

IMPLEMENTING AGENCY FINAL TECHNICAL REPORT

Name of the Implementing Partner	GoodWeave Certification Nepal				
Title of Project	Designing and implementing holistic and sustainable interventions to address child labour in brick kilns in Nepal				
Start date	20 Jan 2023	End date	19 July 2023	Budget	NRs 4,488,113

Objectives of the Project:

Achievement on realization of the objectives: Throughout the project period, GoodWeave has executed all the project activities and was successful in achieving the projects' primary objective to address child labour within the program kilns, in line with the project's established goals.

Outputs produced (also mention indicator that contribute to the outputs):

Output 1: Regine ECD models for kilns

Stakeholder meetings and kick off workshop. This is the first activity under output 1 that GoodWeave carried out to achieve the project goal. Prior to the start of the project, GoodWeave Certification Nepal, in collaboration with the local partner organization ESDO Nepal, met with key stakeholders, including local government officials, kiln owners, and representatives from the local municipalities and wards in Kapilvastu and Rupandehi districts. The intent of these meetings was to share information about the project and confirm stakeholder engagement and commitment to the success of the objectives. This resulted having the participation of twenty brick kilns from Rupandehi and Kapilvastu districts confirmed by late January when the project officially launched (*See Annex 1 for the list*

of participant kilns participated). Kiln owners were oriented on the project and formal MOUs were executed (see Annex 2). GoodWeave also obtained programme approval from the respective municipalities and wards (see Annex 3).

A formal kick-off workshop was held with all stakeholders to ensure project partners where project objectives and activities were discussed. Participants included the Buddhabhumi municipality chief, section heads, and municipal officers from Banganga and Maharajgunj municipalities, the Butwal Labour and Employment officer, a representative from the child network, the health post in charge, community school representatives, kiln owners from 15 of the participating brick kilns, the general secretary of Lumbini province brick industry association, the general secretary of Kapilvastu district brick industry association, as well as representatives from ESDO Nepal, ILO, and UNICEF (see Annex 4).

The kick-off workshop proved to be highly successful in establishing a strong foundation for the project. The Chair of Buddhabhumi municipality, alongside other government officials, expressed their positive commitment to support the implementation of project activities. Valuable suggestions and feedback were also received from the attendees during the workshop. Notably, representatives from the local government education and health sections emphasized the importance of working in close coordination with the local level. They reassured their commitment and readiness to provide necessary support to the project, further reinforcing the collaborative efforts to address child labour in brick kilns.

Establishment of Early Childhood Development (ECD) centres within the kiln premises. With support from the kiln owners, GoodWeave established Early Childhood Development (ECD) centres on 17 of the 20 kiln sites. Two kilns, Supadeurali and New Supadeurali, shared a common ECD centre, where children from both kilns attended. On two kilns, HM and Trishakti, there were no children present therefore ECD centres were not established. Eighteen ECD facilitators were recruited to staff the centres and trained in early childhood development so that they were equipped to teach and care children attending the ECD centres. In addition, learning and playing materials were supplied to all the ECD centres.

The establishment of the learning centres on kiln premises provided an opportunity for brick kiln workers to enrol their children in age-appropriate educational programmes where the children can play and learn along with other children. This both prevented children from working and allowed workers to engage fully in their work without worrying about their children. The ECD classes provided educational support and served as a protective measure keeping children away from hazardous work environments. Moreover, the provision of day meals as part of the programme incentivized parents to enrol their children.

During the project period, ECD classes were successfully operated in 17 kilns through May, providing safe and appropriate learning spaces for 503 children (*see Annex 5*).

School enrolment of brick kiln children. Children accompanying workers in the brick kiln were enrolled in nearby local schools, so they were able to continue their education while residing at the kilns, thus bridging the gap caused by their displacement from their homes. Attending school prevented these children from working with their parents in the kilns. Throughout the project period, GoodWeave collaborated with community schools and kiln management, successfully facilitating the enrolment of 128 children in schools located near the kiln premises (*see Annex 6*). This collaborative effort ensured that these children have access to educational opportunities while being kept away from exploitative work, effectively preventing them from being engaged in child labour.

Listing of young workers to local government. Under the applicable labour laws, young workers are defined as individuals between the ages of 14-18. These young workers are only allowed to work under specific conditions. It is also mandatory that the employer provide local governments with the young worker details, in a format as prescribed by Nepali labour laws. During the project period, GoodWeave supported kiln management with this requirement and recorded stipulated details for 124 young workers and submitted these to the appropriate authorities (*see Annex 7*). Details were submitted for workers from 14 kilns - Siddharth Itta Bhatta Udhyog and Sona Itta Udhyog from Rupandehi districts, and Siddhartha brick factory, New Supa Deurali Itta Udhyog, Trishakti, Surya, Himal, NRS, Jyoti, Seven Star, Lucky, Sunrise, Apolo, New Seven Star,

BBS and SR itta Udhyog from Kapilvastu district.

