

Addressing child domestic work in Haiti



1

¹ Illustration © Jerry

Contents

GLOSSARY	3
Background	7
Children and domestic work in Haiti	8
UNICEF’s strategy and proposed interventions	11
Geographical targeting criteria	14
Direct beneficiaries	15
Rationale for the targeting of 20 000 children / families –	15
Other beneficiaries:	18
Beneficiary identification methodology	18
Partnership Strategy	19
Operational Strategies	21
Expected results and main activities	29
Final Result	29
Cross-cutting issues	35
Gender	35
Environnement and sustainable development	37
Governance Project Management and Coordination	37
Governance	38
Sustainability of the intervention	39
Monitoring and Evaluation	40
WORKPLAN	42

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GLOSSARY

- **Alternative Care:** is defined as “care for orphans and other vulnerable children who are not under the custody of their biological parents.” It includes: community-based arrangements kinship care, foster family, guardianship, residential care, and adoption (local and inter-country) for children in need of special protection, particularly those without primary caregivers.
- **ASEC:** Assemblée de la Section Communale
- **CASEC :** Conseil d'Administration de la Section Communale
- **Case management** encompasses referral mechanisms and requires an individualised and time-sensitive perspective from early detection, management of referrals across sectors and services and follow-up.
- **Community case management** refers to mechanisms building on the community as being the main entry and focal point for case management, referring to identification of vulnerable children, detection of needs, referrals to services and following up.
- **Case management with a family focus** emphasises that the needs and vulnerabilities are not independent of those from other family members and that the response to the individual child should go hand-in-hand with a response to the family as a whole
- **Child Protection Code:** After Haiti ratified the CRC in 1995 and the authorities proposed creating a Child Code to implement the provisions of the Convention – i.e. to translate the CRC into Haitian laws to ensure the respect of children and fulfilment of their rights. This would include all elements of child rights (e.g. right to education, nutrition, health etc.) as well as protection (including procedures for children and youth in contact with the law), in that all elements of a child’s wellbeing are inter-linked and mutually reinforcing. The Child protection Code has been adopted by the Conseil des Minsitre in 2014 and is awaiting formal adoption of the Code by the Parliament.**Child Domestic Work**²: Refers to the situation where children, that is to say, people under 18 years of age, perform domestic work in the home of a third party or employer, with or without pay. In some situations the term employer may include the extended family, particularly when this family treats the child as if he/she was an employee (domestic worker). This general concept encapsulates both permissible as well as non-permissible situations
- **Child Labor** Is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. Child Labor takes place when working children are too young to work by legal standards set by their country or when they are engaged in hazardous work, that is, work that is potentially harmful to their physical, social, psychological or educational development. The ILO Convention 138 establishes the age of 15 as the legal minimum age for employment

² International Labor Organisation definition

▪ **Child in a worst form of child labour³ :**

It is an aggravated form of child labour, in domestic work, includes de following:

- all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or
- compulsory recruitment of children for use [as domestic workers] in armed conflict;
- work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children¹all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use [as domestic workers] in armed conflict;
- work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

▪ **Child Labor in Domestic Work⁴:**

Means domestic work performed by children:

- below the relevant minimum age applicable in Haiti for the non-hazardous forms domestic work:
 - 15 years; for the hazardous forms of domestic work: more than 6 hours per day
 - between 15 and 16 years of age or more than 8 hours per day
 - between 16 and 18 years of age; or in a slavery-like situation (all persons below 18 years of age).

▪ **Child Protection Policy:** provides a national vision and framework for protecting children from all types of violence, exploitation and abuse. It sets goals and objectives, defines standards for action and guiding principles.

▪ **Child exploitation:** In the context of child trafficking, it shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced Labor or services, slavery or practices similar to slavery, servitude or the removal of organs²⁶.

▪ **Children on the move:** While a mutually agreed upon definition is lacking, the UN Special Rapporteur on the Human Rights of Migrants have defined children on the move as “migrant children taking an active part in the migration process, particularly at the passage and arrival stages in countries of transit and destination. They may be found, inter alia, migrating with their family members or independently, to seek opportunities at both the educational and employment levels. They may also be found entering host countries to re-join migrant members of the family, being relocated or sent by families to stay with relatives or friends in third countries or, sent by family members to find work abroad and send part of their earnings home”. (A/HRC/11/7; 14 May 2009). Save the Children UK have defined it to refer to “those children moving for a variety of reasons, voluntarily or involuntarily, within or between countries, with or without their parents or other primary caregivers, and whose movement might place them at risk (or at an increased risk) of economic or sexual exploitation, abuse, neglect and violence’. ‘Children on the Move”, is not a new category of children. It is an umbrella definition that brings together many categories, into which children who are moving are divided”. Child Mobility: the term “mobility” denotes both geographical and social movement.

▪ **Child Protection System:** Child protection systems comprise the set of laws, policies, regulations and services needed across all social sectors — especially social welfare, education, health, security and

³ International Labor Organisation definition.

⁴ International Labor Organisation definition.

justice — to support prevention and response to protection related risks. These systems are part of social protection, and extend beyond it.

- **Child Sensitive Social Protection:** Child-sensitive social protection is an evidence-based approach that aims to maximize opportunities and developmental outcomes for children by considering different dimensions of children well-being. It focuses on addressing the inherent social disadvantages, risks and vulnerabilities children may be born into, as well as those acquired later in childhood due to external shocks. It is thus best achieved through integrated social protection approaches. Concretely, child-sensitive social protection should focus on aspects of well-being that include: providing adequate child and maternal nutrition; access to quality basic services for the poorest and most marginalized; supporting families and caregivers in their childcare role, including increasing the time available within the household; addressing gender inequality; preventing discrimination and child abuse in and outside the home; reducing child Labor; increasing caregivers' access to employment or income generation; and preparing adolescents for their own livelihoods, taking account of their role as current and future workers and parents.
- **Social Protection:** Social protection is the set of public and private policies and programmes aimed at preventing, reducing and eliminating economic and social vulnerabilities to poverty and deprivation. Social protection is essential to furthering UNICEF's commitment to the realization of the rights of children, women and families to an adequate standard of living and essential services.
- **Child Sexual Abuse:** a) Engaging in sexual activities with a child who, according to the relevant provisions of national law, has not reached the legal age for sexual activities; b) Engaging in sexual activities with a child where: use is made of coercion, force or threats; or abuse is made of a recognized position of trust, authority or influence over the child, including within the family; or abuse is made of a particularly vulnerable situation of the child, notably because of a mental or physical disability or a situation of dependence.
- **Child Trafficking:** Child trafficking refers to the recruitment, transportation, transfer, harboring or receipt of a child for the purposes of exploitation.
- **Children without Parental Care:** All children not living in the overnight care of at least one of their parents, for whatever reason and under whatever circumstances. Children without parental care who are outside their country of habitual residence or victims of emergency situations may be designated as unaccompanied or separated.
- **Formal Foster Care :** see also *Foster Family Scheme*
- **Foster Family Care:** refers to a form of temporary placement in which a family agrees to take an unrelated child in. It is usually for a short-term and does not involve the permanent transfer of parental rights and responsibilities. Its aim is the eventual reunification of the child with the birth family or the child's adoption into a permanent family.
- **Foster Family Scheme (also called Formal Foster Care):** In Haiti, the foster family scheme is part of a comprehensive approach to deinstitutionalization adopted by the government with the development of solutions that improve the care of children victims of abuse, violence or exploitation but also to regulate sound and safe placement practices. The scheme, adopted by the Ministry of Social Affairs and Labor in November 2013, describes precisely criteria to be foster parents, process of placement, etc.
- **Family Code:** Even before Haiti ratified the CRC, the Constitution called for a Family Code in 1987, to consolidate and clearly express Haitian law in terms of marriage and domestic partnerships, issues potentially arising throughout partnerships (including spousal abuse, legitimacy, child abuse and child abduction) and parental responsibility including paternal obligations etc. Such matters would

be addressed, as far as possible, in specialized and localized Family Courts, and without charge. However, the legislature has yet to be developed.

- **Informal Foster/Family Care:** refers to a form of temporary or longer-term placement often initiated by biological parents placing their child with a family that can be related to them or not. It is not sanctioned or controlled/ regulated by social services.
- **Referral** is the process of noticing a concern about a child or family, deciding that action needs to be taken and reporting that concern to someone who with the relevant responsibility. This might be directly, or by giving information to the family about where they should go for further help.
- **Referral mechanisms** are essential both to managing services within sectors (such as health, education or justice systems) and for supporting referrals across services. In particular, effective referral systems are necessary to support effective case management by skilled service providers responding to complex individual child or family vulnerabilities. These types of mechanisms cut across different ways in which referrals are made, including self-referral (Child Helpline, for example), family referrals (a mother taking a child to a health clinic when ill, for example), community-based referrals (a community committee providing basic needs such as blankets or food or providing emotional and moral support through spending time assisting the family with domestic chores to a child-headed household, for example) and referrals by local service providers (a teacher referring a child to another service, for example).
- **Residential Care Facility/Centre:** Referred to as “centre résidentiel” in Haiti, residential care facilities/centres include orphanages, crèches (see definition), and other institutions established for adolescents and children. Children and adolescents usually live and sleep in residential care centres, but occasionally the centres also provide daytime activities for additional members of the community. It should be noted that only a fraction of children living in residential care centres are genuinely orphaned by both parents - a number of struggling families have placed children such facilities with the belief that they will be better cared for. In reality, many residential care facilities are unregulated, unsupervised and illegal.
- **Separated Child:** Refers to a child separated from both parents or from their previous legal or customary primary care-giver, but who may nevertheless be accompanied by another relative³⁴.
- **Social Protection:** Concerned with preventing, managing, and overcoming situations that adversely affect people’s wellbeing, Social Protection consists of policies and programs designed to reduce poverty and vulnerability by promoting efficient labor markets, diminishing people's exposure to risks, and enhancing their capacity to manage economic and social risks such as unemployment, exclusion, sickness and disability³⁵. For UNICEF, Social protection is a set of transfers and services that help individuals and households confront risk and adversity (including emergencies) and ensure a minimum standard of dignity and well-being throughout the life-cycle.
- **Unaccompanied child (sometimes called unaccompanied minors):** Children who have been separated from both parents and other relatives and are not being cared for by an adult who, by law or custom, is responsible for doing so.

Background

The Republic of Haiti covers the western part of the island of Hispaniola, with an area of approximately 28,000 square kilometers. Haiti is a mountainous country where mountain ranges are stretching from east to west and are separated by river valleys and plains. Haiti is divided administratively into 10 departments and 42 districts made up of 140 municipalities themselves subdivided into 570 communal sections.

