

Child Labour Monitoring and Referral Options for Malawi

Paper for the National Conference in
Eliminating Child Labour in Agriculture

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Abstract

A fight against child labour without a target is like fighting a purposeful-less battle. You fight and fight until you don't know you have won the fight or have reached the target. Presence of target without a strategy is tantamount to inviting defeat. A strategy without armoury remains self-delusion. A good strategy executed without monitoring mechanisms, how do we ascertain we are not misfiring? Monitoring remains integral to child labour fight. Does Malawi have a child labour monitoring system? In the absence of a monitoring system, how does the country know it is not winning the fight? This paper argues that investment in the child labour fight is insignificant in the absence of a monitoring system. Unless stakeholders recommit themselves in investing in child labour monitoring system, their contributions smack of disingenuousness. The country requires a CLMS that speaks to local milieu, lest the system will be devoid of ownership, sustainability and becomes ineffectual.

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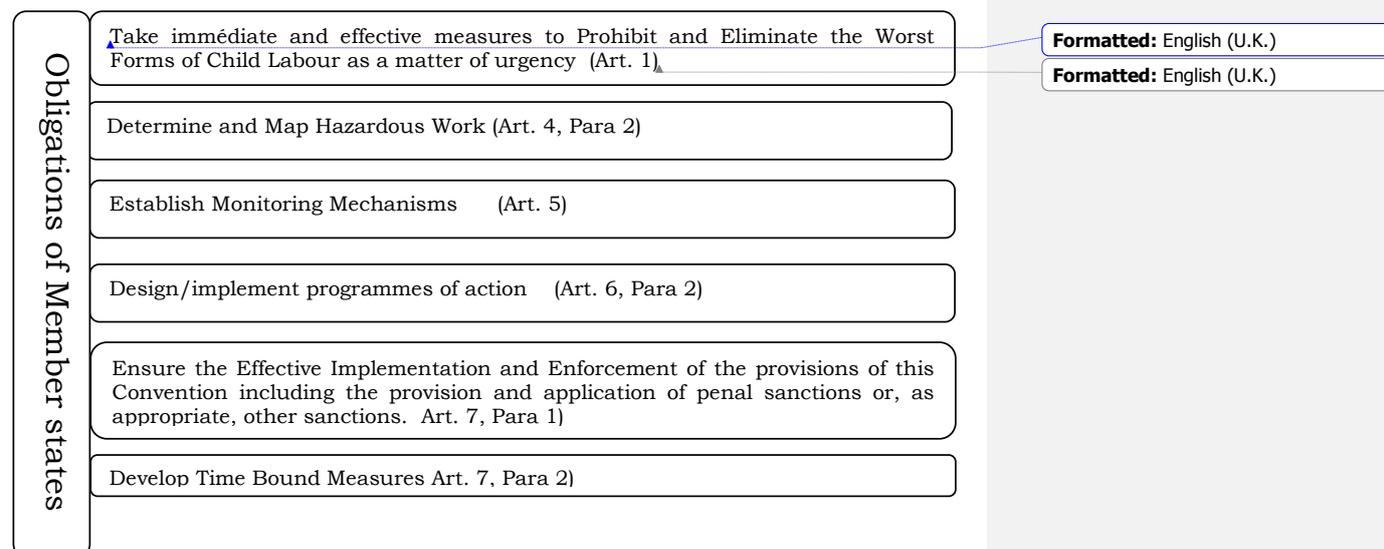
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1.0 Introduction

This paper challenges stakeholders in the child labour fight to consider Child Labour Monitoring System (CLMS) one of the priorities. For stakeholders to determine the value of investment in the child labour fight, monitoring results becomes imperative. Failure to invest in CMLS is tantamount to wastage. Thus, the paper does not belabour to highlight the importance of monitoring progress since stakeholders already appreciate its relevance and integral nature. In light of existing monitoring systems and frameworks, the paper attempts to establish the place of CLMS within the Malawi context. It provides pointers to prevailing opportunities to take advantage of and challenges to confront and ward off in ensuring an effective monitoring system. The paper advances a responsive and cost-effective community-based model of CLMS owned by the community itself. Subsequently the paper endeavours to define CLMS; establish its place within international and national frameworks and country obligations.

