

**ERADICATION OF HAZARDOUS CHILD LABOUR IN
BANGLADESH (EHCLB) PROJECT**

Submitted by:

AID ORGANIZATION (AO)

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BANGLADESH

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1. **Project Title:** ERADICATION OF HAZARDOUS CHILD LABOUR IN BANGLADESH (EHCLB)

2. **Location of the Project (Country, City):**

To the tune of Barisal City Corporation in order to enroll all the 300 selected children involved worst form of child labour in different hazardous sectors situated in the Capital of Bangladesh.

3. **Name of the Implementing Organization: AID Organization (AO)**

4. **Office Address :** **AID Organization (AO)**
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Contract Person: Md. Moniruzzaman
Executive Director

5. **Legal Status of the Organization:**

Name of the Concerned Deptt/Institute	Registration No.	Date of Registration
AID Organization (AID ORGANIZATION) is registered by Social Welfare Department Govt. of Bangladesh	Br-534/98	8 February, 1998
NGO, Affairs Bureau Registration	2595	5 September, 2010
AID Organization (AID ORGANIZATION) is registered by Department of Youth Development Ministry of Youth and Sports Govt. of Bangladesh	YDA-97SAD-32	3 August, 1999

6. **Proposed Budget for the Project:**

Total Project Cost : 51, 75,000/-
OHCHR GRANT : 27, 60,000/-
Request for Apply : 24, 15,000/- = US \$ = 35,000

7. Duration of the Project : 12 months
Starting date : After Contract Sign
Closing date : Contract Paper Basic

8. **Background and Justification of the Project:**

8.1 Socio-Economic Background:

Social indicators (population, poverty, etc.): When poverty engulfs a family, the children are the most affected and most vulnerable- their rights to survival, growth and development are at risk. A child born today in the developing countries has a 4 out of 10 chance of living in extreme poverty; this chance is even higher for Bangladesh child. Thus poverty circumscribes every aspect of the child's existence starting from malnutrition, lack of clean water and inadequate sanitation, to life expectancy.

Children under 15 years of age comprise 40 per cent of Bangladesh's population of 130 million and among them 16 per cent are less than 5 years of age. About 0.7 million children work in the formal sector forming 11.3 per cent of the total child labour force. Children, work in the non-formal sector, are a sizeable number and may run into millions. Bangladesh comprises 5 per cent (about 6 million) of the world's total working children (20 million). The average working hours for a child is 8-10 hours with a monthly income of Tk. 560 (US\$9) which perhaps the highest person-hour utilization with the lowest wage rate in the world. A critical analysis of the above data reveals an alarming situation. An in-depth analysis of socio-economic conditions of different areas in Bangladesh entails that the situation is more alarming. These children are working in hazardous conditions and thus are considered as the worst forms of child labour. According to the situation assessment of the children engaged in hazardous occupations in Barisal City Corporation of Bangladesh sponsored by UNICEF. The total number of 27,935 labour engaged in hazardous occupations in 26 sectors, and percentage of child workers 33.47%.

8.2 Problem Identification and Analysis:

Nature of child labour (causes and trends): Child labour is a complex problem whose roots are deeply embedded in social, economic and cultural structures and traditions. The major causes of "Push", "Pull" and "Interactive" factors that drag the child into the hazardous condition includes massive poverty; lack of access to useful education; prevalence of traditional social norms and values regarding children; lack of awareness about the negative consequences of the worst form of child labour; unrestricted access of children to job market; poor implementation of the labour laws; motives of the employers to make higher profits; strong desire of the children and their families for immediate income and easy job; traditional family-oriented work engagements; etc. The employers are willing to recruit child labour because there are non-pecuniary advantages for hiring them as labour, which may be divided into the following three categories:

- Innocence
 - More docile and less troublesome.
 - Greater willingness to do repetitive, monotonous work.
 - Most trustworthy and innocent – less likely to steal
 - Less absenteeism.

- Tradition
 - Tradition of hiring child labour by employers.
 - Traditional occupations having children working alongside with parents(s).
 - Social role of employers to provide jobs to families in community.
 - Employers need labourers. Children are always seeking for jobs.

- Physical Characteristics
 - Better health (as young).
 - Irreplaceable skill.