Haiti's population is estimated at 10.5 million⁵ and represents a quarter of the total population of the Caribbean region. Haiti is a young country, 42% of Haitians are under 18 years of age and 57% under 24. The country has experienced a rapid growth of urbanization during the last



decade. Between 2003 and 2013, the proportion of urban population increased from 40% to 49.5%. In addition, while the average rate of total population growth is 1.3%, the urban population growth is estimated at 3.7%⁶.

The importance of migration flows towards the cities in general and towards Port-au-Prince in particular can be partly explained by the high concentration of economic activities in the metropolitan area, and by the limited or lack of infrastructures and services in rural areas.

Social structure in Haiti is complex and is linked to economic divisions, linguistic (French and Haitian Creole) and religious (catholic, evangelical and voodoo) distinctions. History has also shaped social organization. Haiti severed its ties with the French colonial rule in 1804, thus becoming the first "black republic" of the world. The independence and the abolition of slavery were followed by conflicts between the elites and rural communities throughout the country, and among leaders based in the north and the south. In addition since its independence, Haiti has been impacted by numerous political conflicts and foreign interventions.

Haiti is the poorest country in the Americas, and the majority of Haitians live in conditions of extreme poverty. According to the Human Development Index of 2015, Haiti ranked 168th out of 186 countries evaluated by UNDP⁷. Agricultural land is divided into small plots and, due to erosion and population growth, pressure on land suitable for farming is excessive.

Beyond the endemic poverty, Haiti is also extremely vulnerable to natural disasters (hurricanes, floods, droughts and earthquakes). The country is indeed located in the center of the hurricane belt of the Caribbean Basin and subject to regular hurricanes and tropical storms that are often devastating. This geographical position, coupled with an ecological imbalance caused in particular by the rampant and systematic cutting of

⁵ Institut Haïtien de Statistiques et d'Informatique (IHSI), January 2012.

⁶ Institut Haïtien de Statistiques et d'Informatique (IHSI), January 2012.

⁷ Human Development Report, UNDP, 2015.

trees on all steep slopes and mountains of the country is increasing the vulnerability of certain regions. Haiti is also situated on several tectonic faults, which represents a permanent seismic risk. The earthquake of January 12, 2010, with a magnitude of 7.3 on the Richter scale, had dramatic demographic, economic and social consequences which the country is struggling to recover and which has aggravated a socio-economic situation which was already fragile before the earthquake.

With a Gini coefficient of 0.59 as of 2001, Haiti is one of the most unequal societies in the world where over half of the population lives on less than US\$1 per day. Existing skills among the workforce do not match current labour market needs and the private sector and related employment opportunities remain small, prompting up to 80% of the population to create micro-businesses, so-called 'necessity businesses'. However, challenges to accessing credit and micro-credit, especially for youth and first time entrepreneurs, pose barriers to entrepreneurial activities. For example credit cannot be accessed before an individual (male or female) is 18 years of age, and can only be done with an identity card – which poses a significant barrier with approximately 20% of children under five not registered⁸.

It against this background of extreme poverty, fragile social cohesion and significant mobility of people in and outside the country that child protection issue including child labour needs to be analysed.

Children and domestic work in Haiti

Child labour not only prevents children from acquiring the skills and education they need for a better future, it also perpetuates poverty and affects national economies through losses in competitiveness, productivity and potential income. Withdrawing children from child labour, providing them with education and assisting their families with training and employment opportunities contribute directly to creating decent work for adults.

The expression child domestic worker which often, in Haiti overlaps with the expression "restavek" (literally *child who is staying with*) frequently summons images of children in slavery-like situation with no hope in the horizon, mainly girls, subjected to sexual exploitation and abuse in mainly rich/ urban receiving families.

The term nowadays carries a negative connotation, and in many situations evokes the image of an underprivileged child. In this way, a person identifying a child as a restavek may by so doing give a description of the child's living conditions, as worse than those of other children. It is also used derogatory, as an offence, implying that children so defined should answer to the needs of anyone who calls him or her, and/or that the child is of less "worth" than other children⁹.

Most of the abusiveness of these situations have been attributed to the situation of domesticity which it has been believed breeds harmful behaviours. This has led to legitimate calls to end child domestic work and the 'restavek system' for the children exposed to trafficking and economic exploitation. In this process little attention was paid to the broader issue of child labour and ways in which it is related to children's domestic work as well as the broader issue of the treatment of children and the social norms shaping the realities of ALL children.

⁸ Unicef, At a Glance, Haiti Statistics. Cited on 2 November 2015 at http://www.unicef.org/infobycountry/haiti_statistics.html

⁹ Les fondements de la pratique de la domesticité en Haïti, op. cit.

Too often, the reality of children leaving with other families treated adequately is too often ignored and their situation amalgamated with the one of children in an exploitative situation.

The path leading to domestic work has also been given little attention. Ending child labour and protecting ALL children from violence, abuse, neglect and exploitation whichever objective situation (biological, foster or employing families) they are in should include a broader analysis of the social and economic environment. These were all aspects on which more data and analysis was needed to complement existing knowledge and provide a stronger evidence-base for programming. To address these needs, UNICEF, the Haitian Ministère des Affaires Sociales et du Travail (MAST), the Institut du Bien-Etre Social et de Recherches (IBESR), ILO, IOM, the IRC and the Terre des Hommes Lausanne Foundation initiated a pioneering research on informal foster care and child domestic work in May 2014.

Additional organisations joined during the course of research, and a group of 28 different organisations supported the research and made up a Technical Committee.¹⁰ The Technical Committee has acted as a reference group for the study and is chaired by MAST and IBESR. The main objective of the research was to establish a better understanding of the child domestic work phenomena in Haiti, as well mapping the existing institutional responses.

Findings in this report are based on statistical data from a nation-wide household survey carried out in September 2014. The report also draws on insights from a qualitative fieldwork carried out in Haiti in September 2014, and an institutional study that included fieldwork in Haiti from May to September 2014.

The new knowledge deriving from the research made national and international actors, both on political levels and in local communities, better able to develop a common program and policy response, in line with socioeconomic realities, the institutional environment, and national and international legal frameworks.

The present submission is based on findings and recommendations arising from this research.

Main findings:

General information on the situation of children

- One out of four Haitian children 5-17 years of age live separated from their parents. Most of these children live together with relatives (21 p%), while the remaining 4 % live with “strangers” (non-relatives).
- 77% of children in Haiti have a school delay.
- The majority of children in all categories carry a heavy load of domestic tasks.
- 20% of children living with their biological parents work more than 14 hours per week.

Number and distribution of Child Domestic Workers (CDWs)

¹⁰ Following the announcement of research, the original members of the Technical committee – the International Labour Organization (ILO), the United Nations Children’s Fund (UNICEF), the International Organization for Migration (IOM), the International Rescue Committee (IRC) and Terre des Hommes, IBESR and MAST – were joined by several other organisations. The Technical Committee is composed of 28 organisations, with MAST and IBESR in leading roles. Organisations that joined were Aba Sistem Restavek-Haiti, Ambassade de France, AVSI, Care International, Catholic Relief Services (CRS), Church World Service (CWS), Enpak, Foyer Maurice Sixto (FMS), Free the Slaves, The French Government, Handicap International, Institut Haitien de l’Enfance (IHE), Kinder not Hilfe, Office of the High Commissioner for Human Rights (OHCHR), Office of the United Nations High Commissioner for Refugees (UNHCR), Plan International, Réseau National de Défense des Droits Humain (RNDDH), Restavek Freedom Foundation, Save the Children, UN Women, The United Nations Stabilisation Mission in Haiti (MINUSTAH) and World Vision.

CDWs are defined here as children (i) who are living away from their parents, (ii) who are not following normal progression in education, and (iii) who are working more than other children in activities going beyond normal household chores (more than 14 hours per week for children below the minimum age of work or in a worst form of child labour for children above 15 years old).

- There study estimated the number of CDW in Haiti in both **acceptable and unacceptable situations** at 407,000 CDWs in Haiti. This is a significant increase from the 173,000 child domestic workers estimated to exist in Haiti in 2001 (estimated using a very similar definition – but it is also likely that the child population was under-estimated in 2001).
- The number of child domestic workers **aged five to fourteen years in unacceptable condition** is 286,000 (working more than 14 hours week).
- The distribution of children in urban and rural child domestic work situations is relatively similar.

Working conditions

- 22% of children living with their relatives work > 14 hours per week
- 56% of children living with non-relatives work >14 hours per week
- 24% of child domestic workers sometimes work night and are more likely to engage in hazardous work
- Child domestic work is related to age and gender: the older children are nearly three times as likely to be child domestic workers as the younger ones, and girls are more likely to be than boys.

Education

- The school registration of child domestic workers increased since the last survey (2002): **60% to 68%** between 2001 and 2014.

Health

There is no significant difference in the health conditions biological between biological children and child domestic workers. Both categories are exposed to the same types of disease and have similar access to health services. However, child domestic workers suffer more from the difference in treatment by comparison with other children in the same house. The index depression is quite high for all children but children separated from their biological families feel lonely and have the feeling that they have no significant emotional ties to anyone.

Corporal punishment: In the survey data, there are no marked differences in the frequency of punishment. The difference that is there, though small, indicates that child domestic workers receive less punishment than do other children. According to household respondents, child domestic workers are considerably less likely to be hit with an object or whipped, which is the most common form of punishment of children generally speaking. However, child domestic workers receive more insults or reprimands.

Push factor: Households that have sent children away are equally female and male headed. This is in contrast to the households that have received children – this group has the highest share of female headed households. Most of the households that have sent their children away are situated in rural area, while the receiving households are found both in urban and rural area and have a higher income than the families that send children.

The placement and the use of children as domestic workers are indicative of the challenges facing by children and families in Haiti:

- limited access to basic services (education, health, social protection);

- search of better social-economic opportunities by children and families, especially in terms of educational opportunities;
- and demand for “cheap” domestic services.

UNICEF’s strategy and proposed interventions

This project is articulated around integrated interventions aiming at testing programming models in the field of prevention and response of child domestic work while enhancing the reach and impact of existing programs. Implementation strategies will include community-based protection and monitoring approaches articulated with governmental action in the fields of social protection, education, justice and health.

The proposed intervention is planned over 5 years and will enable individual follow-up of children targeted by the intervention. It is hoped that project interventions will contribute to providing a framework for coordinated actions in several fields in order to enhance collective impact.

The project will necessitate significant investment in setting-up systems, technological platforms and cross-sectorial referral procedures especially during the first year.

Given the various situations in which child domestic workers find themselves, it is important to identify the most appropriate response based on the child’s best interests in each case. This requires for a range of options to be in place, based on the type of help the child may need.

Rather than parallel programming, the intervention will provide for integrated programming in the areas of intervention to achieve significant and sustainable reductions in child labour in domestic work and effective child protection responses. The project will reach communities and community leaders and families through social protection activities, public services, and/or communications activities.

In order to reduce vulnerability to child labour, child protection structures and integrated child protection schemes will be put in place and functioning at the state, district, and community levels.