Output 2: Child labour monitoring on brick kilns

Formation of local child labour monitoring committees. GoodWeave formed a total of nine (9) child labour monitoring committees, one in each of the three municipalities, Buddhabhumi, Banganga, and Maharajgunj, and in each of the six (6) wards in Kapilvastu and Rupandehi districts. Municipal and ward-level child labour monitoring committees were formed as per the provisions in the Nepali child labour-free declaration procedure 2077 and child-friendly local government declaration procedure 2079 (*see Annex 8*). These committees were formed with the primary objective of assessing child labour on the programme kilns and facilitating necessary remediation measures if any children were found during the monitoring visits. By engaging local authorities and communities, the project aims to ensure a comprehensive approach to effectively identify and address child labour issues.

Training committee members. GoodWeave trained 7 out of the nine (9) child labour monitoring committees formed across various municipalities and wards. As Banganga municipality already has a fully functional child labour monitoring committee that has been trained in the child labour monitoring approach, GoodWeave did not conduct training for committee members from this municipality. However, the training for the ward-level child labour monitoring committee in Kapilvastu-6 could not be completed due to scheduling conflicts with the ward chair, who serves as the focal person for the committee. GoodWeave recommends that the committee members receive training from our local partner, ESDO Nepal, in the future.

The committee members trained in the child labour monitoring approach play an important role in monitoring child labour in their locality. The training sessions thoroughly covered critical definitions of what is and is not child labour, how to properly identify and document child labour, how to complete monitoring forms with essential information, and the steps and stages of rehabilitation. A total of 32 committee members from Kapilvastu-11, Sainamaina-5, Shivaraj-11, Suddhodhan-2, Tilottama-14, and Maharajgunj municipalities actively participated in the training, acquiring the necessary tools and knowledge for effective monitoring.

Participants expressed appreciation for the training. During the training provided by GoodWeave, the ward chair of Tilotama-14, Mr. Ashwin Poudel, expressed his heartfelt appreciation, stating, "*GoodWeave's training on child labour monitoring and the remediation process has significantly added value to our work. We now possess the knowledge and expertise to effectively identify and address child labour issues. The comprehensive sessions equipped us with invaluable tools, such as monitoring forms and formats, which were previously unfamiliar to us. With these resources, we have gained confidence in carrying out our child monitoring duties. GoodWeave deserves utmost recognition for their outstanding work in empowering us to make a meaningful difference.*"

Rigorous child labour monitoring. GoodWeave trained local partner ESDO Nepal on observation techniques and specific child labour assessment skills. ESDO visited the programme kilns on a regular basis, ensuring each kiln was monitored for illegal child labour two to three times per week. This frequent monitoring facilitated early detection of child labour risks and interventions to protect vulnerable children. During the project period, 94 cases of child labour were identified (*see Annex 9*). Notably, all the children involved were found to be with their parents and no cases of trafficked children were found. Immediate measures were taken to withdraw these children from work and enrol them into on-kiln ECD classes or local schools, providing them with essential educational opportunities.

To ensure sustained progress, GoodWeave intensified monitoring visits to the kilns where child labour cases were detected. This enabled GoodWeave to closely verify the enrolment of children in ECD classes and ensure their complete disengagement from any work processes. During these subsequent visits, GoodWeave actively engaged with parents and kiln owners, delivering comprehensive awareness on the legal provisions pertaining to child labour and importance of enrolling children in educational opportunities. GoodWeave inspectors, independent from ESDO, conducted assessed kilns for child labour during the project period, providing an additional layer of oversight. The GoodWeave inspectors

detected 17 of the total child labour cases found.

It was observed that child labour cases are particularly prevalent among Indian workers. To address this issue, monitoring visits during morning hours were increased to prevent children from working in the kilns before attending ECD classes. Additionally, all cases were immediately reported to kiln management (manager) and the case details were managed by the ESDO field officer who followed up with the children, their families and kiln management throughout the remediation process.

