Project "Measurement, Awareness-raising and Policy Engagement to Accelerate Action against Child Labor and Forced Labor" in Serbia

Training program

CHILD LABOR: PREVENTION, RECOGNITION AND INTERVENTION: TRAINING FOR EXPERTS IN SOCIAL PROTECTION

Synopsis

The training is a part of the project "Measuring, raising awareness and engaging policies to improve the fight against the child labor and forced labor" in Serbia. This program is implemented by the International Labor Organization, with the support of the Department of Labor of the United States of America.

Child labor is an insufficiently recognized phenomenon in Serbia, and a system is still being established that enables continuous and transparent collection of relevant and representative data on the prevalence and characteristics of this phenomenon. One of the reasons for not recognizing this phenomenon is the way of statistical monitoring and recording of data on users of social protection services.

A large number of children who are victims of child labor are most likely already on the records of centers for social work on some other basis, e.g. as members of families who exercise the right to cash social assistance, as children from families with multiple difficulties in functioning or affected by family conflicts, or as children in conflict with the law. However, it is not recognized in the records, and in practice it is often overlooked, that these children are at risk due to the child labor and that they often work in dangerous jobs, as a result of which their physical and psychological development and the educational process suffer.

The specific training cycle that will be held in the period April-May 2023 is intended for supervisors in social work centers throughout Serbia, who, based on their professional responsibilities, are authorized to monitor and guide the work of case managers in services for children and youth. The training will be accredited in the social protection system in Serbia and will be available after accreditation to experts (supervisors, case managers, foster care counsellors, educators, lawyers, etc.) who are engaged in:
- centers for social work (CSW),
- centers for family accommodation and adoption,
- institutions for accommodation of children and youth,
- Center for the Protection of Victims of Human Trafficking i
- professional workers at other service providers in social protection, from the governmental and non-governmental sector.

The trainings will be organized in accordance with the principles of active learning, in groups of 15-20 participants, with two trainers, which enables interactive exchange and reflection on the learning process and outcome.

Project "Measurement, Awareness-raising and Policy Engagement to Accelerate Action against Child Labor and Forced Labor" in Serbia

The **purpose** of the training is to empower the participants, supervisors who are engaged in child protection services in centers for social work, to provide supervisory support to case managers in the application of instruments for identification of children who are victims of child labor or are at risk of being endangered by child labour including it's the worst forms. This leads to the development of appropriate prevention, support and protection interventions and a better response of the social protection system to the needs of this group of children.

The **general goal** of the training is to improve the knowledge of supervisors about the occurrence of child labour and the development of supervisory skills needed for the assessment and planning of interventions to protect children at risk and child victims of child labour. Training participants receive accompanying educational material and are directed to relevant documents and resources for practice.

Individual goals:
1. Participants are introduced to key concepts related, forms and consequence of child labour;
2. Participants are familiar with the relevant normative framework;
3. Participants may develop suspicions about the of child labour when there are other problems in the family and with the child;
4. Participants were introduced to the method of recording and documenting the child labour (SOZIS and obligations of the Republic Institute for Social Protection according to the instructions);
5. Participants know how to use the instrument "Indicators of child labour for the social protection system" (IZDR) and how to introduce supervisory interventions during application of instrument;
6. Participants know how to use the Instrument for psychosocial assessment of children at work – IPAC;
7. The participants are introduced to the possible sources of reporting the child labour, i.e. information about the case;
8. Participants know the assessment triangle, areas and sub-areas of assessment for children and young people and how to introduce supervisory interventions during assessment of child labour cases;
9. Participants have developed the skills needed for data collection, their classification by assessment areas and analysis;
10. Participants have developed the skills needed for reasoning, summarizing assessments and making supervisory decisions and for the correct documentation of child labour.
11. The participants improved their knowledge about possible interventions to protect a child affected by inadequate work;
12. The participants developed skills for development of plan to protect a child at risk or a child victim of child labour and how to introduce supervisory interventions during planing.