In each case, the close involvement of State social workers will be required, underlining the case for the financing of decentralized IBESR agents, currently totally dependent on external funding.

Taking stock of learning generated through the aforementioned study and building on intervention in the fields of livelihoods and social protection and strategic alliances with key actors in the labour, child protection and social work sectors UNICEF proposes a multi-sectorial intervention directly targeting 17 000 children in 25 communes spanning 5 departments.

UNICEF enters this submission with the same vision that has shaped the study: building strategic cross-sectorial alliances in order to deliver a comprehensive and integrated response to the most vulnerable children.

The proposed intervention will seek to address the needs of children domestic workers at different stages : (i) identifying children at risk through strengthened and integrated vulnerability assessments; (ii) ensuring children already in foster care and submitted to the worst forms of child labour have access to quality and comprehensive responsive services (transitory care, family reunification/ alternative care, social reinsertion and access to vocational and training and labour market) and that (iii) addressing the factors triggering a

placement process by ensuring that vulnerable children and communities with a focus on female-headed households, have access to quality social services addressing both their immediate and longer-term social and economic needs.

The intervention will be supported with experience and knowledge gathered by UNICEF teams and partners in the fields of education (school reinsertion, vocational training, parental and teacher education, functional literacy), health (mental and sexual and reproductive health), child protection (adolescent development, life skills, alternative care, child protection systems, institution building), economic and food security (referral to micro-finance and support to access to labour markets through placement services, apprenticeship and referral to micro-finance institutions) and communication (behavior change communication, advocacy). This multi-sectorial approach will optimise UNICEF's and partners such as ILO and Save the Children's comparative advantage while engaging community and state actors in a coordinated effort.

The intervention will be articulated around 4 pillars: children, familiescommunity, and state.

Vulnerability assessment/ identify identification, alert and referral systems, participatory communication for behaviour change, institution building, gender-sensitivity and child participation will constitute cross-cutting themes.

Proposed theory of change:

To address child labour in domestic work and secure lasting change for children, a multi-pronged, rights-based approach involving parents, communities, employers, educational and governmental institutions must be accompanied by children accessing education, skills training as well as other wide-ranging social support options to alleviate poverty for their families and communities. Working in synergies with others including at national advocacy level is key to secure wider and lasting impact.



Geographical targeting criteria

The following criteria were used in order to identify intervention areas:

- Main sending and receiving areas: departments generating a significant number of children in domestic work and with socio-economic indicators contributing to low child protection indicators
- Availability of services in the health and education sectors
- Potential for synergies through existing interventions most notably in the field of socio-economic interventions
- Presence of state authorities (police, social work, education)

Based on these criteria, the proposed areas are proposed for this intervention:

- **Port-au-Prince metropolitan area** - one of the main receiving areas and presumably one with a high number of children in worst forms of child labour, including in the domestic work sector. The Haitian capital area is also the area with the most developed services including in terms of shelters for children escaping from domestic work and presence of state services. As the area presents some of the most serious situations of domestic work, any headways made in the area would carry an important emblematic nature and could contribute to evidence-based advocacy.
- The Metropolitan area is also one of ILO's areas of intervention in addressing child labor issues since 2012 in partnership with MAST, IBERS, National Institute for Professional Training (INFP) and private sector. Finally, girls being more likely to be placed in families in urban areas (compared to boys who are more likely to engage in agricultural activities), the Western department provides an opportunity to address the specific needs of the children in the worst forms of child labour as well as, in general, the needs of child domestic workers, mostly girls. **Grand Anse** - this department is among those affected by the drought. It came out in the study as one of the major areas of origin of children domestic workers. Furthermore, the drought has emerged in the study has one factor triggering fosterage and child domestic work. ILO implements a project to address child labor in rural communities with similar partners in this department. \
- The **South Department** - in this department UNICEF, IBESR and Terre des Hommes have piloted over the last two years a project to set-up a formal foster care system which can provide a basis around which this intervention can be built. Community dynamics, which contributed to this process could prove useful in addressing the needs of children in domestic work in general and on child labour in domestic work situations, in particular. ILO implements a project to address child labor issues with similar partners in this department.
- **Plateau Central and Artibonite:** according to the study, these departments are among departments with the higher level of child mobility; households there have a higher likelihood both of receiving children and sending children away than in the other regions – Furthermore the Plateau Central is also marked by cross-border movement of children into the neighboring Dominican Republic, a dynamic linked to the search of socio-economic and educational opportunities. Finally UNICEF is implementing a Canada funded water and sanitation program in Artibonite with which synergies could be created, most particularly in link with WASH activities in schools.

Direct beneficiaries

Rationale for the targeting of 20 000 children / families –

According to the study among the 407 000 children believed to be in situations of placement and domestic work, 200 000 are believed to be in unacceptable situations of child labour in domestic work . These situations range from excessive workload to physical and emotional violence. The portion of children in forms of domestic work edging on the worst forms could not precisely quantified through the study. Yet although a profile of children in this category arose from the study:

- Children mainly in urban placements,
- placement in a family to which the child has no ties
- this category of children with acute protection and assistance needs is believed to be around 5% of the total population of children in unacceptable forms of child domestic work, i.e. 10 000 children.

The targeting of the Metropolitan area as well as the Centre and Artibonite departments seeks to address the needs of this category of children based on the study's findings (see also geographical targeting criteria). Gendered vulnerabilities were also taken into account given the sur-representation of girls in urban settings and the increasing portion of boys in rural settings (Agricultural activity in Centre and proximity to the Dominican Republic *batays*, i.e. sugar cane plantations)

The targeting of Grand Anse and the South department seeks to address the socio-economic drivers of placement.

The intervention aims at addressing the needs of 20 000 children including children at risk of placement, as well as to address the social drivers of child placement. Indeed family separation and child placement represent the the single most important factors contributing to child domestic work in Haiti.

The 20 000 overall target represents 10% of the children in unacceptable forms of child labor in domestic work .

- Selection of the *communes*: the list of *communes* is enclosed. The following selection criteria were used:

- Socio-economic vulnerability
- Proportion of female headed household
- Existence of a placement dynamic (as reflected by the existence of 'orphanages', previous evaluations)
- Existence of some level of social services on which the action can rely
- Potential for synergies with other programs (UNICEF has ongoing maternal health interventions in Grand Anse, WASH interventions in Artibonite, alternative care programming in Sud and social work strengthening interventions in Centre)

The institutional analysis and capitalization exercise carried out as part of the study highlighted that in their majority, programs targeting children domestic workers have reached a majority of girls. Moreover, children aged between 10 to 14 years-old appear to represent the bulk of children in care.

Monitoring and state data collection mechanisms are weak and do not allow to distinguish between the different vulnerabilities faced by children, who are sometimes manifold.

This intervention will use findings for the study to address some of the programming gaps, while contributing to strengthening initiatives already in place.

- i. The focus on urban areas and patterns of trafficking has led to programming tailored to the specific needs of girls and addressing the worst forms of child labour. These need to be strengthened and the specialized services needed supported most notably as concerns psychological, medical care and transitory care. However, the emergency assistance component of these interventions are often the most developed. This intervention will support them with extended protection and assistance component including socio-economic reinsertion and legal assistance whenever needed;
- ii. Boys represent a significant portion of children domestic worker. Programming will seek to address their specific needs. Specific attention will be paid to the trends of child labour in family-based agriculture (main hazards and risk) ;
- iii. A life-cycle approach taking into account the needs of children aged 10-14 and the needs of children above 15 will be taken into account. This should have significant impact on programming options in the field of education and economic reinsertion most notably. The role of parents/ caregivers and options of care available will also depend on the child's age.

Taking these parameters into account, the intervention will seek to address the needs of 20 000 children (10% of children in unacceptable forms of child labour in domestic work) and 6 000 families over five years along the following categories of children/ families¹¹:

Category of beneficiary	Response provided by the intervention	Identification mechanism	Partner
Children in child labour in domestic work situations including children in the worst forms of child labour based on an assessment of workload, treatment and access to services. (2500 children, 15% of targeted beneficiaries);	<ul style="list-style-type: none"> - Withdrawal - Legal action - Family reunification whenever possible - Transitory or longer term alternative care in formal foster care - School reinsertion (6-8) - Transitional education pending school reinsertion (8-14) - Vocational training coupled with entrepreneurial training + functional literacy/ transitional education, i.e. accelerated education program (15 and above) - Specialised care (medical, psycho-social and legal assistance according to needs) - Monitoring of family/ structure where the child was placed working to ensure no other child 	<ul style="list-style-type: none"> Community workers Health system Screening of residential care centers Community/ other children Presence of non biological children reported through community structures triggers monitoring by IBESR Information/ listening centers integrated within services used by children 	<ul style="list-style-type: none"> IBESR BPM PNH Ministry of Education Ministry of Justice Save the Children Ministry of Health Referrals to MdM

	<p>is placed there and assess situation of biological children</p> <ul style="list-style-type: none"> - Set-up of U-reporter network in community - Targeted sensitization activities and service promotion to provide community with tools to adequately report cases - Intervention accompanied by activities aiming at explaining the process and engaging a dialogue on child labour and child rights 		
<p>Children at risk of falling in the worst forms of child labour These represent 15% of the children living away from their primary care givers. (7500 children, 5% of targeted beneficiaries)</p>	<ul style="list-style-type: none"> - Informal foster family-level monitoring by community actors, IBESR - If necessary withdrawal and family reunification if possible - If family reunification: referral of family to social protection schemes/ social micro-credit/finance/ VSLA - Conditional cash transfers for a 3 month period tied with social work monitoring and health screenings during cash transfer period - Vocational training + transitional education/ school reinsertion depending on child's age and personal situation - Specialised care as needed - Continued monitoring <p>OR</p> <ul style="list-style-type: none"> - Placement in formal foster care - Parental education - Continued social work monitoring <p>IN ANY CASE</p> <ul style="list-style-type: none"> - Continued monitoring of family where the child was placed - Targeted sensitization activities and service promotion to provide community with tools to identify response services and build understanding of family monitoring role of IBESR particularly as regards this category of children. - Roll-out of SCREAM activities and tools 	<p>Social programs registers</p> <p>Community workers</p> <p>Local authorities IBESR</p> <p>Schools (drop-out monitoring)</p> <p>Presence of non biological children reported through community structures</p> <p>Mainstreaming of child labor/ presence of a non-biological child as part of food security actors targeting / assessments</p>	<p>IBESR</p> <p>BPM</p> <p>PNH</p> <p>Ministry of Education</p> <p>Ministry of Justice</p> <p>Save the Children</p> <p>Ministry of Health / Health structures</p> <p>CARE INTL - to be confirmed</p> <p>Local authorities (ASEC/ CASECs)</p> <p>Food security actors</p>
<p>Children of legal working age in acceptable forms of domestic work/ as well</p>	<ul style="list-style-type: none"> - Monitoring of placement - Referral to social services as needed - Parental education - Continued social work monitoring 	<p>Social programs registers</p> <p>Community workers</p> <p>IBESR</p>	<p>IBESR</p> <p>Community workers</p> <p>Health workers</p>

