements: securing the Dutch government's expression of support for the

Area-Based Approach, as well as the integration of children's rights into the EU CSDDD and its subsequent adoption. These accomplishments were driven by extensive stakeholder engagement and partnership-building, both through coalitions and individual organisations, to influence policies from a child-focused perspective. Key activities included networking with European institutions, co-hosting webinars and events with the European Commission on Child Labour and the EU CSDDD, organising a side event at the Fifth Global Conference on the Elimination of Child Labour in Durban in 2022, and participating in roundtable discussions with the Dutch government.

Overall, according to the external evaluation, limited data availability restricted the analysis of Pathway 4. However, the secondary data analysis revealed significant results. The EU has adopted groundbreaking legislation requiring companies to carry out due diligence in their production and supply chains. WNCB managed to ensure that children's rights are at the heart of the legislation. This EU CSDDD is now being transposed to national legislation. In the Netherlands, the government has indicated that an integrated area-based approach is a good strategy to eliminate child labour in production and supply chains as well. This is all directly linked to the objective of Pathway 4. As a result, the WNCB programme can be considered partially successful.



4.1 CONCLUSION

No child should work. Every child has a right to quality education and (future) decent work. A world without child labour is possible if everyone abides by these principles. From this conviction, the Alliance partners have worked together with passion and commitment for the past 5.5 years to eradicate all forms of child labour and ensure children's right to education and (future) decent work.

Partners have made a strong impact on pathway 1 (community-based approach), focusing on awareness-raising and training (around issues like child labour, child marriage, and the importance of education), the economic strengthening of women and youth, child protection system strengthening in co-operation with governments, and teacher training and access to quality education. Regarding pathway 2 (child protection systems) we have witnessed increased involvement, collaboration, and ownership from local and national governments towards addressing child labour. When it comes to pathway 3 (supply chain approach), in line with the Mid-Term Review's recommendations, involvement by private sector actors and businesses was expanded. This resulted in more concrete commitment and action from these actors to eliminate child labour in their production and supply chains. Pathway 4 (EU/NL government and international/multilateral organisations), successfully focused on influencing the Dutch and EU governments through the efforts of the Lobby & Advocacy/RBC Working Group, in collaboration with the Communication Working Group. The work, conducted together with the MVO platform, involved influencing the EU Corporate Sustainability Due Diligence Directive to meet OECD guidelines and to be child-sensitive, with explicit reference to the Children's Rights Convention.

The continued efforts of the country teams and working groups have been essential in bringing about sustainable and systemic change. As the external evaluation concludes, it is clear that the WNCB programme's holistic approach has laid a solid foundation for the durability of its outcomes. By embedding its objectives within institutional, social, and financial frameworks while fostering local ownership, the programme has significantly enhanced the likelihood of long-term impact.

We would like to acknowledge and celebrate the commitment of all country partners to our joint road to eliminate child labour, along with their tireless drive to bring all stakeholders and actors together and to continue sharing their knowledge and lessons learned for the benefit of all children. This demonstrated added value of our partnership and multi-stakeholder approach has scaled up action and results with regard to children and youth being free from child labour and enjoying their rights to quality education and (future) decent work.

We would like to thank the Netherlands Ministry of Foreign Affairs (MoFA), especially the Directie Duurzame Economie (DDE), for their support and the opportunity to implement this programme. In particular, the six-month extension period to strengthen our sustainable phaseout was much appreciated. We hope and trust that the Netherlands will continue to provide coherent and effective support for the elimination of child labour.

At the same time, accelerated action is needed to address the upward trend in child labour: 160 million children across the world are still in child labour, and according to estimates this number is still rising³. This makes the fight against child labour, the push for quality education for all children, and the efforts to find decent work for youth and adults even more important. The WNCB partners will continue to seek opportunities to positively impact the lives of children and their families. Moreover, we hope and trust that our contribution to the elimination of child labour, and the legacy that we leave, will be a source of information and inspiration for other stakeholders to follow the same example. So that no child is left behind.