Observation visits by local child labour monitoring committees. After completing the GoodWeave training, ward and municipal monitoring committee members conducted unannounced monitoring visits on selected project kilns in Kapilvastu and Rupandehi districts. These visits aimed to gather firsthand information about the working conditions, presence of child labour, and compliance with child labour laws. In Kapilvastu district, the monitoring visits took place at SR Itta Udhyog in Suddhodhan Rural Municipality-2, Jaiswal Itta Udhyog and Jyoti Itta Udhyog in Maharajgunj Municipality-11 and 2 respectively, New Jyoti Itta Udhyog in Shivraj Municipality-11, and New Supa Deurali Itta Udyog in Kapilvastu Municipality-11. In Rupandehi district, the monitoring visit was conducted at Siddhartha Itta Bhatta Udhyog in Tilottama Municipality-14 and Sona Itta Udhyog in Sainamaina Municipality-5.

During these visits, the committee members discreetly observed the kiln operations without revealing their identities to the kiln owners or workers. This approach ensured an unbiased assessment of the working conditions and the presence of child labour. No instances of child labour were identified in any of the eight (8) kilns visited. (*See Annex 10 for the child labour monitoring report by the committee members*)

Kiln recognition ceremony. On June 12th, in a special event of World Day Against Child Labour, GoodWeave organized a kiln recognition ceremony in Gorusinghe, Kapilvastu. The recognition ceremony was graced by distinguished guests, including the Chair of Buddhabhumi Municipality, who served as the chief guest, and a senior labour inspector from the

Labour and Employment Office Butwal, who was invited as a special guest. Notable attendees also included officials from the Education Department, Women, Children, and Senior Citizen Department of Buddhabhumi Municipality, Ward Chairs representing various wards, kiln owners, media personnel, and representatives from FNBI Kapilvastu (*See Annex 11 for event report*).

During the ceremony, the chief guest and the special guest presented recognition certificates to eight kiln owners. These kiln owners, namely Siddhartha Itta Bhatta Udhyog, Sona Itta Udhyog, Seven Star Itta Udhyog, New Seven Star Itta Udhyog, Lucky Itta Udhyog, Supa Deurali Itta Udhyog, New Supa Deaura Itta Udhyog, and Apolo Itta Udhyog, were found to be free from child labour during the inspections conducted by the Labour and Employment Office Butwal. Additionally, twelve kiln owners, including Siddharth Brick Factory, Jaiswal Itta Udhyog, Jyoti Itta Udhyog, New Jyoti Itta Udhyog, BBS Itta Udhyog, HM Itta Udhyog, SR Itta Udhyog, Sunrise Itta Udhyog, Himal Itta Udhog, Surya Itta Udhyog, Trishakti Itta Udhyog, and others, were presented with appreciation certificates recognizing the exceptional efforts and commitment of the kiln owners. The ceremony was a collaborative event between the Humanity United funded Better Brick Nepal (BBN) programme and ILO programme, which acknowledged the participating kiln owners. They each demonstrated remarkable success in addressing child labour through their longstanding partnerships with the BBN programme, as well as their recent engagement with the ILO programme. The certificates presented during the event served as a reminder of the collective effort required to address child labour from the brick kiln industry.

Output 3: Project monitoring

Design project monitoring plan (PMP) and oversee data collection.

GoodWeave to monitor the project data developed a PMP on excel sheet, with three separate tabs. The first tab of the excel sheet contains a list of key performance indicators and its definition along with other information on data source, unit, target, and the status of the indicator. The other two tabs of the excel sheet were developed to track the data on program kilns

and stakeholders respectively. GoodWeave using the excel sheet, monitored all the project activities (*see annex 12 for PMP*).

Carry out monitoring of outcomes and report to ILO. As agreed with ILO, the planned workshop to share project findings with stakeholders (activity 1.6.3) will take place after a complementary project targeting beneficiaries in source communities, with separate funding from UNICEF/Nepal is completed. The workshop will include results from both projects as well as lessons learned and recommendations to replicate the proven approaches on a larger scale.

Modification and changes in approved proposal and budget during the period

All activities were successfully implemented as planned. There was a minor adjustment to the budget for activity # 1.5.5. **“Identify, orient, and train committee members on child labour monitoring and remediation process”** Administrative cost savings from staff costs, due to a delay in hiring a finance officer, were reallocated to cover the travel cost for the monitoring visits by local committee members to the program kilns. This adjustment was made after obtaining prior approval from the ILO, ensuring financial transparency and adherence to guidelines.

Major challenges/issues encountered

The following challenges were encountered during the course of the project.

Challenge 1: Effectively address child labourers from India. Out of the 94 identified cases of child labour during the project period, 59 cases (62%) involve children from India. Despite immediate actions taken to withdraw these children from work and enrol them in ECD classes, GoodWeave observed that Indian workers often argue that without engaging their children in work, they are not able to earn sufficient income for their

livelihood. Consequently, they continue to involve their children in work, both before and after attending the ECD classes.