<p>as children of all ages in informal foster families without significant protection problems for whom monitoring of placement and support to access to services is needed. (5000 children, 30% of targeted beneficiaries)</p>	<ul style="list-style-type: none"> - Targeted communication activities aiming at promoting services. Use of U-report to support service promotion 		<p>Save the Children</p>
<p>Children still in their biological families and at risk of being placed and thus of entering the pathway to child labour domestic work (2000 children, 10% of targeted beneficiaries)</p>	<ul style="list-style-type: none"> - Based on vulnerability assessment - School reinsertion and/or vocational training - Referral of family to social protection schemes - Cash transfers for a period of 5 months tied with social work monitoring and health screenings during cash transfer period - Specialised care as needed - Parental education - Temporary placement of children in formal foster care if needed to address temporary deteriorations of situations - Continued social work monitoring - Targeted communication activities aiming at promoting services. Use of U-report to support service promotion. - Roll-out of SCREAM tools with a focus on dialogue on child labour and addressing perceptions and drivers of child domestic work 	<p>Social programs registers Community workers IBESR Vulnerability and Separation Index</p>	<p>IBESR Community workers Health workers CARE to be confirmed Social programs Save the Children</p>

Other beneficiaries:

- 1050 service providers and civil servants benefiting from capacity-building activities (training, joint missions, tools development) in order to strengthen delivery of coordinated child-sensitive social services
- 25 community structures targeted for parental education and life skills training. The community will progressively take over the facilitation of these activities
- 20 public schools included in life skills and parental education activities
- 250 000 persons directly target with communication activities
- 660 000 persons, i.e. 150 000 households registered in centralized unique beneficiary lists

Beneficiary identification methodology

Although a lot of attention has been placed on child domestic work, it is important to underline that child domestic workers's protection needs pre-exist to placement/ recruitment. Child domestic work often is a coping mechanism family and children resort to manage shocks and mitigate their socio-economic circumstances.

Socio-economic circumstances leading to family separation provide entry-points into the situation of the most vulnerable families. The intervention will use child protection monitoring systems set-up through strengthened social work mechanisms and capacity-building of service providers (education, health, justice) to identify the most vulnerable households based on the profiles arising from the study in a view to prevent child labour in domestic work.

The proposed intervention is based on a family-focused approach to child domestic work in order to address socio-economic determinants and drivers of child labour. For this reason it is important that identification methodologies incorporate targeting criteria taking into account family vulnerabilities both to ensure all drivers are addressed but also avoid driving away households which might be put off by the implications of an explicit mention of child domestic work. The approach also aims at mitigating the risk of creating a pull factor linked to expectations of support and the perverse effects it might trigger (separating from children or taking children outside of school to be eligible to assistance). Hence, although, addressing child domestic work will be an explicit goal of this intervention, it will be incorporated in broader social programs.

The Economic and Social Assistance Fund (FAES), a public institution in charge of social protection programs has initiated since 2011 a centralized social beneficiary registration approach (*Registre Unique des Beneficiaires* or RUB) through which specific vulnerabilities could be identified as part of the government's poverty reduction action plan (Plan d'Action pour la Reduction de la Pauvrete – PARP).

The project in coordination with FAES will extend the *Registre Unique des Beneficiaires* to program interventions, thus supporting Haitian government's long term development priorities. The intervention will contribute to the registration of 600 000 persons (150 000 households) over 5 years in complement to interventions carried out by UNDP and the *Kore Lavi* project.

Based on expertise developed as part of the *Kore Lavi and Kore Fanmi* (see annexes) initiatives and their register of beneficiaries and vulnerability algorithm, the proposed intervention could develop a '*separation threshold*' in order to target the vulnerable children among the most vulnerable households and propose options before families reach the tipping point which leads them to separating from the children. *The Kore Fanmi* methodology and network of multi-disciplinary social workers approach can make it possible to target, on the one hand, the most vulnerable families as a precautionary measure and on the other hand, those who have decided to reintegrate a former child domestic worker, thus supporting the reintegration process with a grant and guaranteed access to school.

Partnership Strategy

This intervention will be based on a **comprehensive partnership** strategy characterised by:

- Strategic alliances with existing programs in the field of social protection, village savings and loans associations, micro-finance, education, labour relations, justice, health and social work.
- These alliances will include CBOs, national and international NGOs, UN agencies, governmental institutions as well as key individuals at the community level.
- The intervention will seek to reinforce government's leadership and coordination on an issue which requires a high-level of multisectoriality to be addressed in an efficient manner.

- Save the Children and ILO are the main confirmed partners for this project and will respectively coordinate in their respective areas of expertise. All partners will share a common workplan and M&E structure and tools, agree on strategies and report on the same indicators.

The Five Conditions of Collective Impact Success*

Collective impact is more rigorous and specific than collaboration among organisations. There are five conditions that, together, lead to meaningful results from collective impact:



*Adapted from John Kania and Mark Kramer, Stanford Social Innovation Review, Winter 2011, Volume 9, Number 1.

Operational Strategies

Contribution to the promotion and implementation of International and Labour Standards

This project contributes to the strengthening of the national tripartite committee for the elimination of child labour. Government's institutions (MAST, IBESR, MENFP and INFP), workers' organizations (CTH, CTSP and CSH), and employers' organizations (CCIH and ADIH) are involved in this Committee. The Labor Code reform under discussion within the tripartite committee lead by MAST intends to address the right of domestic workers in consideration of Child labor as well. ILO provides the technical support to the Labor Code reform.

Social dialogue promotion is crucial throughout the project design and implementation ensuring direct participation and ownership of the key actors – MAST, employers and workers.

Development and implementation of an identification methodology to identify vulnerable children and households

One of the challenges in the development of interventions addressing child labour and particularly child labour in domestic work lie with the identification methodology given the sensitive nature of the issues and the social dynamics at play. In order to limit stigmatisation as well as allow for the intervention to address the variety of situations of children exposed to child labour, this intervention will build on existing interventions and methodologies. This identification methodology will be based on the approach developed by the *Kore Lavi* social protection program.

The Haiti's Deprivation and Vulnerability Indicator (HDVI) is a national targeting tool that aims at identifying the most vulnerable and deprived households in Haiti with the ultimate goal of providing the necessary aid to improve their living conditions. It consists of an algorithm that identifies household levels of deprivation and vulnerability based on 20 indicators that span across seven different life dimensions (demographic vulnerability, health, education, labor conditions, food security, resources at home and living conditions). These indicators include family size, including the presence of non-biological children, child labor as well as school lag, all important criteria in assessing vulnerability to child labor.

Based on the *Kore Lavi* register of beneficiaries and its vulnerability algorithm and combined with the profiles arising from the study, the proposed intervention will develop a '**separation index**' based on composite vulnerability indexes in order to target the vulnerable children among the most vulnerable households and propose options before families reach the tipping point which leads them to separating from the children, as well as support targeted families to gradually graduate above this threshold.

This would apply to families whose score on the index shows separation is likely as well as where separation has already occurred and the child is possibly going to be reintegrated. The index itself would be refined throughout program implementation.

The initiative proposes to offer, through grassroots structures, a collection of distinct interventions customized to household's needs and context and to provide households with an intervention or set of

interventions based on assessment of where they are positioned on this pathway. The ‘threshold’ would be used both to identify families at risk, those who have already separated from a child as well as to ensure that the children for whom family reunification is envisioned are coming back in an environment conducive to their well-being.

In the *Plateau Central*, beneficiary identification will build on the *Kore Fanmi* register of beneficiaries and its associated polyvalent community workers. Although World Bank support to this set-up has been discontinued, the methodologies and tools developed as part of the *Kore Fanmi* project remain relevant to the proposed intervention, most notably the opportunity map which can provide an initial basis for the development of a family-focused referral system.

In *Artibonite*, A UNICEF-implemented Global affairs Canada 3 years long WASH intervention including hygiene promotion in targeted and communities will also be used in order to maximize impact. Indeed, the intervention will build on both Save the Children’s presence and programming in the fields of health and education, but also community structures already mobilized through the WASH project.

UNICEF will work in collaboration with the government and with NGOs for the development and implementation of proactive identification mechanisms such as the establishment of specific information/listening centers located in a limited number of pre-identified urban and rural areas. Strategic partnerships with health and education actors will also be used to identify children presumed to be in situation of domestic work. Preliminary contacts with Mdm Canada among others suggest that health constitute a promising entry point to identify children domestic workers.

Strengthening of IBESR role in social monitoring of family placements

Strengthening of social work from the community level to IBESR and BPM interventions will enable partners to identify and monitor the situation of children separated from their families and setting up a system regulating placement. Local authorities, i.e. ASEC, CASEC as well as religious leaders will all be engaged in the process in order to identify and monitor the situation of children living outside of their families.

In this process, in order to prevent stigmatization as well as undermine positive experiences of *fosterage*, the focus will be placed on the treatment of children rather than on the care arrangement. Household vulnerability assessments as well as referral pathways through the health and education sectors will also be used to screen the presence of separated children and assess their living conditions, care arrangements and treatment.

Community and institutional alert systems based on community networks, the IBESR hotline as well as the U-report methodology, will also be used to enable the reporting of individual situations (see also result 3).

School reinsertion

Children aged 6-10 - Partnerships with public schools in areas of interventions will be established in order to ensure children identified by the intervention can be reinserted in a formal education system.

The intervention will provide individual support to the children (uniforms, educational material etc.) as well as support the schools (teachers' training, material). Whenever possible fee waivers will be negotiated for vulnerable children and used to ensure access for some of the identified children while families build capacity to address this need through other project activities.

Teachers and *Parent Teachers Association* (PTA) will also be specifically targeted with the communication activities planned as part of the intervention in a view to include them in identification and monitoring processes as well as use them as relays of the sensitization messages.

Schools will also be areas where the SCREAM approach will be implemented and peer-education approaches used to ensure children themselves play a role in identification and reporting.

Children aged 10-14 - Inserting child labourers (back) into the formal education system can be a challenging process due to the children's age, different life experiences, lack of familiarity with the school environment or limited social insertion. Furthermore some of the consequences of the worst forms of labour as well as the socio-economic barriers faced by those children – stunted growth, injury, disease, low self-esteem, attention deficiency – all invariably are likely to have a negative impact on a child's ability to learn and to socialize. Their lack of formal education also frequently leaves them too far behind their peers academically to catch up on their own. If systems and programmes do not take these challenging characteristics into account, they will either not reach these children or fail to retain them in the classroom.