Introduction

Duration: 30 minutes
Objective: Presentation of the training and work methods, familiarizing the participants with the content of the training and the agenda; getting to know the trainers, getting to k now each other and taking an entering knowledge test.
Method: Discussion in a large group, exchange of experiences, trainer's presentation, solving a knowledge test.
Outcome: A positive working atmosphere and exchange between participants

was created from the very beginning. The participants are basically familiar with the content of the training program**.**

- **Welcome and introduction (10').**
  It is carried out according to the rules of facilitation. **Exercise**: presentation and celebration of practice experience: Participants introduce themselves and say where they work and how long they have been working in direct practice with children and families. The trainers states about participant's experiences and wisdom of the practice and for fresh ideas and insights from younger colleagues.

- **Objectives of the training program; presentation of work methods, training program agenda and ground rules (5).**
  The trainer briefly explains the objectives of the training and connects it with the fact that professionals from social protection, in their own specific way, participate in organizing preventive activities, recognizing child victims of child labor and assessing their needs, strengths and risks, which is the basis for an integrated approach in planning and providing support to these children and their families.

- **Knowledge test (15').** Participants answer the given entering knowledge test; the results are collected without discussion.

Session 1. Recognizing and understanding children's labor

Duration: 85 minutes
Objective: To acquaint the participants with the phenomenon and key concepts related to child labor, the normative framework and shed light on their own prejudices about the phenomenon, as well as with the normative framework that is important for the protection of children who are at risk or are victims of child labor and the acquisition of skills for development suspicions about the child labor and the supervisor's intervention in this area.
Method: Presentation (trainer explanation), exercises, work in groups, brainstorming.
Outcome: Participants are familiar with the key concepts, forms and consequences of child labor, with the relevant normative framework; Supervisors understand and are able to direct case managers to recognize the phenomenon and develop suspicions about the child labor when other problems are present in the family and in the child.

- **TRAINER'S PRESENTATION (15'): PP 1.** The trainer presents content related to types of child labor using examples from practice, as well as an overview of basic international and national documents that are important for protecting children from child labor. The focus is on work that is psychologically, physically, socially or morally harmful to the child and interferes with his education. The discussion is channelled regarding the role of professional workers and especially CSR supervisors in dealing with this phenomenon.
- **EXERCISE NO. 1. (15'): Discussion in a large group -** The trainer asks the question: Did you work during your childhood and what jobs did you perform? The trainer channels the discussion in the direction of defining whether it was dangerous, harmful work or easy, suitable work that encourages the child's development. Work in the field of agriculture, which can be easy work, but also dangerous work (picking fruits and vegetables treated

with pesticides, working in inadequate conditions, etc.) is particularly carefully explained. The trainer emphasizes the need for experts to familiarize themselves with the Serbian Regulation on determining hazardous work for children (2017).

- **EXERCISE NO. 2. (20' + 10'):** After the discussion, each participant receives a list of cases for which they should evaluate what type of work is being discussed. At the end, the correct answers and explanation about the classification of the work are given for each case listed in the table, with reference to the experiences of the participants from the previous discussion**.**
  - o The trainer integrates the discussion (10') and Exercise 2 in the direction that it is necessary to assess whether the work can in any way threaten the child's interest (safety, health, development, education, and not least, the child's necessary lessure time. If there are indications that an area is at risk, further assessment and decision-making are needed in this direction and the implementation of a range of interventions by professional workers. The role of supervisors in directing the assessment towards the suspicion that child labor is involved is discussed. Questions to guide the discussion:
    1) How often do case managers and supervisors in CSW encounter such situations?
    2) When do Case managers turn to supervisors for support in such cases?
    3) Why do they YES and why do they NOT seek support from supervisors in such cases?
- **EXERCISE NO. 3. (20')** participants in four groups work on different cases that describe situations reported by different actors (schools, police, labor inspection and services for material benefits in CSW). The task is to give answers:
    1) What in the case report indicates the child labor?
    2) What should the supervisor discuss with the case manager?
    3) How to direct the SC to plan and implement an assessment and distinguish between different circumstances that endanger children, while identifying the child labor?
    4) Integration: How can supervisors improve the process of recognizing child labor cases in CSW?