2.0 Contextual Background of CLMS

In 1999, Government of Malawi (GoM) ratified ILO Convention 138 on Minimum Age and Convention 182 on the Worst Forms of Child Labour. By ratifying Conventions 182, the country committed to eliminate hazardous as well as other worst forms of child labour (such as child trafficking, the use of children in commercial sexual exploitation, or illicit activities etc). Under Article 5 of Convention 182, the members are required after consultations with employers' and workers' organizations to establish appropriate mechanisms to monitor the implementation of the provisions giving effect to the Convention. Particularly member states are obliged to undertake the following:



Malawi has since taken decisive and practical steps to implement Convention 182 (Articles 1, 4 Para 2, 6 Para 2, 7 Para 1, and 8). Nonetheless, Article 5 continues to receive limited attention. A number of implications arise. Meeting international reporting obligations becomes cumbersome insofar as determining trends is concerned. Without the monitoring system stakeholders will not be able to troubleshoot as well as identify good practices that need scaling up. Outcomes of stakeholders' investments will continue to go unnoticed regardless of numerous disjointed efforts across the national spectrum.

Malawi is obliged to maintain detailed information and statistical data on the nature, extent and up-to-date trends of child labour to serve as a basis for determining priorities for action. The government mandated the Ministry of Labour (MOL) in conjunction with workers, employers, NGO and other government ministries and departments, to plan, coordinate and monitor the child labour fight. The Ministry is further required to produce operational plans such as the NAP to be bankrolled by government, private sector and development partners. An effective child labour monitoring mechanism will ensure an effective and consistent implementation and help in adjusting policies and strategies as desirable.

The process of developing a CLMS in the country started with the development of a National Database System on child labour under the auspices of the ILO/IPEC 2005 Country Programme with funding from the US Department of Labor. The Ministry of Labour designed a database meant to collect information on children in or at risk of child labour. The database could not take off due to a lack of support systems at the district, workplace and community level on how to collect and collate the information from the field. No institutional mechanisms were foreseen where the information would be analyzed and used by various stakeholders.

The Government has the political will to build further on the lessons learnt in the development of the National Database by designing a comprehensive CLMS that is cost-effective and can fit into the prevailing monitoring systems, institutional mechanisms and resources.

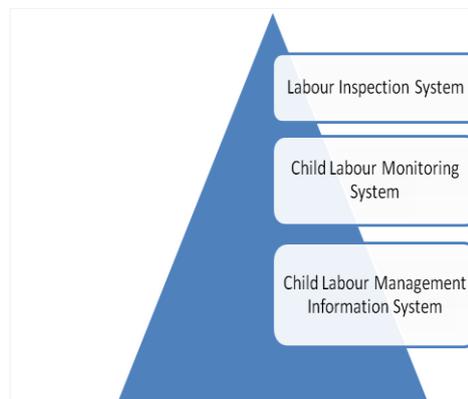
3.0 Comprehending CLMS

ILO-IPEC (2005) defined Child labour monitoring as an active, regular and ongoing process of identifying and referring child labourers to appropriate services. It involves identifying children in the workplace and noting the hazards to which they are exposed, referring them to appropriate services, then verifying that they have been removed and are in school or some satisfactory alternative. By regularly repeating this process, CLM becomes a means of ensuring that the area, industry or sector under surveillance is child labour free. A large number of networking partners from different key sectors, both public and private, including the community itself are involved. Data collected is primarily used to help in: 1) direct action-referral; 2) improved social planning at the local and regional levels; and 3) national policy improvement and integration of child labour into national development priorities. It also helps to change attitudes and the way that community members and institutions deal with child labour.