Transitional education programmes, which are aimed at smoothing the transition of child labourers and other vulnerable children into the formal school system, are therefore critical to ensuring that children, once in school, remain there, and are able to learn effectively.

Transitional education programmes are not to be an alternative to state-run formal education, but should rather be considered as a stepping-stone to mainstreaming children into formal schools or vocational training as and when they are ready. The intervention will support the Ministry of Education in testing accelerated education programming within the formal education system.

Other aspects of the intervention directly targeting families with socio-economic interventions will aim at ensuring children remain in school and parents progressively are able to take responsibility for their schooling.

Combined cash transfers and social protection interventions:

Conditional cash transfers will be used as a support intervention in a view of ensuring children can retain the full benefit of activities targeting them as their basic needs are catered. The objective of conditional cash transfers is to re-invest parents in their parental roles and responsibilities while addressing socio-economic challenges they may be facing. In order to avoid dependence on cash transfers, these will be coupled with broader social protection programs such as micro-finance or other social interventions such as Village Saving and Loan Associations, etc.

One of the main strength of this approach lies in the fact that it aims at addressing some of the roots of the problem: chronic poverty, vulnerability to economic shocks, difficulties in access to education, labour market conditions, and cultural attitudes.

As social programs in the form of food vouchers, micro-credit etc. can either be too restrictive in the needs addressed or necessitate time to deliver results (small businesses etc.), the time-bound cash-transfers will provide identified vulnerable families with a cushion to be able to respond to both immediate daily needs (which are often the ones competing with access to social services such as education and health) and invest in future socio-economic security. Cash transfers will last for three to five months and be of a 50 USD value. During the same period, children will be supported to access educational opportunities.

Access to cash transfers will thus be conditional on:

- monitoring of the family's situation by IBESR agents
- Continued monitoring of family after end of cash transfers in order to identify residual vulnerabilities
- Continued school/ training attendance of the child

Parental education and life skills training:

This refers to the parental function and does not necessarily presume biological links, foster parents will also whenever necessary be targeted with this programs. Parent education programs focus on enhancing parenting practices and behaviors, such as developing and practicing positive discipline techniques, learning age-appropriate child development skills and milestones, promoting positive interaction between parents and children, and locating and accessing community services and supports. They also provide a space for peer-support and exchange of experience between parents. Counselling services can also be channelled through parent education programs to address specific situations.

Selected communtiy relays / leaders as well as IBESR agents will be trained in parent education approaches which will be integrated within targeted school and community activities (such as church activities). Activities will be integrated within influent existing community groups such as Parent Teacher Associations, faith-based or women groups. Parents benefiting from cash transfers/ social programs will be required to attend these programs as a condition of receiving the benefit. They will be coupled with home-visits as part of family monitoring and care arrangement monitoring.

These programs are not punitive or only control-oriented but rather emphasise engagement, empowerment and leadership in order to support parental efficacy. The overall aim is to develop parents' empathy towards their children, strengthen family bonds, address parenting stress and prevent conflict and separation and provide solutions to problems identified while promoting peer-solidarity.

Child fosterage happens in a context of social mobility of both children, parents and foster families. Parental education and life skills training will also ensure mechanisms are in place, as protective mechanisms to manage mobility in a safe manner and avoid that fosterage happens in a clandestine and potentially harmful manner. This would include signalling placement to local authorities for example. This mechanism would mimic the one in place for the management of international movement of children where IBESR has to be notified and approve. Indeed, internal mobility of children in Haiti can engender the same risks and

challenges as those of non-controlled international mobility. This would ensure tracability of children and continuity of social monitoring in the area of placement.

Life skills:

Life skills training aims at supporting foster and at-risk youth to become self-sufficient, responsible and make positive life choices. Peer-support and education approaches are used to provide youth with social and self-management skills, as well as promote healthy and safe behaviours in several sectors including sexual and reproductive health. The approach will be used as a vehicle to incorporate the SCREAM curriculum and U-report methodologies with targeted youth.

Formalised referral systems and coordinated social interventions:

To streamline and ensure the quality of care for vulnerable children and to enable better collaboration and networking of actors, it is essential to work on the definition, adoption and implementation of Standards Operating Procedures (SOP) related to child protection. An interagency informal working group (IBESR, UNICEF, OIM, AVSI, Handicap International, IRC, *Terre des Hommes*,) is already in place and working on SOPs' development – SOP being detailed translation and operationalization of state policies and strategic directions as regard to the protection of children. Developing these SOPs will allow to accurately describe procedures, roles and responsibilities of each key stakeholders, to strengthen the coherence of interventions and to facilitate processes of training, monitoring and evaluation. Finally, the SOPs are tools that permit faster and more effective child protection responses and are therefore strengthening the overall child protection system in Haiti.

Referral systems in Haiti tend to be informal making it difficult to assess whether referred persons have accessed services and following up on cases. Given the complexity and integrated nature of this intervention, robust, coordinated case management and referral systems with a family focus will need to be put in place and formalised among all actors. Referrals among partners will be based on 'referral vouchers' used by beneficiaries along the referral pathway in order to be able to document services accessed. As highlighted before, the aim of this intervention is to ensure an integrated response in order to build collective impact on the complex issue of child domestic work.

The structuration of this process will also serve in building up IBESR and other state actors's case management capacity and social work culture in a context still marked by institutional and sectorial silos. In that perspective **the intervention will constitute an experiment in coordinated social work in the Haitian context.**

Contributing to child-sensitive social services: capacity-building of service providers in the identification, documentation and referral of child labour cases:

The health, education and justice/ police sectors constitute some of the entry points for the identification of children in domestic work and exposed to all forms of exploitation. Yet, reporting of those cases by the actors from those sectors remains weak due to lack of understanding of patterns of violations, available services, applicable procedures etc. The intervention will provide training and tools (referral cards, updated mappings, SOPs) to health workers, teachers and local authorities in order to help them better identify, refer and document child protection situations in general and child domestic work in particular.

The overall performance of social work will be strengthened through these combined approaches ensuring the referral system set-up is used and supported by qualified social workers and actors.

Development of a response mechanism based on a set of options aimed at addressing a variety of situations. These will include:

- strengthening of community-based protection systems including alert, monitoring and referral systems;
- referral to relevant specialized services (medical, psychological, legal);
- support to access educational and vocational training opportunities including built-in life-skills training;
- transitory and longer-term formal alternative care options for children;
- referral of identified families to social protection programs combined with a conditional cash transfer approach to ensure urgent basic needs are addressed while the family builds future economic resilience, thus enabling the children to engage in the educational/ vocational activities proposed by the intervention;

Development of a communication strategy aimed at triggering social dialogue and supporting social change based on two field-tested and result-oriented approaches: ILO's SCREAM and UNICEF's U-Report approaches in a combination of culturally appropriate, youth-oriented, community-based and innovative strategies.

U-REPORT - UNICEF developed U-Report to enable young people and marginalized groups to have a voice on issues that matter to them. Run by coalitions of non-governmental and faith-based organizations, U-Report allows people to mobilise and speak out through SMS, on what is happening in their communities.

It also provides a forum to amplify young people's voices through local, national and international media, and feeds back useful information to the U-Reporters, so they are empowered to work for change and improvements in their communities.

While U-Report can be used to address any issue that affects children and young people, it serves to raise awareness, share information with and among people and communities and collect quantifiable data on specific questions on a variety of issues that impact the most vulnerable, including child protection, health, education and emergency response.

Responses received are analysed in real time and data are mapped at the local level and compiled nationally to provide views of perceptions, protection incidents and level of community dialogue.

With a mobile penetration rate of 61%, Haiti provides opportunities to test the U-Report approach in strategic program areas in order to (i) promote services, (ii) trigger social dialogue, (iii) map evolving community perceptions of child labor, (iv) support program monitoring, (v) detect specific trends and (vi) give a voice to beneficiaries and communities on issues affecting them.

U-report has also been used to engage policy makers in dialogue with communities on issues affecting them and could help support advocacy for changes in legislation and budgetary allocation.

Community-based organizations, technology providers and the private sector can help ensure that promotion and recruitment of U-Reporters into U-Report has the highest possible reach, that the necessary tools to engage young people are in place, and that the data can be channelled for use in major advocacy efforts.

Partnerships at the country and global level ensure that data are actioned and that referral and orientation mechanisms are supported to enact real change, including facilitating access to and the use of real-time data by decision makers.

Partnership organizations include grassroots groups, government ministries and parliamentary forums. Strategic private sector partners from traditional media, and telecommunications, can support mobilization of young people for U-Report, and provide expertise and resources for a global digital engagement strategy and assets. Telecommunication actor **DIGICEL** will support the development of the technical platform for the implementation of U-Report.

Geographical targeting of U-Report –

Success and impact for this methodologies U-Report rests on the capacity to mobilise at least 10 000 users. The intervention envisions to focus on port au prince and Grand Anse because they present some of the most compelling dynamics of child labour in domestic work (port au prince) and some of the most emblematic driving factors (Grand-Anse : socio-economic profiles, male gender dynamic in rural areas, climatic shocks, existing community-based structures) which could contribute in shaping a debate a public debate articulated around the study's main findings as well as establishing dialogue between areas of origin of children and areas of placement of children. Any results achieved in these areas will have a broader impact and replicating potential in the country .

[Supporting Children's Rights through Education, the arts and the Media \(SCREAM\)](#) –This ILO programme aims at promoting awareness among young people about children's rights, with a focus on child labour, so that they in turn can speak out and mobilise their communities to act. Ultimately, SCREAM seeks to change social attitudes to promote a culture of respect for children's rights and to strengthen the worldwide movement against child labour.

SCREAM is delivered by educators using an education pack, consisting of 14 modules. The methodology is based on the arts - drama, creative writing, music and the visual arts – and on the media. Through the arts, young people are empowered to convey their message to the wider community. SCREAM also seeks to channel the creative energies of children and youth in positive and constructive ways and encourages “peer-to-peer” education, with young people reaching out to other young people.

The SCREAM modules are flexible “building blocks.” Activities can be adapted according to the time and resources available and may be part of a year-long education programme or one-off workshops. The modules are generic and can be adapted to any geographical or cultural context and to any formal or non-formal setting. In a number of countries, SCREAM has been linked to or incorporated into national curricula, often with the active involvement of teachers’ trade unions and public education authorities.

This programme is implemented in over 77 countries, both industrialised and developing, and the SCREAM Education Pack is now available in 25 languages. All the modules will be available in creole and adapted to

Haiti context by June 2016, 100 teachers are trained in Port-au-Prince and 1000 children participates to the SCREAM programme . The SCREAM program will be extended to Haiti rural area through this project.

The combination of U-Report tool and the SCREAM programme will reinforce the project response in preventing and withdrawing children from child labor. Therefore, joint activities and linkages between these two programmes will take place in the project intervention.

Vocational training and entrepreneurship training, job placement and support to business startup.