³ LO and UNICEF, Child Labour: Global estimates 2020, trends and the road forward, New York, 2021.

4.2 CALL TO ACTION ON CONTINUED EFFORTS

The latest global estimates (2020) indicate that the number of children in child labour has risen to 160 million worldwide - an increase of 8.4 million children in the last four years⁴. We will not meet the UN Sustainable Development Goal (SDG) 8.7 target of global elimination of child labour by 2025. This makes the fight against child labour, linked to quality education for all children and decent work for youth and adults, even more important.

To eradicate all forms of child labour, we need to work together on all levels. Where possible and relevant, in areas where children are (also) working in (inter)national supply chains, we have implemented an integrated area-based and supply chain approach. With this integrated approach we aim at systemic and sustainable change; protecting and fulfilling the rights of all children, ensuring that children are not moving from one sector to another and/or beginning work in the hidden or worst forms of child labour. We aim at protecting and fulfilling the rights of all children, offering better prospects of entering decent employment when they reach the appropriate age, and breaking the cycle of poverty for coming generations.

With the end of the WNCB programme in sight, and a global challenge to end child labour that is only worsening, we would like to share our lessons learned.

To be part of the solution, we call on each stakeholder to work together and play their role within their area of impact and responsibility. Accelerated action is needed to meet new ambitions as defined in the Durban Call to Action (2022), and to comply with national legislation that will follow from the EU Corporate Sustainability Due Diligence Directive (2024).

Apart from the more general recommendations to governments, companies, and international organisations, we would like to highlight our call to the Dutch government: to fulfil commitments as a pathfinder country within the Alliance 8.7 and to meet national roadmap priorities in line with the Durban Call to Action. With the closure of the WNCB programme, there will be no more direct funding

from the Netherlands for area-based approaches to eliminate all forms of child labour. Nonetheless, we hope that the Dutch government will continue to make a strong and lasting impact on the elimination of child labour, not limited to ending child labour in international supply chains, but also through investing in broader solutions such as area-based-approach programming to tackle the root causes of child labour and provide sustainable solutions for all children and their families.

All stakeholders are encouraged to:

- Collaborate and implement an integrated approach that combines a supply chain approach and an area-based approach to address the root causes of child labour and promote sustainable alternatives that protect and fulfil children's rights.
- Ensure that responsible business practices to eliminate child labour and prevent adverse impacts on children's rights include the higher tiers of global supply chains as well as lower tiers and informal work in producing and sourcing countries.

Recommendations for governments of consuming and producing countries:

- Create a level playing field so all private sector actors have the legal obligation to implement human rights due diligence processes that meet the OECD guidelines and comply with EU and domestic legislation.
- Remain conscious that child labour mainly occurs outside of international supply chains, i.e., in domestic agricultural supply chains, the informal sector, and domestic work. This means that governments need to look beyond regulating international supply chains and invest in broader solutions such as area-based approaches to realise child labour free zones.
- Actively advocate for and showcase successes of area-based approaches (e.g. within the EU, ILO, World Bank), working together with all

⁴ ILO and UNICEF, Child Labour: Global estimates 2020, trends and the road forward, New York, 2021.

relevant stakeholders in the area - teachers, local authorities, village leaders, employers, parents, and children - to remove key barriers to the elimination of child labour and to protect the rights of all children, including the right to education.

- Develop and enforce relevant laws and make sufficient budget provisions for quality education for all children, adequate child protection systems, and social services that are accessible and child-friendly.
- Acknowledge the importance of social norms towards child labour, and subsequently invest in and take action to change these norms to support the elimination of child labour.
- Promote inclusive, multiple-stakeholder dialogues in both the EU and producing countries, ensuring that the perspectives of businesses, communities, families including children, educators, and other relevant stakeholders are taken into account in the development of policy measures to address the root causes of child labour and provide sustainable alternatives.
- Acknowledge children as stakeholders who need to be consulted either directly or indirectly when researching, making policies, and developing plans to eliminate child labour and fulfil children's rights in supply chains and producing countries.