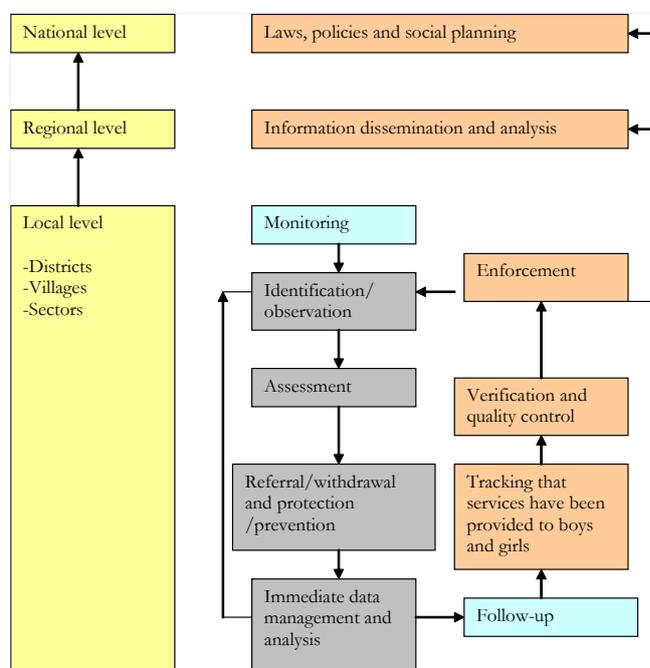
Child labour projects began to build a CLM component into their work starting in the mid-1990s. The impetus for this was provided, in part, by international consumers who wanted to be sure that the products they purchased were not made with child labour. Project staff were also concerned that children, once removed from one workplace, were shifting to other less visible or more dangerous work. The ILO-IPEC designed the CLMS with the purpose of preventing child labour through regular and systematic observation of registered and non-registered workplaces in the formal and informal sectors. Surveillance, identification, and referral of any child labour presence to competent services are the basic functions of child labour monitoring.

The overall objective of CLM is to ensure that, as a consequence of monitoring, children and young workers are free from child labour. In practice CLM involves the identification, referral, protection and prevention of child labourers through the development of a coordinated multi-sector monitoring and referral process that aims to cover all children living in a given geographical area. Its principal activities include regularly repeated direct observations to identify child labourers and to determine risks to which they are exposed, referral of these children to services, verification that they have been removed and tracking them afterwards to ensure that they have satisfactory alternatives. This is done through a well coordinated multi-stakeholder (government, workers, employers, community etc) participation strategy within the confines of the larger labour inspection system and other enforcement authorities.

CLMS is neither only Management Information System nor a substitute of Labour Inspection Systems. The distinctive variables rest on purpose and responsiveness. Langemo (1980) and Best (1988), defined management information system as organization-wide capability of creating, maintaining, retrieving and making immediately available the right information, in the right place, at the right time, in hands of the right people, at the lowest cost, in the best media, for use in decision making and in order to improve the performance of the organization.



Unlike management information systems, CLMS is characterized by its responsiveness and dynamism resulting from well coordinated swift flow and use of information, pool of skills and services; and community commitment towards child labour elimination. The purpose of CLMS hinges on guaranteeing children and young workers safe haven from exploitation and hazards at work. CLMS does not generate information for its own sake, rather for direct action i.e. child protection from exploitative work.



The information gathered from CLM is immediately used to provide assistance to children. It also allows for systematization and analysis of information about the dynamics of child labour at local and national levels. This is done through direct observation by well trained monitoring teams. At the local level, CLM generally links information between work sites and schools/services to

enable checking that children are provided with alternatives to work

and, as consequence of monitoring, are better off and have not instead fallen into something worse.