The most visible cause of child labour Barisal City corporation areas is economic poverty. The difficulty of earning adequate income by parents puts pressure on all members of the family, including children, to involve in the combined family struggle for survival. According to survey report 2001, over 96 per cent of the survey families felt that the biggest burden in raising their children was feeding them. Therefore, the majority of children become child labour due to the economic hardship of the families.

Lack of educational facilities is another key factor for children to enter into labour market in their tender age. It is also observed that due to inability of bearing the direct and indirect cost associated with the education along with irrelevant curriculum, poor quality of teaching and other factors bound the children to refrain from schooling and subsequently push them to earn their bread or to assist their families. Due to low earnings, 2-3 person's income is not enough to support the family with daily needs. So, families tend to send their children as soon as the children can handle can handle the job. This is why the number of working children is rapidly increasing in hazardous sector then other sectors.

Law enforcement and public awareness: Law seems to be quite absent in the area particularly with regard to its implementation. The awareness level of the people regarding child labour issues is also very low. The employers are more or less aware about the labour laws. However, they are not quite familiar with the Child Labour Laws, Government's commitments towards the elimination of child labour and the ratification of child related conventions.

All parents want their children to have education and better life but mostly do not know how that can be done in a sustainable way. They know very little about the consequences of employing their children in early age and are completely unaware of the fact that their children will become poorer in the long run. None of them has clear idea about the negative long-term effect on the children, families and communities as well as to the country as the human capital becomes worthless due to the gradual degradation of skills and knowledge.

8.3 The Response:

Efforts already taken by the partner organization: From its experience working with the children, AID ORGANIZATION has started with since 2000 responding to the Tailoring and Doll making training to eradicate child labour in a little extent. However, the effort made so far is insufficient compared to the actual requirement of the target group. It has conceptualized the worst forms of child labour and, more importantly, realized the severity of the problem prevailed in the area. There are some other NGOs that are working in the area provide micro-credit support to some families but so far no one has made an effort to respond to the child labour issue comprehensively.

9. Objective of the Project:

To reduce child labour from hazardous work is the ultimate and gross objective of the project. But for fruitful achievement of our objective, it may be divided into some easy achievable section like:

- To able reading and writing and counting of our target children
- To develop the target children in skill manpower
- Introduce micro-finance activities with parents to become less dependent of their working children.

10. Project Output:

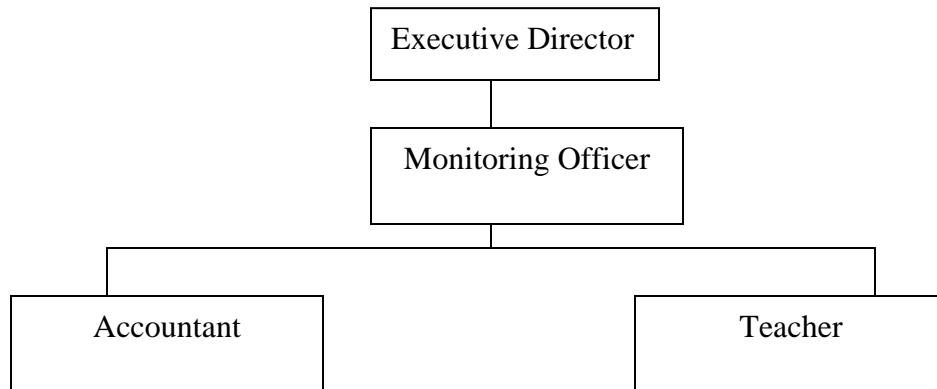
- 300 children will get non-formal education
- 300 children will get skill development training according to their interest within a predefined group of trade
- 300 parents will get the help of MC within the capacity of the project.

