

CLMS: THE CONTEXT, CONCEPT AND CONCERNS:

A Presentation by ILO Field Office in
Ghana

PRESENTATION OUTLINE

1. Introduction:

- the Context of CLMS: C182, ILO-o Mandate

2. The Concept of CLMS

- The notion, definitions and framework of CLM

3. The Concerns of CLMS In Ghana:

- Evolution, experiences, challenges and opportunities

4. Conclusion:

- Consensus and partnership

Introduction:

the Context of CLMS: C182, ILO-o Mandate

- All member states of the International Labour Organisation (ILO) have an obligation to promote and to realise the effective abolition of child labour
- The International Labour Office has a unique mandate to support member states, through their ratification of C182, to establish/designate mechanisms to monitor the elimination of the WFCL
- Ghana has ratified C182 and has established a Child Labour Monitoring System (CLMS) as a tool for eliminating WFCL; with technical and logistic support from the ILO.

The CLMS Concept

- The notion:
 - One of the most potent means of addressing child labour is to regularly check the places where girls and boys may be working.
 - Child labour monitoring (CLM) is the active process that ensures that such observation is put in place and is coordinated in an appropriate manner.
 - Its overall objective is to ensure that as a consequence of monitoring children and young legally employed workers are safe from exploitation and hazards at work.

Why is CLM useful?

It extends the coverage of limited "beneficiary" focused child labour projects to all child labour in a given area and promotes the institutionalization of a permanent response mechanism to child labour. As part of the work against child labour CLM can be:

1. A tool to mainstream and sustain project based child labour work into government child protection work - the focus here is on long term impact.

Why is CLM useful? ...

2. Organizing principle for direct action activities through using the referral system as basis for selection of beneficiaries.
3. Part of the general information generating process conducted by ILO-IPEC and member states through different activities, such as baseline surveys, project monitoring and evaluation which are part of the project cycle.

CLMS Concept...

- Key Definitions and Characteristics

1. CLM Framework:

The CLM Framework is the association of partners (and agreements among them) that operates and maintains the child labour monitoring process.

2. The CLM Process:

The CLM process comprises the procedures, documents and forms that enable monitoring to be implemented correctly.

Characteristics of CLM

1. It is area-based and applicable to all types of child labour (formal and informal economies, agriculture, illicit work, etc.).
2. It operates at the local level, covers work and service sites, and includes a referral system between the two.
3. It has a legal mandate and operates under the authority and supervision of the local government or labour inspectorates.
4. It is linked to national child labour policy and action.

Characteristics of CLMS...

5. It is sustainable in terms of technical complexity, human resource requirements and cost.
6. It is replicable and can be scaled up.
7. It builds upon existing information collection systems.
8. It is transparent.
9. The information can be verified and there is a process of accountability.

The CLM Generic Model

- The CLM model has two phases:
 - Monitoring
 - Follow-up

The CLM Generic Model...

- **Main activities of Monitoring phase:**
 1. **Identification and assessment**
 2. **Referral**
 3. **Protection and prevention**
 4. **Immediate (and continuous) data management and analysis**

Main activities of Monitoring phase:

1. Identification and assessment
 - Have children been found at work or in transit to work?
 - Have they been identified as child labourers? By agreed indicators?
 - Have they been assessed to be in serious risk? By agreed indicators?
 - Was this done by trained monitors applying agreed techniques?
2. Referral
 - Have identified and assessed children been removed?
 - Have they been referred to appropriate services by agreed procedures?
3. Protection and prevention
 - Has the workplace been checked to see what kind of work-related hazards children may be exposed to?
4. Immediate data management and analysis
 - Have the information from the monitoring been recorded and reported for appropriate action?

Main Activities of the Follow-Up Phase

- 1. Tracking.**
- 2. Quality control and verification.**
- 3. Providing information for enforcement of laws.**
- 4. Information analysis and dissemination.**
- 5. Inputs to laws, policies and social planning.**

Main Activities of the Follow-Up Phase...

Girls and boys covered by CLM are tracked to make sure that they are attending school or have been provided other suitable alternatives.

The information from CLM is checked to make sure that it is credible and accurate

Main Activities of the Follow-Up Phase...

Information about violations of laws related to child labour is made available to law enforcement officials and the judiciary.

Information is actively disseminated to the regional and national levels.

Information is used to review and promote anti-child labour laws, policies and programmes.

FORMS AND OUTCOME OF MONITORING

Item	Form of Monitoring	Monitors	Action	Results
1.	Workplace monitoring	Labour inspectors, factory inspectors, Employers and workers Social workers NGOs et.c	Regular observation of factories, small- and medium-sized enterprises, mines, farms, fisheries, streets and homes; Healthier workplace and respect of core labour Standards	Identification of children in or at risk of the worst forms of child labour; Children aged 15 to 17 have better working conditions. Younger children removed
2	School/services Monitoring	School inspectors Parents' groups NGOs, etc.	Access to education or suitable alternatives	Basic quality education for all children (including technical and vocational skills)
3	Community Monitoring (Community surveillance)	Community councils Women's groups Youth groups	Referral to school Rehabilitation Psycho-social services Repatriation; Increased awareness and action to address child labour	Children have better alternatives for the future; Communities committed and engaged in fight against child labour

The Concerns of CLMS In Ghana

Evolution of CLMS in Ghana

1. 2000: Country ratifies C182 and signs MOU with ILO-IPEC; first country programme begins
2. 2001: a tracking database of ex-child labourers is set-up at the Employment Information Branch of the Labour Department
3. 2003: a mono-sectoral district-based CLMS
4. 2005: a multi-sectoral integrated CLMS
5. 2010: ? The NPA consensus on CLMS

- **Experiences , Challenges and Opportunities**
 - **Positive response from national institutions**
 - **Effective participation**
 - **Evolving leadership and ownership**
 - **Progressive decentralisation**
 - **Progressive capacity building at all levels**
 - **Labour inspectors, social welfare officers, agric extension, education, health, human rights, employers and workers, district assemblies et.c**

- Challenge of limited community capacity and heavy-data orientation: cost of data generation, efficiency in data management.
- Linkage with labour inspection system is difficult because labour inspection in the informal sector is not yet stable.
- Shouldn't CLMS be more “preventive” than “curative”? How?
- Opportunities: Support for endorsement and implementation of NPA; support from the new ILO-IPEC project

WAP support for Ghana CLMS

- Support the institutional strengthening of the Integrated Child Labour Monitoring System through further technical support for the Labour Ministry Child Labour Unit and statistical unit and other ICLMS stakeholders and extension of ICLMS to districts targeted by the project, supporting also the leading role of labour inspection services at district level

WAP support for Ghana CLMS...

- Implement community-based child labour monitoring system (CLM) in project intervention zones.
- Mobilize, train and equip relevant partners at the community, district and national levels to develop a child labour and child trafficking monitoring system, supporting the leading role of labour inspection services at district level by building on existing good practices, and extending to new areas and selected sectors

Conclusion

- The NPA presents a national consensus on Ghana's approach to CLMS
- Partners must come together to help through long term capacity building and motivations that will inspire national ownership, leadership and impact.
- Let's explore areas of collaboration, e.g.
 - Effective linkage between CLM and Labour Inspection
 - Community capacity and CLM data requirements
 - Strengthening CLM reporting mechanisms.
 - Engagement of local employers and workers' groups.

Thank you very much.

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