Session 2. Instruments for child labor assessment

Duration: 100 minutes
Objective: Getting to know and mastering the use of instruments Child labor indicators for the social protection system - IZDR and Instruments for psychosocial assessment of children at work - IPAC
Method: Presentation (exposition of the trainer), work in groups on cases from practice, discussion in a large group.
Outcome: Participants know how to use the instrument "Indicators of child labor - for the social protection system" (IZDR) and the instrument for psychosocial assessment of children at work - IPAC and recognize situations from the work of CSW in which these instruments are used. Supervisors understand the situations in which they need to direct case managers to use specific assessment instruments.

- **TRAINER'S PRESENTATION (10'): PP 3.** Through the presentation, the trainer explains the instrument and how to use it. It explains what the indicators are, that they are given through domains, how they are classified.

- **EXERCISE NO. 4. (20' + 20'):** Participants do an exercise with three cases in 4-6 small groups (4-6 participants). Within the group, indicators of possible child labor are marked, a preliminary finding is given according to the instrument and it is considered how the supervisor should direct the case manager (what data, information, facts still need to be collected).

  o Using the instrument Child Labor Indicators for the Social Protection System - IZDR, the participants receive the following instruction from the trainer:

    1) Mark the indicators of possible child labor that you observed in the given case;
    2) Complete the Preliminary Finding based on the list of indicators;
    3) Make a list of additional information that you want to collect in order to verify whether it is child labor case, and what other conditions, problems and needs of children this situation may be related to.

  o **Presentation of groups (10')**
  o **Large group discussion (10') Questions to consider:**

    1) How did you qualify this case in the instrument? Explain.
    2) What additional information do you need for the assessment?
    3) What can prevent you as a supervisor from seeing the signs of child labor?
    4) How can it be overcome?

- **TRAINER'S PRESENTATION (15').** Through the presentation, the trainer explains the positive and negative effects of work on the psychosocial development and functioning of children. It explains how to use the instrument. In particular, the negative consequences of the worst forms of child labor are highlighted and described and linked to other problems in children, all of which synergistically affects the manifestation of consequences in children exposed to this type of violence. Presentation on the Instrument for Psychosocial Assessment of Children at Work - IPAC, which was developed to study the impact of work - positive or negative - on the psychological development and functioning of children at work

- **EXERCISE No. 6. (15')** - work in 4 small groups. The material with the IPAC Instrument is distributed to the participants and continues in the form of a discussion, with the involvement of the participants in accordance with the guidance of the trainer. Participants in groups discuss whether IPAC enables the identification of a child as a victim of child labor, how much it helps in assessing the consequences for the child and which areas from the IPAC instrument can find their place in which areas of the assessment form used in CSW, and how the supervisor directs the work process in this area.

  o **Discussion in a large group (10') -** Discussion questions:

1) How much does this instrument help in collecting additional information and identifying that the child was exposed to dangerous, inappropriate work from the point of view of supervisory support?
2) Does the instrument help to see developmental consequences of the child labour?
3) Is it possible to plan child-centered treatment and treatment interventions using IPAC? Who is? How/in what way and what is the supervisor's role in this?

Session 3. Assessment of child labor

Duration: 65 minutes
Objective: Obtaining and improving the knowledge of the participants about the complexity of the problem of child labor, including the worst forms of child labor. Acquaintance of participants about the sources of reports/information, data collection, their classification by areas of assessment and analysis of facts; Concluding and making decisions about the role and responsibilities of social services in protecting children from child labor.
Method: Presentation (presentation of the trainer), brainstorming, exercises, work in groups, discussion in a large group;
Outcome: Participants are able to analytically observe characteristics related to the child labor and methods of identification from the position of a supervisor. Participants can apply knowledge related to the assessment of a child included in child labor, to look at the consequences of the child labor during the assessment, which is the basis for decision-making, planning and implementation of interventions and measures, as well as guide the case managers in planning the services and measures to be taken to reduce the harmful consequences of exposing children to harmful work

o **TRAINER'S PRESENTATION (10'):** Through the presentation, the trainer indicates the possible sources of reports and information about the child labor. The presentation is illustrated with cases where child labor is not visible at the very beginning of working with the child and family, but suspicion appears during the assessment. Clarifies data relevant to the occurrence of inadequate work. The trainer briefly reminds which areas is the sub-area of the assessment (the slide remains active during the exercise).

o **Triangle of assessment of child labor**

o **Discussion (5'):**
1) In what cases supervisors and case managers can encounter child labor and overlook it?
2) What activities of supervisors can improve the recognition and identification of child labor in CSW?