Recommendations to the European Union (EU):

- Strengthen alignment between the EU Corporate Sustainability Due Diligence Directive (EU CSDDD) and the (updated) OECD guidelines through accompanying measures, implementation guidelines and review, with particular attention to personal scope and stakeholder engagement:
- Personal scope: use the review to revise the employee or turnover thresholds and pursue greater alignment with the OECD guidelines by ultimately ensuring that the Directive applies to all companies with international operations, business partners or value chains, irrespective of their size, sector, form, ownership or (group) structure, including the financial sector.
- Emphasise the importance of stakeholder engagement during all steps of due diligence, and require companies to prioritise engagement with affected stakeholders.
- Clarify the expectations on enterprises to pay special attention to impacts on marginalised or vulnerable groups, and to take account of the distinct and intersecting risks that rightsholders may face as a result of their individual characteristics.

- Encourage EU Member States and EU companies to work with partner country governments, and the private sector and stakeholders in programme areas to address the root causes of adverse human rights impacts, including child labour.
- Acknowledge that supply chain due diligence needs to be complemented by an area-based approach in order to tackle the root causes of child labour; also, increase funding and support for area-based approaches that address the root causes of child labour at the community level, and invest in viable alternatives.
- Encourage collaboration between EU companies and stakeholders in production countries to implement holistic solutions.
- Ensure complete and timely transposition and implementation of the EU Corporate Sustainability Due Diligence Directive.
- Extend the obligations in the EU CSDDD to the EU's own purchasing and procurement policy and practices (i.e. investments and bidding contracts), whereby transparency, a code of conduct, and concrete action to prevent and eliminate child labour are essential prerequisites for funding.
- Ensure that third-party audits go beyond checking compliance boxes, and include field observations and wider stakeholder engagement to achieve visibility on the way human rights due diligence is implemented and respected.

Recommendations for Dutch Embassies and EU Delegations in Producing Countries:

- Work with local stakeholders, such as governments and communities, to support area-based approaches. Embassies and delegations should highlight successful examples and advocate for their implementation.
- Provide guidance to Dutch and EU companies operating in the host country on conducting due diligence in line with the OECD guidelines (and EU CSDDD).
- Facilitate and participate in dialogues that bring together local authorities, communities, and businesses to address the systemic drivers of child labour. Ensure that all perspectives, including those of children, are considered in policymaking.
- Facilitate partnerships between Dutch companies and stakeholders in host countries to implement holistic, area-based solutions to child labour.
- Establish clear protocols for engaging with and protecting human rights defenders who raise concerns about child labour and other human rights violations, including in the context of business operations.

- Promote the importance of allocating adequate resources to education and child protection in partner countries.

Recommendations for Downstream Companies in the Netherlands and the EU:

- Ensure that human rights due diligence (HRDD) includes child-sensitive mechanisms at all stages, particularly in risk identification, stakeholder engagement, and remediation. This includes consulting children and their representatives and developing accessible, child-sensitive grievance mechanisms.
- Establish company policies that uphold the rights of children and adhere to international standards, such as the ILO Conventions 138 and 182, the UN Convention on the Rights of the Child, the UN Guiding Principles on Business and Human Rights, the OECD guidelines for multinational enterprises, and the Children's Rights and Business Principles. These policies should be embedded across all company operations and suppliers.
- Invest in sustainable practices that support adult workers, ensuring they receive fair wages and work under decent conditions. This transition allows children to exit the workforce and return to school while ensuring that families remain economically supported.
- Extend due diligence processes to include suppliers at all levels, particularly in lower tiers and informal workplaces where child labour risks are heightened. This includes implementing strong age-verification processes in sourcing countries and preventing child labour displacement to informal work settings.

Recommendations for Upstream Companies in Production Countries (Local Private Sector):

- Suppliers should implement reliable age-verification processes as part of their recruitment and hiring practices, to prevent the employment of underage workers in their operations.
- Partner with governments and NGOs to support education and training programmes that provide children with learning opportunities, thereby reducing the need for child labour and strengthening community resilience.
- Uphold the responsibility to protect and respect children's rights, as guided by national and international frameworks, by not employing children or using child labour and ensuring that working conditions are safe and fair for all

workers, particularly adults who might otherwise rely on their children's earnings.