11. Proposed staff and organizational structure:

The proposed staff composition of the project is as follows:

Sl. No.	Position	No. Required	Particular
06.	Teacher	10	12 months
07.	Accountant	1	Part time
08.	Monitoring Officer	1	Full Time
	Total	12	

The Project Organogram would be as follows:-



12. **Proposed Project Areas:**

Sl. No.	City/Town	Upazila/Thana	Total No. of Children
01.	Barisal City Corporation	30 Words in the City Corporation area	300

13. **Implementation Approach and Strategy:**

Overall Approach: AID ORGANIZATION action program will address the working children in different hazardous sectors of Barisal city corporation area and their families through direct intervention and awareness rising. The children and their families will be offered with non-formal education, skill development training, alternative income generation means and basic health care services. Interventions of skill development training include providing marketable skill training to facilitate obtaining employment in non-hazardous workplaces at legal age. The families will be offered with skill development training, basic health care education, income generation related credit support on a sustainable way through group formation, encouraging savings, etc. The communities will be sensitized and motivated on the worst forms of child labour issues in order to mobilize their support. Various stakeholders such as governmental line agencies and national NGOs. AID ORGANIZATION selection the beneficiaries Participatory Rural Appraisal (PRA) approach will be applied in the communities to take part in identifying how best to protect children at work from the hazardous conditions. Local authorities will be sensitized on child rights and child labour issues. They will be requested to play a major role in promoting a responsible parenthood among the adults in protecting the children and their rights. The communities will be engaged in workplace monitoring process which, in the long run, will ensure the child labour free work places.

AID ORGANIZATION with its extensive working experience with the communities, will play key role in mobilizing support and participation of local groups, offering direct services to children and their families in needs, and coordinating with other local specialized agencies (GO, NGO, Private Sector) to deliver services to target groups.

14. **Major Project Strategies:**

Identification of Target Group: The prime strategy of the project is to identify target children, their families and workplaces physically at the project area by referring to the database prepared from the Household-level Baseline Survey conducted by the MOLE Project.

Coordination with Partner Groups: AID ORGANIZATION will work closely with all the intermediate partner groups. A close coordination channel will be built the strengthen with the institutions, groups and agencies for systematic

elimination of worst forms of child labour. Participatory Rural Appraisal (PRA) technique would be initiated to involve all those partners in the entire process from planning, implementation, monitoring and evaluation to take over the responsibilities to sustain the process.

Awareness Raising and Social Mobilization:

Door-to-Door Visits: To create and promote awareness on the child labour issue, the workers of AID ORGANIZATION will visit every family who belongs to the target group. They will explain to them on various issues related to child labour. AID ORGANIZATION will keep close contact with each and every member of the child labour families. The Field Supervisors will visit each target household at least once a week.

Interpersonal Communication: To raise awareness on child labour issue and motivate the stakeholders, AID ORGANIZATION will develop regular contacts with all concerned. The focused stakeholders includes parents, employers, managers, adult workers in the work place, community leaders, religious leaders, influential people, local elite, service providers, enforcement agencies, related government line agencies, teachers, ward leaders, local business men/women, local politicians/peoples representatives, intellectuals, local media/news men and local NGO workers. Such liaisons will be maintained on a regular basis by the AID ORGANIZATION staff.

Monthly Coordination Meeting with Parents Groups: Besides regular visits, monthly coordination meetings will be organized, especially to keep the motivation alive among parents on child labour issue. Supervisors and Teachers will facilitate these meetings.

Meetings, Workshops and Seminars: Meetings and seminars will be organized to provide the employers, managers, adult workers and community leaders with adequate knowledge about the harm caused to children by hazardous work. Such events will further be utilized to convince employers to free the children partly or fully from work to have education, recreational facilities, health care facilities and skill development training.

Day Observance: World Children's Day will be observed to disseminate message on the worst forms of child labour and to create and promote awareness to eliminate it. A rally, discussion meeting, competition, drama show, etc. will be organized on the day where the negative consequences of child labour and the society's responsibilities to prevent it will be highlighted.

Non-Formal Education: In order to provide non-formal education -300 aged 10 to 14 years, 10 education centers will be established 10 Barisal respectively. The centre will preferably be closed to the workplace of working children as well as nearer to their homes. Each center will accommodate about 30 children per

hatch/class with at least two shifts, providing education for 3 hours a day for 6 months. MOLE developed curriculum will be used to teach the children. The same center/suitable venue will be used for providing SDT for 6 (six months) to 300 children aged 10 to 14 and NFE for about 12 months. The SDT course will cover introduction of skills on various trades and an orientation to job market (duties, rights, benefits, etc.).

Skill Development Training: SDT training will be provided to the 300 legal-aged children (10+) in order to remove them from the hazardous sectors employment and to enable them to have a non-hazardous income source. The training will be arranged in coordination with working in the area and in close consultation with the service providing institutions.