- **EXERCISE no. 8. (20' + 10')** - Work in 4-5 small groups: participants receive a case study in which they underline relevant data and facts for the situation of inadequate work, and then classify the data into areas and sub-areas of assessment. Two small groups report in plenary, and the other two supplement. Work on two or three case studies.

  o **Task**: Read the vignettes and classify the known data into relevant assessment areas and sub-areas

  o **Discussion (10')** in a large group and questions of the trainer to guide the discussion: possible factors for determining the child labor - the trainer discusses and compares the findings of the groups for the given cases:

    1) Which developmental needs of the child are at risk?
    2) What are the capacities of parents/caregivers to respond to the child's needs?
    3) How do environmental factors affect the child labor cases?

  o **Plenary discussion:**
    1) Difficulties during the assessment of the needs, risks and strengths of child involved in child labor?
    2) What can you do as a supervisor to improve your practice of identifying and assessing the needs of child involved in child labor?

- **TRAINER'S PRESENTATION (10'): PP 7.** The trainer introduces the participants to the types of decisions that are within the mandat of CSW/ Guardianship authority and available interventions.

- **EXERCISE NO. 10. (10')** – Large group discussion based on case studies from the previous session on accessible interventions. Questions for discussion (the results of the discussion are mapped on the FC):
    1) What interventions are available in the social welfare system for children from these three cases?
    2) Are they, and to what extent are these interventions sensitive to the individual characteristics of children?
    3) What interventions can best respond to the needs of these children, and to ensure safety and development?

Session 4. Child protection planning in cases of child labor

Duration: 40 minutes.
Objective: Overview of the process of planning services and measures for children at risk and child victims of child labor.
Method: Discussion in a large group, exchange of experiences, trainer's presentation.
Outcome: The participants improved their knowledge for planning and implementing interventions for a number of child protection measures against the child labor.

- **TRAINER'S PRESENTATION (10'): PP 8. –** Through the presentation, the trainer reminds of the types of plans, focusing on the content of the plan. Special attention is drawn to the contents concerning child labor and to the intrusive, supportive, advisory and educational interventions of CSW, which can be effective and sufficient within the appropriate framework.

- **EXERCISE NO. 11. (15' + 15') -** Discussion in small groups on the application of corrective supervision as an legal measure in the function of correction of parental functioning through non-intrusive, educational, advisory and supportive interventions for parents based on examples from exercise no. 8 (15')

    o **Reporting and integration (15').** Questions that guide the discussion:

    1) Which interventions would be most suitable for the three cases from the previous exercise?
    2) To what extent are the interventions individualized and adapted to each individual child?
    3) How can supervisors contribute to better identification of child labor and more effective child protection?

End of training

Duration: 30 minutes
Objective: Testing the acquired knowledge, ending in a positive atmosphere and exchanging plans for the future.
Method: Brainstorming, discussion in a large group, filling in a final knowledge test and an evaluation form.
Outcome: Knowledge integration and training evaluation.

- **EXERCISE no. 12. (5'): Use of knowledge.** Technique: miracle questions: if you were to come to work one morning, how would you recognize that CSR practice has been improved in relation to the child labor, what would be different than it is now, what would you see, experience?

- **TRAINING EVALUATION (5'):** Participants fill in evaluation sheets.

- **FINAL TEST (20'):** Participants complete the final test, say goodbye and give (on a sticky note) a message for the end and the future at FC. Ending in a positive atmosphere and exchanging plans for the future.