- Participate in initiatives that bring together businesses, civil society, and government agencies to address the challenges of child labour and create pathways for sustainable development.
- All children and youth are free from child labour and enjoy their rights to quality education and (future) decent work.

ANNEX 1

THEORY OF CHANGE

THEORY

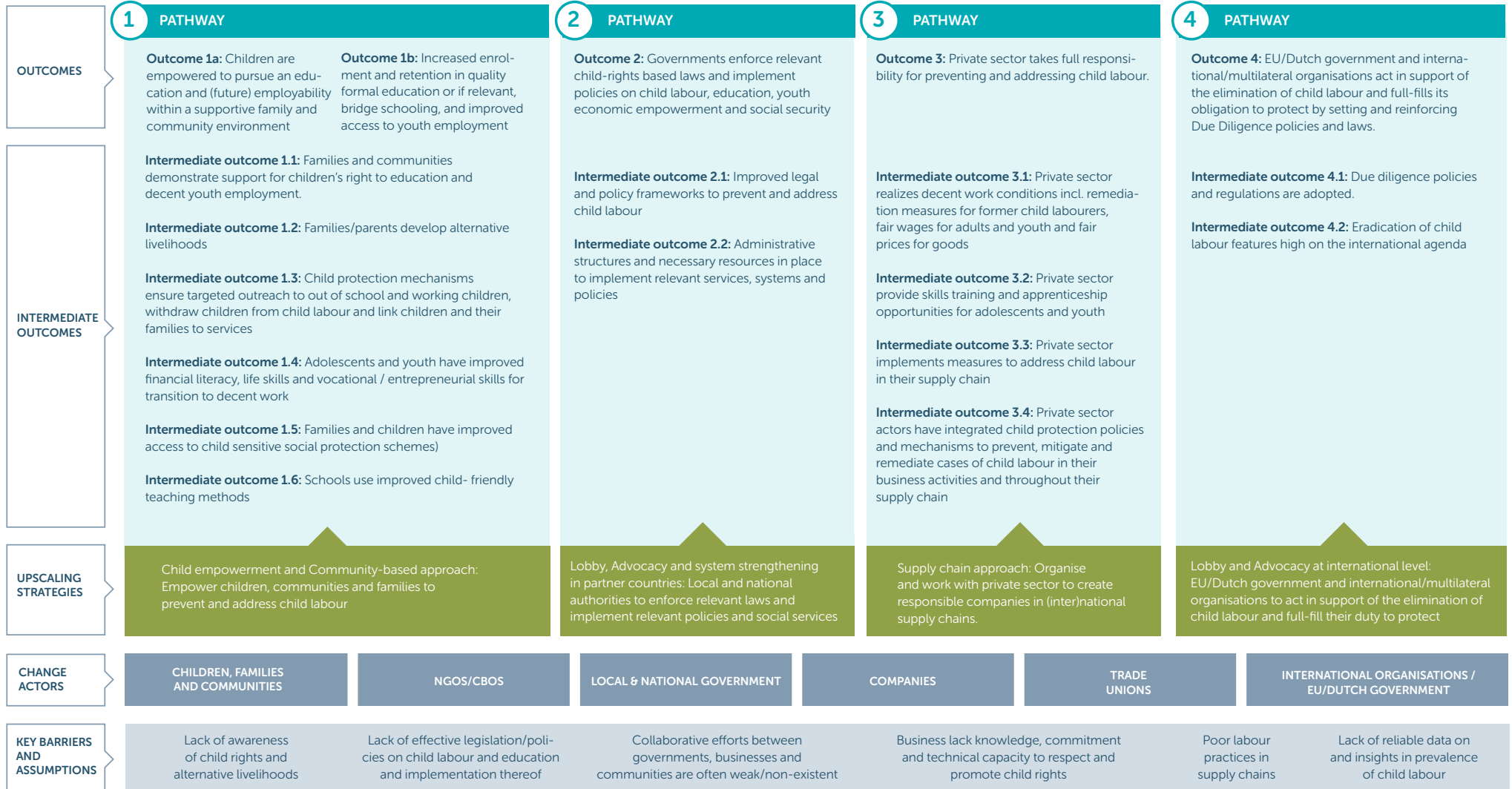
VISION

A world in which all children (girls and boys) enjoy their rights and decent living standards