Accelerated training programs

Building on ILO existing IPEC project implemented in Haiti, partnerships and experiences with INFP/MENFP and lessons learned from similar projects, ILO will support INFP/MENFP develop and offer adapted certified skills training programs and educational opportunities that respond to the existing employment needs and job market in Haiti and will accompany the project beneficiaries from 15 years old in their efforts to get sustainable jobs with job placement services, develop their entrepreneurship capacity and to generate revenues through economic activities. The youth will also receive training on starting their business and will be supported by their trainers during the start-up process. The training program will include modules on prevention of child labour in order to make sure the adolescents do not end up working in hazardous activities. All trainees will also receive support to continue their education. Therefore, training programme will be adapted to their schooling schedules. Schools and vocational training providers will assure that necessary measures are taken to assure the students to complete their education and get technical skills to access labor market.

Job placement services

Sustainable jobs will be promoted through job placement service. These services will contact and canvass employers in order to provide apprenticeship to the trainees and to announce open positions in their enterprise. This will contribute to give practical experience to the trainees and to generate a labour market database and market analysis tools, providing key information to employers and job searchers on available employment opportunities and required skills. In rural area, strategy will be adapted to reach the job suppliers, which offer in majority opportunity in farming sectors. The project will also address gap between women and men with regards to access to labour market and equal treatment at work. INFP, employers' and workers associations will be directly involved in the job placement activities and in the implementation or systematization of activities.

Business training and support to economic activities.

The business training ILO program 'Start and Improve your Business' (SIYB) has an estimated outreach of 4.5 million trainees, of 17,000 trainers and 200 Master Trainers and 2500 partner institutions in more than 100 countries. SIYB programme started to be implemented in 2013 and training manuals were adapted to Haiti context. With his 40 certified trainers, 400 youth received training and support to start their business. Facilitation with micro credit institutions as a referencing system was established for the youth who received support.

To ensure that boys and girls benefit equally from these training programmes, a particular attention will be given in beneficiary selection and activity implementation to reduce the gap between boys and girls by

providing equal opportunities for them in terms of access to technical and business training, apprenticeship and support to create enterprises.

Both methodologies are complementary and include a specific monitoring component enabling to measure evolutions in perceptions, knowledge and attitudes.

Expected results and main activities

Final Result

Children at risk of placement and children domestic workers in the Haitian departments of Ouest, Grand Anse, Sud, Centre and Artibonite have access to enhanced preventive and remedial institutional/ community based services and care-arrangements protecting them from economic exploitation and the worst forms of child labor.

RESULT 1 – The legislative and policy environment is enhanced for the elimination of child labour and in particular child labour in child domestic work.

Over the last couple years, a solid legal framework on the issue of child domestic labour, has been gradually established. The 2014 law on trafficking and the National committee it establishes, as well as the awaited approval of the new Child Protection Code are milestones in this direction. However, a number of weaknesses and ambiguities still persist. A revision of the 2003 law on abuse that should include adequate penalties is a priority. In addition, it is important to clarify how certain aspects of international conventions signed by Haiti should be translated into Haitian law, particularly the minimum age at which children can take on full time domestic work. In addition, an understanding of the various intricacies related to what can be considered legitimate work according to the age of the child or the number of hours worked is generally lacking. A greater public awareness of the diversity of situations faced by child domestic workers must be conducted in order to help people distinguish between permissible and not permissible situations.

A greater challenge is to ensure the proper application of the law and the strengthening of the institutional framework in order to make sure that the rights contained in the legal instruments are being respected. The judicial system suffers from chronic procedural and administrative failures. It is hoped that the on-going process of wider reforms of the system will improve its functioning. The training of judges (including Justices of the Peace) and the State prosecutor in children's rights and issues of child labour is absolutely necessary and should be accelerated. At the same time, victims of abuse should be encouraged to seek redress by providing them with legal assistance as well as support during the process.

Activity 1.1. Strengthening the child protection legal framework

These interventions are part of UNICEF on-going interventions and will be carried out in support of state authorities together with specific technical partners based on the on-going existing positive collaboration modalities.

This will include:

- Support to the functioning and operationalization (including training, support in developing a plan of action) of the National Committed instituted under the 2014 Law against trafficking in persons in partnership with MAST/IBESR, the Commissions of Social Affairs of both the Senate and Chamber of Representatives, IOM and ILO ;
- Support the application of implementation procedures of the law reforming adoption promulgated in November 2013 in coordination with IBESR and The Hague Conference on Private International Law;
- Support the passing of the Child Protection Code by the Haitian Parliament by 2017;
- Supporting the adoption of the proposed law reforming IBESR and aiming at making the General Direction more autonomous.

Activity 1.2. Support the revision process of the Labour Code and ensure its coherence with the national child protection legal framework

ILO provides technical support to the MAST, employers and workers organizations to conduct, through social dialogue, the Labor Code reform. This reforms needs to comply with ILO Convention No. 138 on Minimum Age of Work and ILO Convention No. 182 on Worst Forms of Child Labour that are already ratified respectively in 2007 and 2009 by Haiti.

UNICEF works closely with ILO and the Ministry of Social Affairs and Labor (MAST) to support the implementation of the ILO Conventions 138 and 182 ratified. UNICEF is also an observer to the National Tripartite Committee for Elimination of Child Labor that has recently¹² finalized the first list of hazardous work for children in Haiti, now to be endorsed by the government. Priorities will include:

- Support to the Labor Code reform through social dialogue
- The ratification and implementation of ILO Convention no. 189 (Domestic Workers Convention)
- Validation of the draft arrete on the hazardous work for children and development of public policies addressing child labor together with the National Tripartite Committee on Child Labor led by the Ministry of Social Affairs and Labor with the assistance of ILO.

Result 2 – Children and families at departmental and community levels benefit from multi-sectorial counselling, livelihood, social protection and education support as well as provision of specific protection services based on adapted identification, referral and monitoring tools and criteria.

- Support better systems and capacity for service delivery results in children, parents, teachers and other duty bearers having access to education and training, social protection and economic Strengthening services such as income-generating support or social transfer schemes;
- Provide access for children involved or at risk of child labour in domestic work to prevention, withdrawal and protection services, rehabilitation and remediation services such as rescue and emergency support, psychosocial counselling, mediation with parents and employers, and legal support;
- Provide educational and vocational training opportunities through Haitian institution;
- Facilitate access to both interim and longer-term social protection opportunities for vulnerable families;

¹² Workshop outcomes, Port-au-Prince, 7-9 April 2014.

- Provide complementary social protection opportunities to support prevention and response service to children exposed to/ at risk of child labour in domestic work.

Activity 2.1. Development of state-regulated and community-owned family monitoring, family reunification and alternative care mechanisms

Although child domestic work has cast a dark light on family-based alternative care arrangements, these nevertheless remain key to addressing some of the child protection challenges faced in Haiti. The establishment of credible alternatives to the relocation of a child can also serve to exemplify good practices and highlight the fact that, if well managed and monitored, TREATMENT is the problem, not the care arrangement. Proximity monitoring of families and care arrangements will be strengthened with a view to enhancing protection of ALL children: biological as well as those placed in (in) formal foster care. This will contribute to early detection of cases necessitating attention at the individual and household level. This activity will also contribute to reinforcing IBESR's standing, acceptance and relevance in communities and overall social work practices.

- Strengthening of existing formal foster care options and creation of new ones in targeted areas;
- Strengthening of community-based biological and foster families monitoring mechanisms through local authorities (ASEC/ CASECs) and community actors;
- Provision of emergency and transitory care accommodation for children in need of immediate withdrawal from harmful situations (centers in the Metropolitan area and foster families in other departments);
- Capacity-building of IBESR, mandated child protection agencies and community actors to ensure the identification, accreditation, support to foster families as well as follow-up of children benefiting from the scheme until permanent solutions are identified;
- This intervention will seek to build community networks which can support and channel social works from the departmental to the community levels through harmonized coordination, reporting and monitoring systems. This process will be based on the best existing placed community structures such Parent Teacher Associations, Women's groups, youth associations etc. and expand their reach. The Child Protection Working Groups (CPWG) at departmental levels still function based on the cluster approach and mainly regroup authorities and civil society actors and have limited connexion and representativity with the local levels. An initiative piloted by IBESR in Grand Anse with mobile CPWGs reaching out to community-based organisations and local actors to ensure relevant child protection issues, challenges and good practices are captured will be built upon and developed in order to ensure the intervention is supported through a coordinated approach to social work. In each intervention area, IBESR will be supported with community child protection monitors trained in case identification and monitoring in order to mitigate limited governmental capacity.

Activity 2.2. Strengthening of IBESR role in the coordination social work responses through reinforced data collection and referral mechanisms

- In support to IBESR, based on international standards and on existing best practices in the country, UNICEF will coordinated the development of contextualized SOP and standardized indicators related to the care and protection of all vulnerable children - from identification to reintegration – and ensure that the best interests of the child is always the primary consideration in any decision concerning him/her.

- SOPs will be disseminated to all relevant actors across sectorial lines with a particular focus on health and education actors and a series of trainings on SOP with professionals and community agents (social workers, health and education professionals, etc.) will be held during the first year of intervention;
- Assessment of the application of the SOPs will be carried out once per year in order to ensure continued relevance;
- Support the functioning of Child Protection Working Groups (CPWG – GTPE in French) at national level and in each of the ten administrative departments;
- Development of a practical handbook on the generation, collection and analysis of data related to child domestic workers.

Activity. 2.3. Ensuring access to age-appropriate and gender-sensitive educational and vocational training opportunities for targeted children

The search for educational opportunities emerged as one of the most determining factors for the placement of children away from primary caregivers. The intervention will benefit from findings from an ongoing study on children out of school currently being finalized and based on the same data sets as the ones used for the 2015 study on child labor in domestic work. Through a partnership with public schools in targeted areas, the intervention will propose:

- School reinsertion for children meeting age and education level criteria;
- For children aged 8-14 presenting a school lag/ outside of school, options of accelerated learning programming or adapted learning will be put in place in coordination with the Ministry of education and schools in targeted areas;
- Children above 14 engaged in vocational training will also be eligible for functional literacy courses or accelerated learning programming;
- A monitoring system will be put in place involving schools in targeted areas to ensure disruptions in school attendance are reported to social services in order to identify potential vulnerabilities to placement;
- For the youth over 14 years old, ILO will provide the following:
 - Vocational training through vocational training institutions, apprenticeship;
 - Entrepreneurship training, provide support to economic activity creation/development and referential to micro-finance institutions;
 - Job placement services which will be transferred to local actors, linking the youth to private sector, employers, and cooperatives;
 - Vocational training options are based on individual assessments and market studies in order to ensure coherence with local markets and employment opportunities. Youth targeted are also supported through the process of entering the labour market including with apprenticeships. Skills development and employability are central to ILO's approach of vocational training.