Solution: To address this complex issue, GoodWeave held awareness raising sessions targeting parents and kiln owners. These sessions aim to provide parents with a deeper understanding of the critical importance of education and motivate them to enrol their children in educational programme. GoodWeave emphasized to them that without proper education, Indian workers remain trapped in extreme poverty, and the situation will only worsen if their children are not educated. With such awareness raising among parents, GoodWeave was able to complete the remediation process for Indian child labourers. During the implementation of the BBN Project, GoodWeave arranged for Hindi tutors and successfully engaged Indian children in learning centres, preventing them from engaging in labour. We have also proposed this approach to kiln owners as a means to address these issues in the upcoming seasons.

Challenge 2: Limited understanding of child labour risks and rehabilitation. Throughout the project period, a primary focus has been on establishing a functional local-level child labour monitoring system at the municipal and ward levels. When engaging with local-level officers, GoodWeave identified a significant gap in understanding about identifying child labour risks, what is required to monitor workplaces and rehabilitations steps for survivors. In many cases there was no formal process for recording, reporting and following-up on child labour cases in the local government level.

Solution: To address this challenge, GoodWeave delivered comprehensive training for the child labour monitoring committees formed in various municipalities and wards. The sessions were designed to cover critical topics, including the identification and documentation of child labour. GoodWeave introduced appropriate forms for recording and tracking cases and ensured committee members were sufficiently trained on their use. As a result of these training activities, committee members are equipped with the necessary tools and knowledge to effectively monitor and address child labour issues. By bridging the knowledge gap and empowering committee members with the required resources,

GoodWeave actively strengthened the local-level child labour monitoring system, enhancing its effectiveness in safeguarding the rights and well-being of children in the kilns.

Challenge 3: Sustaining local level monitoring of child labour. Through this project, child labour monitoring committees were formed in nine (9) clusters to track the risk and prevalence of child labour on brick kilns through local level structures. However, due to a lack of dedicated budget for this activity the newly trained committees may not execute monitoring visits in kilns in the future.

Solution: GoodWeave advocated with the local government authorities to dedicate resources to this critical activity, not only in the brick industry but in all businesses where child labour risk is high. Participating governments have committed to maintain child labour monitoring visits on kilns even after the project ends. GoodWeave recommends that resources are dedicated to regularly training for monitoring committee members on their roles and responsibilities and ensure that appropriate funds allocated to child labour prevention and monitoring locally for a sustainable outcome.

Challenge 4: Kiln owners reluctant to submit to monitoring visits by committee members. Only eight (8) out of the 20 kilns participating in the project allowed child labour monitoring committee visits due to concerns that observations would extend to matters beyond child labour. Kiln owners explained they were concerned that the monitoring teams would look into their financial records and other sensitive matters.

Solution: To address this challenge, GoodWeave team in discussions with the kiln management, assuring them that the monitoring committee's primary focus would be on assessing child labour cases only. It was made clear that the committees would not assess financial or sensitive data, thereby ensuring the confidentiality of the kiln owners' information. Moreover, the importance of involving government representatives in the monitoring process was emphasized. We were able to help kiln owners understand that by engaging government officials, they can gain access to essential resources, support, and a legal framework necessary for

effectively addressing child labour. As a result, all program kiln owners are now open to receive child labour monitoring committee visits and labour inspections by government inspectors when the kiln operations resume next season.

Major lessons learned (If any)

GoodWeave learned the following while implementing the project activities:

- 1. Trust and collaborative partnerships take time to build.** GoodWeave has been cultivating relationships with progressive brick kiln owners, and district and province-level brick associations (FNBI), and local governments through the BBN programme since 2013. This has greatly facilitated the implementation of child labour prevention activities in the programme kilns in this project.
- 2. Lasting and sustainable impact takes time and investment to achieve.** The ILO-funded project had a relatively short implementation period. While immediate impacts were significant, transformation in practice and attitude may be limited and cannot be assessed. To achieve long-lasting results at scale, it is highly recommended to implement project activities for two or more seasons in more kilns and the villages from where workers originate. An impact assessment after at least two seasons would allow for a comparison of outcomes from one season to the next and allow for conclusions to be drawn regarding overall project impact.
- 3. Available age verification documents facilitate the fight against child labour.** GoodWeave has observed that most brick kiln management assessed do not collect age-related documents when recruiting workers. When age records are not reviewed, collected and kept on file, there is an increased risk of underage workers being employed. Therefore, it is crucial to emphasize the necessity for kiln management to collect and retain copies of age proof documents for

all workers prior to their recruitment. Moreover, raising awareness among kiln management, labour recruiters and brick kiln workers about the significance of age documentation has proven highly effective in addressing child labour in brick kilns.