Proposed Vocational/Trade Training Barisal City Corporation

Sl. No.	Name of the Trade	No. of Trainees		Period of Training
		Girl	Boy	
01.	Beauty Parlor/Hair Dressing	25	-	90 days
02.	Radio TV Mechanic	25	-	90 days
03.	Handicraft	25	-	90 days
04.	Tailoring, Boutique, Block Paint, Embroidery	100	100	180 days
05.	Computer Operator	10	15	180 days
	Total	185	115	

Note: Based upon the initial feasibility study, the above-mentioned trades are proposed.

15. MICRO CREDIT FOR INCOME GENERATING PROGRAMME:

Conscious group member will provide small loan for their family income and collective production. Before issuing any loan regularly of group meeting, tendency of saving and quality of group solidarity will be care fully assessed. For issuing of loan to individuals group member at least 2 other group member must stand surety, so that the value of total saving together is at least 50% of the total loan sanctioned. Moreover concerning field worker will be also assess the activities of group member including skill capability and capacity of financial management marketing prospect etc. before recommended any credit scheme. The loan will be monitored by the AID ORGANIZATION field monitors as well as by the group leaders and the suites themselves. Loan money will be collected by installment system. The total collection money received will be immediate by reinvested. Them it would be possible to entertain a large member of credit application. On the completion of the scheme the beneficiaries will be able to stand on own feet by employment creation.

Credit support will be provided to those who having skill development training. The group member will determine amount of credit (Loan).

16. **Workplace Monitoring:**

The workplace monitoring system will be established and steered by the AID ORGANIZATION according to the guidelines receiving from the concerned project. The computerized data base provided by the concerned project project will be regularly updated on the basis of the information gathered through the AID ORGANIZATION staff member's field visits. The MOLE respective officer will guide and facilitate this process initially but, at a later stage, it will be a sole responsibility of AID ORGANIZATION. The database will be linked to the central database at the Project Office and will be able to produce details of individual children, families or employers as and when required. At the beginning, one staff member of the AID ORGANIZATION will receive training on the management of the database at its project office. As an organization operated in the project area, the AID ORGANIZATION will take the responsibility of the long-term operation of the database and its updating. However, AID ORGANIZATION will make its effort to mobilize the local support, in particular the communities in this regard.

In order to mobilize the local support and to receive guidance and facilitation to the project activities on a regular basis, a Center Management Committee (CMC) will be formed at the ward-level. It will be chaired by the Ward Commissioner (elected people's representative) and will be comprised of local elite, influential people, teachers, employers, etc. as members. The committee will be a strong wing of the be a strong wing of the project that will facilitate the process of workplace monitoring. In the long run, it will assist the AID ORGANIZATION to free the working children from workplaces. As a local body, it will convince hazardous owners not to engage child labour. Towards the end of the project, the CMC will sign an agreement with the hazardous sectors owners regarding the child labour free workplaces. The committee will also make inspection visits to the hazardous sectors at regular intervals.

17. **Gender Concerns:**

The proposed ECHLB program will ensure a balance in both sex by focusing on prevention, removal and rehabilitation of almost 50 per cent girls child labour and incorporating 50 per cent female adult members for economic empowerment intervention. For the latter, the female-headed families will be given they priority.

18. **Major Project Components:**

The major components of the project are as follows:

- Social Mobilization
- Non-formal education, recreation and health care
- Skill Development Training and Job replacement
- Workplace monitoring

19. **Future Course of Action by the Organization**

AID ORGANIZATION wants to be closely associated with the community. The future action of it with the community would be as follows:

- Continuation of general support of AID ORGANIZATION
- Looking other donors, mainly local
- Strengthening local level initiatives.

20. **Monitoring, Evaluation and Reporting:**

Monitoring:

Planning, reporting, monitoring and evaluation will follow those of MOLE.

A monitoring and evaluation plan will be developed during the first month of the project. The monitoring system will ensure feedback of the program into a process of problem analysis and solution development for continuous program improvement.

The monitoring and evaluation systems will integrate qualitative and quantitative data collection to focus on the goal of systematic elimination of child labour. Qualitative and quantities information collection activities will be integrated into a cycle of information collection analysis and formulation of questions.