It is important through this process that the needs of youth concerned by this option are met to avoid drop-out in order to work to address basic needs.

This will be addressed through access to economic security interventions services and concomitant with short-term conditional cash transfer opportunities for targeted families.

- Through its partnership with ILO, the intervention will provide access for youth above 14 to vocational and entrepreneurial training opportunities;
- Vocational training options are based on individual assessments and market studies in order to ensure coherence with local markets and employment opportunities. Youth targeted are also supported through the process of entering the labour market including with traineeships. Skills development and employability are central to ILO's approach of vocational training. It is important through this process that the needs of youth concerned by this option are met to avoid drop-out in order to work to address basic needs.

It is important through this process that the needs of children concerned by this option are met to avoid drop-out in order to work to address basic needs. This will be addressed through access to economic security interventions and concomitant short-term conditional cash transfer opportunities for targeted families.

Activity. 2.4. Social transfers and parental education

Given the risks associated potential negative side-effects and pull factors linked to assisting families of origin, this aspect of programming will be carried out based on an approach ensuring linkages and complementarity with existing social transfer and micro-finance programs.

Families of children identifies as being at risk of placement as well as those involved in vocational training and school reinsertion can be eligible to:

- Referral to governmental social protection programs such as Ti Maman Cherie and Kore Lavi where those are available (see annex on MAST's social services);
- Referral to micro-finance/ VSLA/ programs. A partnership will be established with existing programs to ensure harmonization of access criteria.
- **Cash transfers:** the above options will be complemented for the most vulnerable families (target value 1500 for the whole intervention) by a **50 dollars conditional cash transfers for a 3 to 5 months duration** in order to address urgent basic needs the children's attendance to school due to unaddressed basic needs and avoid jeopardizing children's school/ training attendance due to unaddressed vital/ basic needs.

Cash transfers will be conditional on: (i) engagement in medium/ longer-term economic security/ micro-finance program or a government social protection program, (ii) in parental education sessions and (iii) continued monitoring of individual situations. Families benefiting from this assistance will also receive counselling services in order to ensure specific vulnerabilities and challenges are identified and addressed.

In order to reduce risks and ensure tracability, this intervention will build on experience developed in the field of cash transfers through mobile technology and partnership with private sector telecommunication actor **DIGICEL**.

The situation of children in families benefitting from these programs will be monitored to ensure the assistance provided supports the social insertion and access to services of children and will be conditional on:

- monitoring of the family's situation by IBESR agents
- Continued monitoring of family after end of cash transfers in order to identify residual vulnerabilities
- Continued school/ training attendance of the child

2.5. Specialised care and services

Partnerships and referral mechanisms will be put in place with health (including mental health) actors in order to ensure children with specific needs receive appropriate attention and services, including, legal assistance. These will include psychological care, specific medical needs, response to physical violence, sexual abuse, legal assistance, emergency accommodation etc. Partnerships and alliances under the coordination of Save the Children with structures such as Fondation/ Foyer Maurice Sixto, Foyer L'Escale, TIMKATEC will be established to that end. All these structures were active members of the Study's Technical Committee and are familiar with its recommendations.

Result 3 - Social mobilization initiatives to prevent child labour in domestic work and promote decent youth employment for children of legal working age contribute to positive shift in public attitudes and community and family practices.

In a context where sensitisation is predominantly characterised by information and education approaches, this intervention will seek to develop a social dialogue and prevention approach coupled with a service promotion and approach. The focus will be placed not on the so-called *restavek* but on attitudes practices and the treatment of children. One central learning from the study is the overall vulnerability of ALL children to abuse and exploitation as well as the rampant nature of violence against children. Access to social services or the lack of it has also emerged as a factor triggering specific forms of vulnerabilities to child labour in domestic work.

Communication approaches focusing only on domestic work run the risk of letting systemic factors contributing to children labour fall through the cracks. Addressing behaviours and social norms rather than living and occupational arrangements is likely to yield more opportunities for protective alternative care for vulnerable children, as well as broader protective dividends for ALL children.

As the intervention will seek to build referral systems and strengthen access to services, the promotion of services and referral pathways will constitute an important communication component.

As the legal, regulatory and governance frameworks are strengthened, their implementation will necessitate strengthened mechanisms and qualified human resources as well as dissemination of implementation measures. Stakeholders at all levels will be targeted through adapted communication strategies in order to support the adoption of a strengthened legal framework (lobbying/ political advocacy), its implementation (service promotion, individual case advocacy) and ongoing performance (institutional reporting systems, systems assessment).

Activity 3.1. Implementation of ILO's SCREAM methodology

- The SCREAM methodology will be deployed with ILO's technical support in all intervention areas of this project. Linkages with UNICEF's broader child protection programming in order to access more children and maximize reach.
- Community relays and strategic actors will be identified for training as facilitators both among youth and as part of specific segments of society, i.e. taxi drivers, religious leaders, traditional folk actors (*rara bands* etc.). The approach will be used as a tool to facilitate dialogue on child labour in general and child labour in domestic work in particular.

- The intervention will seek the involvement of former child domestic workers now adults representing a variety of situation in order to ensure representativity and credibility of the approach.

Activity 3.2: Setting up of UNICEF’s text message –based U-Report approach as a mobilization, social dialogue facilitation, feed-back, sensitization and service promotion tool.

- UNICEF’s U-report approach will be used, targeting 15,000 persons, as a complement to SCREAM’s grass-root, participatory approach in 10 selected locations. Monthly analysis of the results will be shared among partners and with the Technical Committee (see Coordination) to ensure programming components mutually inform each other. U-report support messages will be adapted according to findings generated through the SCREAM approach as well as outcomes from other program intervention areas;
- MPs from all targeted areas will be approached to engage into the U-report approach in order to ensure visibility of the findings and use them to support advocacy for changes in legislation, policy and budget allocations.

Activity 3.3. Development of participatory communication tools.

- An animated movie addressing some of the main drivers of child labour in domestic work will be produced in collaboration with affected youth and communities;
- IBESR will be supported in the development of participatory radio programs addressing child protection issues including child labour;
- Identification of change agents within targeted communities and capacity building in the field of behavior change communication.

Cross-cutting issues

Gender

The study highlighted gendered vulnerabilities and exposure to domestic work as well as some specificities linked to both the children and their families of origin and placement:

- Girls are more likely to engage in domestic work in urban areas and are more vulnerable to trafficking and falling in the worst forms of child labour as well as certain forms of abuse including sexual abuse. Identifying girls in unacceptable and traffick-related forms of child labour in domestic labour therefore requires strong alliances with the health sector where most of these cases are detected. Community outreach is also key to ensuring cases are reported. The intervention will seek to strengthen and better support existing intervention, most notably emergency shelter capacity in the Metropolitan area which has been eroded these last years due to limited funding.
- The study highlighted the fact that boys represent a significant portion of children in domestic work and are mostly found in rural areas, despite common perceptions that child labour in domestic work mainly concerns girls. The intervention will seek to ensure the specificities of boys needs are addressed. This will be achieved through strategic targeting of rural sections communales where

boys are more likely to be found as well as outreach activities towards farmers' associations. Transitional activities in particular will be developed in a view to ensuring that boys are represented.

- According to the study's findings, female-headed households are more likely to receive children in informal foster care for the purpose of domestic work which points out to the specific situation of these households. Female headed households represent 44% of Haitian families and are among the most economically vulnerable ones. The intervention will ensure through built-in referral systems gendered vulnerabilities are addressed in order to prevent and respond to social factors contributing to child labour in domestic labour.

The intervention will therefore:

- provide space through women's groups, faith-based organisations and micro-finance networks to discuss parenting practices, referral pathways, reproductive health challenges (coordinated with health actors and including discussions on birth spacing) and possible exposure to violence
- Targeting: family structure and in particular the female-headed household structure has already been introduced as a vulnerability criteria in vulnerability assessment methodologies the project will use, such as the *Kore lavi* and *Kore Fanmi* projects. The communes targeted will all be selected with due consideration for this criteria both to avoid deterioration of placement situation and support economic/ food security of vulnerable households. Identification processes will include involvement of local women groups among community workers and relays as well as health workers.
- Reaching out to girls in unacceptable forms of domestic work: the health sector remains the single most important in terms of regular to children and women in particular in times of crises. Strategic partnerships will be developed with the Ministry of Health in order to systematize reporting of cases to social workers (no mandatory reporting rule implemented in Haiti) and ensure smooth and rapid withdrawal of girls placed in worst of child labour.
- Services proposed by the intervention will be closely articulated with sexual and gender-based violence response services in order to cater to the specific needs of girls who are at heightened risk of SGBV.
- The intervention will pay specific attention to the need for socio-economic reinsertion to also address the social stigma that may be attached with the fact of having worked as a domestic workers and perceptions about SGBV. The vulnerability-based targeting strategy will contribute to limiting stigma linked to placement and SGBV
- Project activities aiming at increasing beneficiaries' economic security will place a focus in providing girls and women with skills while addressing their immediate gender needs, and not only assets. This will include a combination of income-generating activities (strategic gender needs), micro-finance and cash transfers (addressing practical gender needs), community outreach activities (address gender expectations and social norms) and reproductive health (addressing strategic reproductive health needs such as birth spacing, HIV-Aid).
- **Using change agents and community relays in urban settings to improve signaling in urban settings:** in urban areas, girls domestic workers, although mostly kept indoors compared to boys who are socialized in a more outwardly manner, do spend some time running errands. Therefore, the project will reach out to public transportation unions (*taptap*, *motos taxis*), water management committees (in line with water fetching) and market operators as (i) relays to trigger and support social dialogue on child placement, child treatment and domestic labour and (ii) identification and reporting relays.

- Boys domestic workers tend to be placed in rural areas and to engage in agricultural and cattle-rearing activities. For this reason, their situation can be overlooked and they might fall through the cracks of programming although these activities might hamper their access to education and might represent a heavy workload.
- In target areas, the project will ensure commune selected will include areas with important agricultural work. Contacts with community workers and farmers' groups will be prioritized in order to develop an analysis of placement dynamics and alternatives.
- Furthermore, the study highlight the way specific patterns of economic migration affect boys in urban settings. Indeed, in the most fragile urban areas (Cite Soleil, Martissant) many households leave the family under the responsibility of the olde boy while parents leave to the metropolitan center in search of economic opportunities. These socialization models has an impact on boys access to social services as they are placed at an early age in the position of catering to the daily needs of younger siblings or elderly family member.

Environnement and sustainable development

Vocational training options developed by ILO take into account local markets and relevance as well as local absorption capacity including in environmental terms. This is particularly the case for agricultural activities and fishery. A number of activities will be developed combining environment protection through income generation activities and green jobs for the graduates.

Governance Project Management and Coordination

The proposed intervention is based on internal partnerships and built-in referral systems. Most identified partners are members of the technical committee which guided the development of the study and validation of its results (ILO, Save the Children).