CLM is linked to determination of hazards. It uses existing information collection systems and partnerships i.e. schools, extensions services etc. It requires a network of service providers that agree to participate. CLM thrives on a number of variables, which include local incentives and disincentives, local capacities and commitment to collect, transfer and act upon information received; coordination with potential support programmes i.e. education, NFE, NGOs, various life skills services; oversight and support, clear roles and stakeholders commitment; customization of identification and referral processes (fishing , mining, street children etc.); monitoring supply and demand sites, community organization and ethics of information management.

4.0 Importance of CLMS

Ratifying C 182 represents commitment towards achievement of a set of promises that are made to stakeholders about what will be achieved with a set of resources in a given timeframe. CLMS provides crucial information about how interventions to combat child labour are performing, which helps decision makers and other stakeholders adjust strategies.

CLMS performs two distinct functions: as tool for tracking the impact of interventions to combat child labour on target population; and as part of a strategy to withdraw and prevent children from engaging in child labour. It provides instruments that inform stakeholders of the location and magnitude of the problem, the environmental and workplace conditions, and the children's lifestyle or living conditions. This knowledge facilitates the withdrawal of children from child labour as well as the enforcement of laws and regulations aimed at protecting children from being subjected to them in the first place. Furthermore, by generating reliable data, awareness of the issues can be more effectively raised with key actors and community involvement in the elimination of child labour. By carrying out this second function, the child labour monitoring system can effectively act as the basis of a comprehensive, institutional response system at the local, district and national levels. The response system should both identify the worst forms of child labour and provide social protection services (such as education, health, etc) to the target population.

CMLS as a powerful management tool provides policy makers and managers with information to track implementation, so that they can identify whatever obstacles are impeding the country's success as

early as possible. It is a source of information for justifying changes in management strategy, budgets, etc., otherwise known as adaptive management (Stankey, George H; Roger N. Clark and Bernard T. Bormann, 2005). When used well, CLMS helps to identify promising interventions which are used for replication.

CLMS is also a tool for motivating the stakeholders, by generating a shared understanding of the project and its contexts. The information that it provides help promote accountability, credibility and public confidence in the project. It embodies a local process that can best be employed as part of a larger child labour strategy for national action. CLMS can become a useful way to coordinate information on child labour from different sources (government, trade unions, NGOs etc). Ultimately CLMS directly contributes to the reduction and elimination of child labour in workplaces; and helps to consolidate and mainstream child labour issues into governance.

5.0 Key elements of CLMS

Elements that make a successful CLMS relate to information, documentation, legal base, agreement, partnership, inspectorates and planning.

- **Information:** There must be an on-going effort to map and locate workplaces where children may be working as well as guidelines to assess the risks, hazards, and conditions that may exist.
- **Documentation:** Databases (electronic or otherwise) are needed for cataloguing and sharing information among the partners.
- **Legal base:** Laws or regulations on child labour consistent with the international standards are essential.
- **Agreement:** A voluntary agreement to be monitored from at least a majority of employers or individual operators in a particular sector helps to secure access and compliance.
- **Partnership:** The partners in the CLMS depend upon the geo-social area, industry and circumstances, but may also involve representatives of community development committees, NGOs, or religious authorities.
- **Inspectorates:** Involvement of the labour inspectorate (also school or health inspectors), which carries an official mandate to ensure that all workers are protected and that children are not working in violation of the law, is one of the cornerstones of CLMS.
- **Planning:** A plan for identifying the responsibilities and degree of authority of the participating partners must be drawn up.

6.0 CLM Framework

The CLM Framework is the association of partners (and agreements among them) that operates and maintains the child labour monitoring process. Although child labour monitoring takes place at the local level, in order for it to be sustainable and create real impact, it should be part of a larger labour inspection and enforcement policy. The CLM framework should, therefore, include government structures, such as the inspectorates (labour, health/safety, and school), and would be likely to take direction from a multi-sector national policy body such as a National Steering Committee.