OF CHANGE

IMPACT

Children and youth are free from child labour and enjoy their rights to quality education and (future) decent work, hereby contributing to SDG 8.7



PROBLEM ANALYSIS

According to most recent estimates 152 million children are victims of child labour, with almost half of them, 73 million, working in hazardous child labour. Although child labour has declined over the past 15 years, progress has dwindled during the last 4 years. Significant efforts will need to be made in order to reach the SDG Goal of eradication all forms of child labour by 2025. Stepping up international cooperation and partnerships are crucial to ensure progress on this ambitious goal (ILO 2017)

ANNEX

CONSOLIDATED FINANCIAL REPORT

Programme: 'Work: No Child's Business' Reporting Period: 1/7/2019 - 31/12/2024 Organization: Hivos Activity: 4000002563							
Total Budget 2019-2024		€ 37.239.851					
Total Actual 2019-2024		€ 36.824.096					
Balances 2019-2024		€ 415.755					
ACTIVITY	ACTIVITY #	ACTIVITY DESCRIPTION		TOTAL BUDGET 2019-2024	TOTAL (AUDITED) ACTUALS 2019-2023	TOTAL ACTUAL PROGRAMME 2019-2024	TOTAL ACTUAL PROGRAMME 2019-2024
1. Country programmes							
Area based approach (ABA) and responsible business conduct (RBC) towards elimination of child labour	1.1	Uganda: mining and agricultural sector in Karamoja and Busia	All	€ 2.810.938	€ 2.641.942	€ 581.439	€ 3.223.381
	1.1.1	Coordination Uganda programme	Stop Child Labour/Hivos	€ 182.509	€ 148.438	€ 34.961	€ 183.399
	1.2	Jordan: small businesses and agricultural sector in East Amman and Za'atari refugee camp	All	€ 2.879.895	€ 2.340.479	€ 339.714	€ 2.680.193
	1.2.1	Coordination Jordan programme	Save the Children	€ 173.944	€ 155.215	€ 103.211	€ 258.426
	1.3	India: natural stone, garment and agricultural sector in Bihar, Rajasthan and Dehli	All	€ 6.496.832	€ 5.267.946	€ 453.940	€ 5.721.886
	1.3.1	Coordination India programme	Stop Child Labour/Arisa	€ 182.319	€ 415.518	€ 295.651	€ 711.169
	1.4	Viet Nam: garment sector in Ho Chi Minh City and Dong Thap	All	€ 4.117.705	€ 2.806.786	€ 301.652	€ 3.108.439
	1.4.1	Coordination Vietnam programme	Unicef	€ 175.168	€ 121.200	€ 141.428	€ 262.628
	1.5	Mali: gold sector in Sikasso and Segou	All	€ 4.161.507	€ 3.494.128	€ 601.780	€ 4.095.908
	1.5.1	Coordination Mali programme	Stop Child Labour/ Kinderpostzegels	€ 175.685	€ 150.336	€ 30.874	€ 181.210
	1.6	Cote d'Ivoire: cocoa, mining and domestic sector in San Pedro, Soubre, Meagui -South West, Korhogo -North and Abidjan -South	All	€ 4.336.675	€ 3.716.065	€ 298.426	€ 4.014.490
	1.6.1	Coordination Cote d'Ivoire programme	Unicef	€ 172.255	€ 155.724	€ 150.120	€ 305.844
	1.7	Coordination education unions	Stop Child Labour/ AOb with EI	€ 165.917	€ 118.855	€ 43.022	€ 161.877
	Sub amount				€ 26.031.348	€ 21.532.631	€ 3.376.218