This intervention will seek to build **collective impact** through consultative and accountable coordination mechanisms. All organisations involved in the interventions will agree on a common set of indicators for the shared goals in order to be able to collectively progress and impact. An integrated workplan will be developed with specific and time-bound responsibilities for each actor.

Given the broad spectrum of interventions, this intervention carries a potential to engage governmental actors and civil society in cross-sectorial coordination.

The intervention will be coordinated through the ***Child Placement and Domestic Work Study Technical Committee***, under UNICEF's facilitation at the central level. One of the tasks of the Committee following completion of the study is the definition of a programming framework on the issue of child labour and child domestic work. The proposed intervention will be the first large-scale intervention aiming at implementing the study's recommendations and as such will contribute to learning and capacity-building in this field.

This technical committee is not a duplication of the GTPE but a subgroup of the GTPE, specifically working on the Child Domestic Work issue. Other similar subgroups exist in Haiti such as the subgroup on *Street Children* or the one on *Children in Conflict With the Law*. Members of these subgroups directly report the activities discussed and decisions taken to the GTPE.

Coordination will this be based on a three-tiered system. The project will report to:

- Child Placement and Domestic Work Study Technical Committee for learning, capacity-building and referral;
- Project coordination committee: a sub-group emanating from the Technical Committee for project management and assessment. This group will gather service providers and government agencies and programs involved in project delivery and will ensure operational guidance and monitoring of the project..
- At intervention level through relevant Child Protection Working Groups, thus ensuring the intervention constitutes a rallying point to mobilise all social actors in targeted departments and ensure local ownership of the intervention. At the local level coordination will be facilitated by IBESR and the CASEC/ ASEC with the support of Save the Children International.

Multi-sectorial coordination mechanisms at central and community levels will contribute to removing financial barriers that prevent the most marginalized children from having access to free basic essential quality education, as well as health and protection services in their communities, in order to be able survive and thrive. Not only will this allow social programs and health-related interventions, education and protection to target the most marginalized children and their families, but it will also allow the children to receive a basic package that will contribute to the prevention of child labour and child trafficking.

Given the intervention time-frame and the possibility of new social protection initiatives being developed providing new referral opportunities, the Technical Committee will constitute a sounding board to propose new referral agreements on a quarterly basis in order to provide beneficiaries with the best available opportunities.

Governance

The intervention will seek to reinforce government's leadership and coordination. This will be done through the use of the intervention to strengthen the GTPE at the national and departmental levels. Members of the vocational training sectorial tables will be incorporated into the Technical Committee.

No new structures will be developed. Experience has demonstrated that coordination works best when it is result-driven. This focus is certainly lacking in the current coordination practice. Given the necessity to address cross-cutting issues such as governance, data collection and analysis, alert mechanisms, social work practices, this intervention will represent a rare opportunity to harness strategies to address child labor into concrete action.

In departments where the project will be implemented, the GTPEs will be used to mobilize social actors and ensure local ownership of the intervention. Under IBESR's leadership and involvement of community actors, a systematic follow up of the project will be carried out with partners (including BPM, other public institutions as the judicial and health system and the CSOs involved in the project).

The following priorities will guide the strengthening of the GTPE and IBESR coordination capacities:

- Strengthening of IBESR role in the coordination of social work responses through reinforced data collection and referral mechanisms, including the setting up of a formalized referral systems and coordinated social interventions agreed with other sectors.
- Strengthening of IBESR role in the monitoring of care arrangements particularly as regards identification, certification, and support to foster families as well as follow-up of children benefiting from the scheme.
- Development of an inter-sectorial coordination model at departmental level (already started in the Grand-Anse department) in order to ensure continuity of services between sectors and coordinated identification mechanisms. This set-up will be replicated at the national level and will be used to foster a social services coordination model under the lead of the MAST and in close coordination of social work practices and orient them towards more multi-sectoriality.

A special focus will be placed on referral and case management mechanisms for children victims of child labor in domestic work and on strengthening the regulation of care arrangements by local authorities (ASEC/ CASECs) and community actors. Local authorities are rarely involved in project planning, design, implementation and follow-up. The intervention will contribute to building systematic, trustful and smooth center-periphery dialogue and relationship. A particular focus will be place on the development of capacities of local authorities in the field of social work.

Sustainability of the intervention

The proposed intervention was designed in order to continue to deliver benefits to the project beneficiaries and the targeted institutions for an extended period after GAC's support ends. A number of factors have been taking into account to ensure the sustainability of the project.

These include:

- **Quality of project's design:** the project is based on the results of a study on child fosterage and child domestic work that gathered academics and child protection professionals. The learning generated by the research represents a strong evidence-base.
- **Involvement of consortium members:** It is a group of 28 different organizations which supported the research and were members of the Technical Committee. The Technical Committee acted as a reference group for the study and was chaired by MAST and IBESR, reinforcing the sense of ownership and motivation. This committee is in the process of designing a common strategy and programming framework on the issue of child labor and child domestic work as described in the proposed intervention. Therefore, there is a commonality of interest between partners which can only contribute both to the success of the intervention and to its sustainability. The involvement of this wide-ranging array of contributes to efficient management and the capacity to find alternative resources and support.
- **Alignement with political priorities – Community-based approach:** This project is aligned with the stated IBESR's priorities, including integrated interventions aiming at testing programming models in the field of prevention and response to child domestic work while enhancing the reach and impact of existing programs. Implementation strategies will include

community-based protection and monitoring approaches articulated with governmental action in the fields of social protection, education, justice and health.

- **Active participation of the direct beneficiaries:** The implementation of the U-Report activities will enable young people and marginalized groups to have a voice on issues that matter to them. Run by coalitions of non-governmental and faith-based organizations, it also provides a forum to amplify young people’s voices through local, national and international media, and feeds back useful information to the U-Reporters. This process will be woven within interventions in order to ensure local relevance and links with project outcomes.
- **Capacity to secure adequate resources beyond intervention timeline:** Throughout project implementation, advocacy initiatives aiming at progressively increasing social affairs budget allocations will be carried out. Ensuring the law reforming IBESR is adopted and budgeted will constitute a priority. .
- The duration of the project (the proposed intervention is planned over 5 years) will be used to progressively empower state and community actors to take over some of the activities.. In order to mitigate the risk posed by state ownership and also taking stock of the overall limited number of social workers, the intervention will be built around a social work architecture combining community-based mechanisms, local administration processes, local service providers and IBESR social workers. The use of activities and services implemented by other actors, the private sector and communities will compensate the lack of state services and will ensure service delivery beyond the project lifetime. Moreover, close cooperation amongst members of the technical committee generates opportunities to progressively seek their involvement in scaling up interventions, as medium-term State take-over is highly unlikely.
- Christian Relief Services is planning similar interventions targeting child labour in the Nord and Nord-Est departments. Learning deriving from this intervention will be combined with CRS’s conclusions to support advocacy initiatives and propose timed and progressive options for the government to re-engage some areas of intervention.

Monitoring and Evaluation

A monitoring and evaluation plan will be developed, building upon a logical frame approach. The plan will include periodic reviews, field visits, monitoring activities, evaluations and a reporting system.

- The intervention will be based on a reinforced case management system and shared case planning procedures. A shared data collection system will be put in place among actors and will guide data analysis, project monitoring and reporting.
- Progress reviews: a bi-annual review of inputs, activities, use of resources, management issues, and follow up actions will help assess how the project progresses towards its objectives and remedial actions to be taken. A set of indicators will be designed for progress review in the form of a bi-annual review meeting convening all actors and donor representative.
- Field visits: field visits will be part of the M/E system. For each field visits, TOR stating objectives, methodology, instruments, and a feedback system will be developed.
- Monitoring: periodic progress reviews, field visits and data collection methods with input, process, output and outcome indicators will form the monitoring system of the program.

- Specific attention will be given to the data collection methods in this very sensitive area, including statistical formal methods and qualitative methods such as key informant, participatory, beneficiary assessment and focus groups methods.
- U-Report will also be used as a participatory assessment and feed-back tool in order to assess intervention strategies' relevance to the beneficiaries' needs
- Intervention partners will report on a **quarterly basis** to the technical committee and provide a quarterly analysis of strategies, results, bottle-necks and achievements.
- At the end of each programming year, the project team will share a lessons'learnt document with the Technical Committee and donor representative to inform the development of the next year's workplan.
- Evaluation: a project mid-term evaluation will be carried out and focus on the following concerns: effectiveness, efficiency, relevance and validity of the project design, sustainability of interventions, alternative strategies, and unanticipated effects.
- The timing, primary responsibility, coverage and methodology of the evaluation will be adapted to the context as the program implementation progresses.
- A reporting system will be designed, taking into consideration the need for information sharing between decision makers, program managers, beneficiaries and all relevant stakeholders.
- A report will be submitted on an annual basis.

WORKPLAN

Workplan	Year 1		Year 2		Yr 3		Yr 4		Yr 5	
	S1	S2	S1	S2	S1	S2	S1	S2	S1	S2
Socio-economic assessments in targeted departments for final selection of the municipalities	X									
Socio-economic assessments as part of Unique Beneficiary Register Constitution/ Update	X									
Development and signature of MoU with selected partners for referral	X									
MoU with DIGICEL for U-Report and mobile money platforms	X									
Harmonisation of access criteria between project another social programs	X									
Beneficiary selection	X									
Training of governmental and community actors	X				X			X		
Baseline/ mid-term surveys on community perceptions of parental role and access to social services	X				X					
Consultations and mapping on the development of SOPs	X									
IBESR case management review and tools development	X									
Cash disbursement		X	X	X	X	X	X	X	X	
Referral to social programmes		X	X	X	X	X	X	X	X	
Family monitoring activities	X	X	X	X	X	X	X	X	X	
Family reunification activities		X	X	X	X	X	X	X		
Foster families training process	X	X	X	X	X	X	X	X		
	X		X		X		X		X	

Foster families identification process										
Foster families accreditation process		X		X		X		X		
Legislative advocacy	X	X	X	X	X	X	X	X	X	X
U-Report and Scream training and trainers	X				X			X		
Mapping of community structures for parental education and life skills training	X									
Evaluation of community structures activities	X									
Evaluation of community structures activities			X			X			X	
Training of ASEC and CASECs in protection monitoring / referral	X				X				X	
Referral pathways tools available	X									
Evaluation of the use of referral tools and systems	X									
Common reporting system and indicators developed (online system)	X									
School reinsertion		X		X		X		X		X
Accelerated learning program		X	X	X	X	X	X	X	X	
Monitoring of school attendance										
Vocational and entrepreneurial training		X	X	X	X	X	X	X	X	
Mid-term review					X					
Learning paper presented to technical Committee			X				X			X
Last cohort of school/ vocational training									X	X
Last cash disbursements									X	
Final evaluation									X	X