In principle, CLM processes should always be part of local government systems and operate under their supervision and authority. It should also connect existing social planning and monitoring mechanisms of local government wherever they occur. Ideally, the framework will be nationwide and based on a set of national agreements about the information to be collected and how the CLM process will be managed. This would imply the use of common monitoring tools and a common database or repository for the information. CLM activities at the local levels should feed into a coordinated information management mechanism at the national level. This may require changes in existing management information systems. Developing and agreeing to a CLM framework requires political will, adequate national resources and a long-term view on how to mainstream child labour monitoring into existing systems of governance.

6.1 Prevailing Monitoring Systems

The Ministry of Development Planning and Cooperation (MDPC) is the lead Ministry in the implementation of the National M&E System which aims at tracking implementation of the Malawi Growth and Development Strategy. Sectoral M&E systems are the responsibility of respective sectors.

A number of government ministries, departments and NGOs have developed monitoring systems which have taken the form of inspection and management information systems and databases. Inspection systems include the School Inspection System and Labour Inspection System. Management Information Systems include Education Management Information System (EMIS), District Education Management Information Systems (DEMIS), Health Management Information System (HMIS), Child Protection Management Information System (CPMIS), and Integrated Financial Management Information System (IFMIS).

CLMS is neither a Labour Inspection System nor a sheer Child Labour Management Information System. CLMS benefits from the management information system while contributing to the broader labour inspection system. It is not the intent of CLMS to substitute

Labour Inspection which constitutes the primary vehicle for combating child labour. CLM is a complementary mechanism to labour inspection as it provides an opportunity to increase the emphasis of labour inspection on child labour. It is linked to labour inspection in order to provide it with legitimization, input critical information to competent authorities, such as when law enforcement is required, and improve coordination of action needed. In many ways, it helps to raise awareness on core labour standards and allows for transparency and good governance. Malawi ratified C 81 on Labour Inspection in 1965 and 129 on Labour Inspection in Agriculture in 1971 domesticated in the Employment Act of 2000 as a commitment. Based on provisions of C 81 (priority convention) international practice:

- *Inspectors to maintain an updated list of establishments in their areas with business and employment details;*
- *Every workplace to be inspected at least once a year, average twice;*
- *Each labour inspector is expected to undertake 5-8 inspections per week*

C 81 provides benchmarks for labour inspection as a system applicable to all workplaces covering a basic set of functions, such as hours of work, wages, safety, health and welfare, the employment of children and young persons. Inspectors supply information and advice to employers and workers on how to comply with the law, and alert the competent authorities on any defects or abuses not covered by existing legal provisions. Labour inspection is placed under the supervision and control of a central authority. Effective cooperation with other government services and private institutions (NGOs), employers and workers organizations thus becomes imperative.

Inspectors are supposed to be well trained and qualified for the performance of their duties. Their number must be sufficient to secure the effective discharge of these duties. They must be properly equipped with local offices and transport facilities. They must be provided with proper credentials and properly empowered.

Workplaces must be inspected as often and as thoroughly as is necessary to ensure the effective application of relevant legal provisions. Adequate penalties for violations of legal provisions enforceable by labour inspectors and for obstructing labour inspectors in the performance of their duties must be provided for by national laws and regulations and effectively enforced.

The inspection system in Malawi faces myriad challenges. These include inadequate qualified human resources, material and financial resources to undertake inspection. Child labour complicates matters even more. New innovative approaches have become necessary. The new approaches related to the LI Relevant for Child Labour Elimination Culture of prevention: stopping the problem before it

starts (ILO and IALI, 2002), Organizing Child Labour Monitoring Systems. An integrated system of labour inspectors and others appropriate for the situation (agriculture extension workers, social workers, health workers, environmentalists, civil society, etc) in a process of identifying child labour and tracking the children to verify that they are removed from danger and have satisfactory alternatives; and determining whether child labour trends in specific sectors or areas are going up or down. Thus, the idea behind child labour monitoring is to intensify and expand observation of child labour by enlisting additional partners. The system incorporates and assigns a monitoring role to new parties based on their differing capacities to access and to assess child labour.