2. Innovations and new opportunities			All	€ 1.050.000	€ -	€ -	€ -
Sub amount				€ 1.050.000	€ -	€ -	€ -
3. Linking and learning	3.1	Research coordination and knowledge sharing	Stop Child Labour/ Arisa lead	€ 343.268	€ 259.174	€ 91.629	€ 350.803
	3.2	Gender expertise and mainstreaming	Save the Children lead	€ 159.909	€ 186.772	€ 72.108	€ 258.881
	3.3	Education expertise and mainstreaming	Stop Child Labour/ AOB lead	€ 171.041	€ 129.830	€ 59.701	€ 189.531
	3.4	Child Rights and Business expertise and mainstreaming	Unicef lead	€ 171.041	€ 228.988	€ 129.965	€ 358.953
	3.5	Linking & learning meetings, exchange visits and capacity building	All	€ 770.682	€ 519.952	€ 124.588	€ 644.540
	3.6	Research/review on child labour in specific countries and sectors	All	€ 400.000	€ 172.923	€ 6.646	€ 179.569
Sub amount				€ 2.015.940	€ 1.497.639	€ 484.638	€ 1.982.277
4. Political and corporate lobby	4.1	Responsible Business conduct	Unicef lead	€ 337.852	€ 216.817	€ 142.833	€ 359.649
	4.2	Political lobby and advocacy	Save the Children lead	€ 679.838	€ 436.997	€ 209.251	€ 646.248
	4.3	RBC and political lobby meetings and positioning	All	€ 720.127	€ 336.414	€ 103.777	€ 440.190
Sub amount				€ 1.737.817	€ 990.227	€ 455.861	€ 1.446.088
5. Communications			All	€ 330.000	€ 200.940	€ 78.450	€ 279.390
Sub amount				€ 330.000	€ 200.940	€ 78.450	€ 279.390
6. Monitoring, evaluation, accountability and learning			All	€ 794.613	€ 550.908	€ 258.759	€ 809.668
Sub amount				€ 794.613	€ 550.908	€ 258.759	€ 809.668
7. Programme Management	7.1	Programme Management Unit	Hivos	€ 3.473.945	€ 2.756.740	€ 500.226	€ 3.256.966
	7.2	Coordination and contributions to the programme	Save the Children	€ 732.926	€ 603.117	€ 208.347	€ 811.463
	7.3	Coordination and contributions to the programme	Stop Child Labour	€ 454.880	€ 360.569	€ 101.417	€ 461.986
	7.4	Coordination and contributions to the programme	Unicef	€ 452.168	€ 390.891	€ 508.094	€ 898.985
Sub amount				€ 5.113.919	€ 4.111.317	€ 1.318.084	€ 5.429.400

	1-7 **				€ 1.622.509	€ -	€ 1.622.509
				€ -	€ 1.622.509	€ -	€ 1.622.509
Total costs 2019-2024				€ 37.073.636	€ 30.506.171	€ 5.972.009	€ 36.478.180
Hivos staff costs programme closure							€ 90.070
Last payment to partners							€ 255.847
Costs closure period							€ 345.917
GRAND TOTAL PROGRAMME							€ 36.824.096

** Due to the specific agreement concerning audits between UNICEF and the Ministry, UNICEF is exempted from this audit protocol concerning the audit opinion of the individual financial report. UNICEF will supply the audit of the individual financial report directly to the Ministry and will supply the annual financial reports to the lead party. This is not applicable for the costs that UNICEF NL incurs; therefore, UNICEF NL will be audited by KPMG and the WNCB programme will be identifiable in the institutional audit. The amount of EUR 1,622,509 in this line is from the report of 2019-2020. From 2021, it was decided to report the costs in the designated budget lines.

WORK:



**NO CHILD'S
BUSINESS**



Save the Children



for every child

STOP



CHILD LABOUR

School is the best place to work.