A full time Monitoring Officer will be responsible for overall management of the program guided by Executive Director, Training Technical Expert of AID ORGANIZATION and supported by Monitoring Officer, Teacher and also support staff.

The Monitoring Officer will supervise and monitor the project and coordinate with local partner groups on a regular basis.

Monitoring by AID ORGANIZATION Head Office will be done through a combination of field visits and monthly reporting. Monthly performance report from the field and feedback will be sent immediately; in addition a review meeting with the personnel concerned with this project will be held monthly. There will be regular field visits to by the Executive Director and AID ORGANIZATION technical experts. They will guide the project management based upon their experience.

The purpose of monitoring will be:

- To inform management on the progress of different activities and services
- To check actual achievement against targets

- To modify program strategies
- To identify operational problems and their solutions.

The MOLE will review the progress of the project through site visits and review of programmatic and financial reports as desired. Full cooperation will be provided by AID ORGANIZATION.

Monitoring of the project indicators or objectively verifiable parameters, as outlined will be done based upon the baseline data collected from AID ORGANIZATION survey at the beginning of the project.

Evaluation:

Using the benchmark data collected from the baseline survey, there will be a final evaluation. The evaluation will be an external evaluation. A midterm evaluation will be done internally in consultation with MOLE to see the progress and achievement of the project against actual target.

Reporting:

Program descriptive (progress) reports along with financial report will be provided to MOLE quarterly. The final report for the project, both progress and financial, will be submitted within three months of the project conclusion.

21. Detailed Work Plan Indicating Activities:

Objective	Indicators	Means of Verification
No. 1: Advocacy and Awareness Raising	<ul style="list-style-type: none"> • At least 300 parents of the target families are made aware on the negative impact of child labour. • Factory owners are aware about the government policies regarding the child labour issue. • Community people of the working area are well informed about the negative consequence of child labour. • Reduced hiring of child labour. 	<ul style="list-style-type: none"> • Periodic evaluation of parents understanding on child labour. • Evaluating the owners understanding on the child labour issue. • Assessing the community peoples understanding on child labour issue. • Continuous monitoring of workplace.
No. 2: Social Protection	<ul style="list-style-type: none"> • 300 children enrolled in non-formal school. • Decreased dropout rates (%) in the area. • 300 children mainstreamed with formal school. • 300 children received medical services. • 300 children received moral and value counseling. • 300 children received SDT. • 300 children received SDT and are ready to enter into labour market, at legal age. • 300 children removed and effectively rehabilitated. 	<ul style="list-style-type: none"> • School attendance register. • Higher attendance rate in the school. • Enrolment and attendance increased in the formal school. • Patents register (at the center). • Attendance records of counseling session. • Course attendance record. • Training records. • Tracking records of the children.
No. 3: Prevention	<ul style="list-style-type: none"> • Increase of supplementary income of the target families. • 300 families able to sustain without the assistance of children. • No new children are being recruited in the work places. 	<ul style="list-style-type: none"> • Collecting the information how children spend their time. • Investigating how the families earn income. • Through unannounced visits to workplaces.

FINANCIAL PROPOSAL

BUDGET FOR NON-FORMAL EDUCATION (NFE), Skill Development Training

(Time 12 months), per center 30 student, 01 teacher, Monitoring Officer 1/10 center

Sl. No.	Particular	Sub-total Taka	Total Taka
A. Cost per Children for Education Centre			
a.	Non-Formal Education (NFE)	300 x 6 months x 300 children	540000
b.	Service Charge for NGO	200 x 12 months x 300 children	720000
	Sub-total Taka		1260000
B. Cost per Children for Skill Development Training			
a.	Equipment and Vehicles	-----	2221248
b.	Seminars and Trainings	-----	193752
	Sub-total Taka		2415000
C. Micro Credit			
	300 no. of parents of Child Labour	300 x 5000	1500000
	Sub-total Taka		1500000
IN TOTAL COST OF THIS PROJECT = 5175000 UNITED NATIONS OFFICE -OHCHR- SUPPORTED BY THIS PROJECT=2760000 REQUESTED FOR APPLY =2415000 REQUEST AMOUNT CONVERTED OF US \$ =35000			

THE PROJECT APPLICANT



**MD. MONIRUZZAMAN
EXECUTIVE DIRECTOR**