6.2 Models of Child Labour Monitoring Systems

CLMS takes various shapes depending on the locale. Monitoring systems can be school based, industrial/sector based, work place/labour based or community based. No model is absolute and has own pros and cons. Models can be either applied in isolation or as a hybrid but not in one-size-fits-all scenario faddism.

a) School based

The school based model is based on the use of School Teachers and Schools Inspection System to conduct surveillance and identification of working children. The system guarantees that identified child labourers have adequate alternatives services such as schooling and vocational education available to them. The system is practiced in Pakistan.

Where the model works, government has established close relationship between workplace monitoring processes and the referral of child labourers to the education system prompting a more closer look into potential synergies between the two. The model is founded on the fundamental question and assumption about children who drop out of school and no longer attend school. Since children are not in school, where are they? What are they doing?

Advantages of the school based model include its national-wide human infrastructure (physical, human-teachers, material), community based school management committees, parent teacher associations, and management information and inspection system. When the education system is harnessed and oriented towards child labour monitoring and the larger labour inspection system significant outcomes can be realised. The major drawback of this model rests on the extra burden child labour monitoring exerts on the already overwhelmed education system.

b) Industry/Sector based

The model is based on the concept that independent monitoring of the industry will be undertaken by Independent Monitoring Associations. It is based on the assumption that it is in the interest of such industries as Tobacco, Tea, mining to show that the industry is free of child labour. The process is carried out in collaboration with the ILO constituents (Ministry of Labour, Employers and Workers Organizations) and the civil society. The Sialkot Soccer Ball Industry¹ is such one example. International buyers threatened to stop buying soccer balls from Sialkot. As a solution, Sialkot Chamber of Commerce and Industry sought partnership with ILO and UNICEF to develop a child labour elimination program focusing on prevention/monitoring, social protection and rehabilitation. Funded by the sporting goods industry and international donors, the program integrated formal and non-formal education, vocational training, health and micro-credit. The independent monitoring association undertook activities within the context of broader policy and legal frameworks.²

The model thrives on the commitment (political, financial, human resources) of stakeholders in the industry to completely eliminate child labour and enhance the image of their products as child-labour free on the international market. The model has also its own drawbacks particularly when monitoring system fails to go beyond the targeted industry. It fails to counter child labour mobility and displacement. For instance if the tea industry is declared child labour free, the fundamental question remains, did other industries/sectors attract the children? Another weakness can be that such systems do not address all Fundamental Principles and Rights at Work (forced labour, discrimination, Freedom of Association and Collective Bargaining, as well as child labour).

c) Work place/labour based

The workplace based model is institutional or organisational based such as automobile repair centres. Deliberate policies are put in place within an institution to eliminate child labour in a bid to improve and maintain customer attraction and reputation. The model is simple to implement; relatively less costly in terms of time & resource mobilization. It ascertains visible outcomes where a fairly limited number of workplaces & child labourers are involved; active involvement & easier accountability of key stakeholders in particular

¹ World leading soccer ball manufacturing industry- Pakistan.

² Tabatabai, H., *Draft guide for the preparation of national child labour policies and action plans*, ILO/IPEC, version 2 (draft under review), November 2009, p.36

employers & workers' organizations of concerned sectors). Its shortcomings include failure to control child labour mobility and job displacement effect from a monitored industry to another and from a geographical workplace to another.

6.3 Community based

This paper is biased towards a community based monitoring system for Malawi while respecting a hybrid model. The model is based on the use of community based structures to conduct surveillance and identification of working children in the communities and collect data passed to District Labour Offices for analysis and referral to competent services while remaining within the labour inspection system. The country is endowed with structures and organizations that permeate through the village, district and national strata. The structure present themselves avenues for child labour community based monitoring if harnessed.