- 4. Early Childhood Development (ECD) classes reduce the risk of child labour.** ECD centres established on kiln premises, along with appropriate learning materials and the provision of day meals to enrolled children is a key measure to address child labour in brick kilns. This initiative not only provides educational support but also serves as a protective measure by keeping children away from hazardous settings. By enrolling children in ECD classes, adult workers can fully engage in productive work without compromising the welfare of their children. Additionally, the provision of day meals attracts parents and encourage them to enrol their children in the ECD centres. This integrated approach ensures that children receive education in a conducive learning environment, contributing to their overall well-being and development.
- 5. Significant level of child labour among Indian brick worker families requires targeted interventions.** Evidence shows that it is common practice for Indian workers to bring their families, including young children, when they migrate for brickmaking. The level of understanding regarding child labour regulations also appears to be limited. For these reasons, the percentage of children from India found working during the course of this project was relatively high, amounting to approximately two-thirds of all child labour cases. GoodWeave found that conducting awareness-raising sessions specifically targeting Indian workers and their families in their own language had positive impacts. Improving the knowledge and understanding about the benefits of education for children, the risks and dangers associated with children working and the illegal nature of child labour is essential for promoting a safe and supportive working environment and effectively addressing child labour issues.

6. Lack of proper school documentation is a barrier for school enrolment for India children of brick workers. GoodWeave noted that Indian workers generally did not have the necessary school documents (certificates) to enrol their children in school during the brickmaking season. For their children when they come to work at brick kilns. To address this, GoodWeave recommends that Indian workers are informed about and encouraged to bring the required school certificates for their children when they migrate for work. This would make it possible to coordinate with community schools to enrol these children in formal education. This ensures that the Indian children have access to schooling, supports their overall development, and reduces the risk of them being engaged in child labour.

Good practices from the project (if any)

This project has demonstrated the power of collaboration as a best practice to address child labour on brick kilns in Nepal. GoodWeave formed a network of committed local level government offices, municipalities, wards, and relevant departments, including Education; Health; and Women, Children, and Social to address the issue. Moreover, the project built close collaboration with the district and province, FNBI, securing their full cooperation to effectively implement activities aimed at preventing child labour in brick kilns. Through such support and coordination of all stakeholders, GoodWeave successfully executed the project activities. As a result, a significant outcome was achieved, with 94 child labours identified and remediated through enrolment into educational opportunities. For the most part, these children were enrolled in ECD classes established within the kiln premises or enrolled in community schools with the support of the kiln management and local government. Through strong partnerships, stakeholders' involvement, and innovative solutions such as on-site ECD centres and educational support, the project effectively safeguarded children's rights and provided them with a pathway to education. The success of these interventions serves as a compelling example for others to replicate, demonstrating the

power of collaboration in eliminating child labour and promoting access to education.

Another good practice that emerged from this project is the effective implementation of combined child labour prevention approaches. This includes establishing Early Childhood Development (ECD) centres within the programme kilns, enrolling brick kiln children in community schools' nearby kilns, conducting regular inspections of programme kilns for child labour by the project team, formation, and arrangements of child labour monitoring visits by local government authorities to the programme kilns. During a meeting, the chair of Buddhabhumi Municipality Mr. Keshav Kumar Shrestha openly expressed appreciation for the work done by GoodWeave under this project in preventing child labour in the brick kilns. The chair stated, *"I am deeply moved by my involvement in the project, which has achieved remarkable success in addressing child labour in brick kilns. Addressing child labour should be a top priority for local municipalities, and the contribution of GoodWeave in this regard is truly commendable. We extend our heartfelt gratitude to GoodWeave for its exceptional work and eagerly look forward to future collaborations. The model followed by GoodWeave to address child labour is truly replicable, and I intend to incorporate some of the activities into our local-level policy and activity plan."*

The commitment to incorporate project activities into the upcoming local-level policy and activity plan demonstrates the effectiveness and potential of the child labour prevention measures adopted.

Visibility & Communication (provide the links publicity, photographs, videos) etc.

1. *Photographs of the kick-off workshop* [Kick-off workshop](#)
2. *Training/orientation to child labour monitoring committees*
[Orientation of child labour monitoring committees](#)
3. *Kiln recognition photographs* [Kiln owner recognition](#)