Community level structures such as Village Development Committees(VDCs), Areas Development Committees (ADCs), District Executive Committees (DECs), district and community child labour committees, parents-teacher associations, chiefs, law enforcement officers, employers and workers organizations extension workers (agriculture, health, education, welfare), once trained, they provide fundamental institutions for child labour monitoring and elimination. Community-level officials can observe children in various work places, workshops and informal sector enterprises of all kinds by virtue of them being from within the locality where this occurs. However adequate training and empowerment schemes are required for them to discharge their duties as appropriate.

The community based CLMS has enormous advantages. It is cost-effective thriving on locally available resources, while imbuing community ownership. It can be replicated from one geo-social area to another while within the policy and legal confines. The structures provide awareness and advisory services including advice on safer agricultural and labour practices. Extension workers become active members of Community Child Labour Committees. They identify cases of child labour for action and pass information from the field to labour inspectorate.

One way of empowering and motivating the communities for child labour is through development of community infrastructure programs (CIP) to purposefully bind the people together. CIPs bind the people together for purposeful action. However it calls for public-private partnerships. Private companies support the community infrastructure programs as either business or part of their corporate social responsibility.

The community based CLMS includes a referral system. The effectiveness of the referral system hinges on the clear roles and coordination among players. Below is the framework of the referral system. See *annexe 1*. The ultimate outcome of a community based CLMS is declaration of 'Child Labour Free Zone' (CLFZ). This is made possible because it employs a convergence model that allows close integration of various interventions aimed at prevention, removal and rehabilitation, and protection of young workers with those aimed at empowering vulnerable families and local communities.

CL can be eliminated with integration into various interventions aimed at poverty alleviation like education, employment and labour market and improved livelihood; introduction of universal compulsory education; promotion of social dialogue and social mobilization at local, regional, national and international levels; mainstreaming of child labour concerns in national development frameworks e.g. MGDS, DWCP, UNDAF, programmes and Government budgets at all levels; an effective decentralisation system and process to ensure coordination amongst government agencies and amongst other partners; linkages among district, state and national levels.

6.4 Community based model for Malawi

Over the years monitoring systems have largely taken a centralised path-based at headquarters where capacity to manage the system is considered to be available. The peripherals are considered as lacking relevant capacity to manage the system. Although the practice gives the central office full control of the system and minimises risks of abuse, the system remains devoid of the timely expected responsiveness to community needs. Today lack of capacity in communities and districts, no longer holds as defence for a centralised system. Capacity is at all levels within the decentralised structures (district councils, DECs, ADCs, VDCs, DCLCs, CCLCs etc). How to tap and nurture the available capacities remain the new roles of the central office.

The labour inspection system in Malawi is marred with inadequate operational human and financial resources which require uncompromised attention. On average each district regardless of coverage has 3 labour trained labour inspectors. This fails to conform to number of workplace establishments in formal sector alone. Therefore a community based system that is cost-effective is required in the fight against child labour.

7.0 CLMS as a process

The CLM process comprises the procedures, documents and forms that enable monitoring to be implemented correctly. While each situation is unique, experience has shown that effective child labour monitoring includes the following characteristics: It is area-based and applicable to all types of child labour (formal and informal economies, agriculture, illicit work, etc.)

A few processes must be followed to establish a community based child labour monitoring system. Some of the preparatory processes include developing a common understanding about the purpose and principles of CLM; reviewing laws and existing information collection systems; building up a motivated group of actors; formulating institutional agreements; designing the CLM process, constituting an action committee and training of monitors, developing basic guidelines and testing the process in practice. The Main steps in monitoring phase include Identification and assessment, Referral, Protection and prevention and data recording.

The Purpose of monitoring is to Identify individual child workers, Raise awareness and prevent, Activate referral and withdrawal process if required, Verify that appropriate action has been taken, Ensure that children attend school, NFE or other services. To achieve these objectives, a community-based monitoring system will be designed that involves all the key actors and grass-root organizations.

8.0 Challenges of CLMS

To guarantee an effective and efficient CMLS, stakeholders must endeavour to address the following challenges key challenges:

- Limited knowledge about concepts surrounding child labour monitoring system. These concepts remain new in many communities, hence it is important to create awareness and train those involved in child labour monitoring.
- Limited financial resources that affect the system insofar as communication travel and linkages with district and community and referral services is concerned.
- Non availability of alternative or referral services. Children withdrawn from child labour must be referred to other services such as education which must be made available.
- Limited motivation for child labour monitors which greatly affects their performance.
- Lack of coordination among stakeholders compounded by lack of defined roles and accountability over obligations.

9.0 Success factors of CLMS

A set of pre-conditions make a successful CLMS at all levels some of which Malawi has already met. At the country level, national legislation reforms introduced and developed following ratification of ILO C182 and C138. Law enforcement system and capacity must exist at local, regional and national levels. Awareness raising and advocacy campaigns must be promoted to keep up the momentum. Good practices and tools must be effectively disseminated and used at all levels. An enabling policy and institutional environment must be followed by financial commitments. Decentralization policy has been approved; effective decentralization system and process are functioning at National and Local levels with convergence of funds into the target zone for the elimination of child labour. One public-private dialogue forum is in place to build alliances for consultation and collaboration among social partners, government and non government agencies; and to coordinate their various interventions. Eliminating child labour requires a national action plan for national commitment but also an operational plan at district and local level with a specific budget and a clear definition of role and responsibilities of partners involved at both district and local levels.

10.0 CLMS Sustainability

Sustainability of the system will hinge on a number of factors, including extent of capacity development, ownership entrenchment and community infrastructure program that binds the communities together. Sustainable outcomes occur when communities feel a sense of collective responsibility for child labour elimination to take collective and self-defined action through child-focused community groups. When this sense of collective responsibility and ownership become strong the spirit to fight child labour persists beyond the period of external funding.

Sustainability demands that local, community, and nationwide capacities are developed and a widespread attitude rejecting child labour has to become a permanent part of the culture. Obviously such changes will only be possible if key actors at all levels are actively involved. Therefore, the system must involve participation of teachers, community leaders, and local and national supervisors from all institutions directly involved in or committed to the elimination of child labour. Reinforcement of capacities of intervening actors through awareness raising and capability building activities must include values formation and peer monitoring-children's participation in monitoring.

In addition CLMS must be institutionalized or mainstreamed in local government units' processes and structure. As much as possible, there is need to effectively, efficiently and pro-actively mobilize and converge resources where they are most needed. Expand partnerships and coordination of different actions within the system for greater impact and ripple effect. Promote pro-active legislation/further assist in devising policies and action plans at various levels.

A CLM must be built on foundations that are already in place and which are going to be there for some time. It must be grounded on those who have the official mandate to ensure that workers are protected. At the same time, multi-stakeholder participation (NGOs, employers, trade unions) needs to be emphasized looking at the complementary roles of all critical stakeholders. The mix of experiences and competencies help ensure that the team has the needed knowledge, skills and resources to address the child labour situation at hand.

11.0 Recommendations

- a) Commitment investments towards child labour elimination must integrate CLMS lest the commitment smacks of gross insincerity. Government, private sector, development partners and NGOs must pull their resources (human, material and financial) together towards a robust CLMS in Malawi.
- b) The CLMS must be accompanied by a well defined Child Labour Monitoring Strategy building on prevalent labour inspection system and the policy/legal frameworks. The strategy will define social partnerships with local authorities, teachers, parents, children, employers and health workers to ensure that all working children and child labourers are protected and are not working in violation of the law or applicable regulations. Social partnerships built on strategy can more easily mobilize resources – technical and financial—for obtaining necessary information, integrated planning and in building a legal base to confront child labour issues, especially with the child labour monitoring activities.
- c) A well resourced program on child labour monitoring and referral must be developed and implemented in the country. The program will provide for child labour monitoring and referral tools services, training, direct beneficiary monitoring and reporting and an integrated community infrastructure program to motivate and bind the communities together for a definite cause towards child labour elimination.

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13.0 Annexe 1: Referral system

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