

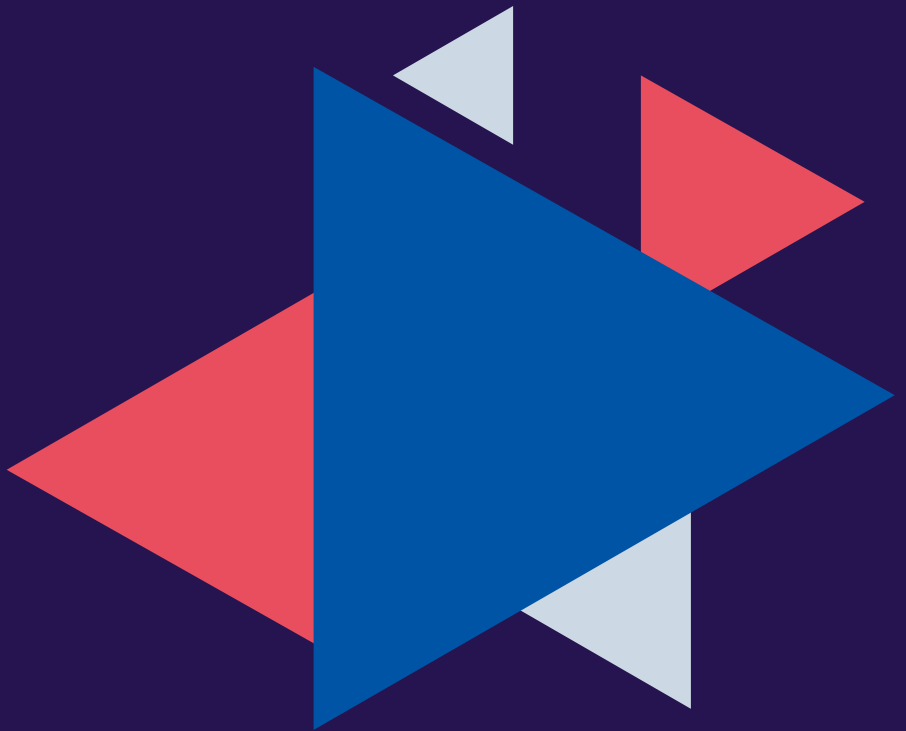


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► Ruwwad-ILO Model of Direct Intervention on Child Labour in Jordan

Case Study



Amman, Jordan
2021

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► Abbreviations

CECLE	Combating Exploitive Child labour through Education (project)
CLMS	Child labour Monitoring System (electronic database)
CSOs	Civil Society Organisations
CSR	Corporate Social Responsibility
IHO	International humanitarian organisations
IRC	International Rescue Committee
ILO	International Labour Organization
JOHUD	Jordanian Hashemite Fund for Human Development
JORISS	Jordan Response Information System for the Syria Crisis
MoE	Ministry of Education
MoL	Ministry of labour
MoSD	Ministry of Social Development
NAF	National Aid Fund
NCCL	National Committee on Child labour
LSC	Local Steering Committee on Child Labour
NCFA	National Council for Family Affairs
NFCL	National Framework to Combat Child labour
NFE	Non-formal education
NRC	Norwegian Refugee Council
SSC	Social Support Centre
STC	Save the Children
UNRWA	United Nations Relief and Works Agency for the Palestine Refugees in the Near East
USDOL	United States Department of Labor

► 1. Introduction

In 2017, the ILO estimated that some 152 million children (in the 5-17 years age range) across the world were in labour, namely were engaged in illegal/unsuitable forms of work, about half of them engaged in activities considered hazardous. This constitutes about 10 per cent of the total world child population. In Jordan, the number of child labourers is estimated at about 70,000 (1.7 per cent of the 5-17 children population); more than twice the number recorded in 2007, two-thirds of which are engaged in hazardous activities.

Jordan's efforts to eradicate child labour took off in the 1990s, when its labour code was set in line with relevant ILO Conventions on Minimum Age and on the Worst Forms of Child labour. In the 2000s, Jordan joined the ILO's efforts elaborate comprehensive policies tackling the educational, social and economic causes of child labour. This resulted in the creation of the National Framework for Combating Child labour (NFCL) in 2011; an umbrella institution gathering the main line ministries involved (Labour, Social Development; and Education) as well as other national stakeholders. Operationally, the NFCL devised two tools for better identifying and rehabilitating child labourers; joint inter-ministerial inspection tours and the child labour monitoring system (CLMS)- an electronic interactive database containing information on identified child labourers.

In 2016, assessments of the NFCL highlighted an inefficiency in the platform, largely due to legal issues (the NFCL is not mandatory for the ministries involved) as well as technical IT issues. This prompted the ILO, the NFCL's main international sponsor, to assess its instruments in 2018 at municipal level in East Amman and Irbid under the aegis of a local Civil Society Organisation (CSO) that would, in partnership with the NFCL actors, identify and rehabilitate child labourers.

In East Amman, the ILO approached Ruwwad, the Arab Foundation for Sustainable Development, a leading non-profit community development organisation that was developed by social entrepreneurs and funded by private sector companies as an expression of their corporate social responsibility (CSR). Ruwwad has since 2005 helped the inhabitants of Jabal Al Natheef, a poor neighbourhood of East Amman overcome social marginalization through educational, psychosocial and social programmes for children, youth and the surrounding community at large. Although it had not conducted any direct intervention on behalf of child labourers, Ruwwad's strong ties with the local community, its financial sustainability and proven commitment to the empowerment of the most vulnerable marked it suitable for carrying out such an undertaking.

Since 2017, Ruwwad has implemented two ILO-sponsored child labour projects under the general framework of Jordan's Response to the Syrian Refugee crisis. Both initiatives aimed to provide comprehensive services for working children and school dropouts; both Syrian and Jordanian, while providing them and their families with social, economic, and psychosocial assistance (direct intervention). The initiatives also aimed to establish protective measures for the most vulnerable children, to prevent them from early entry into the labour market at the expense of their studies (prevention).

The following report presents a case study in the area of child labour based both projects implemented by Ruwwad. The report documents the "Ruwwad-ILO model" of intervention and underlying concepts, such as partnerships among governmental and civil society stakeholder as well as sustainability at local and national levels. To illustrate the model's operational capacity (and its limits), the report examines the modalities of implementation of the projects, highlights their effects on the children involved and their families, and determines its possible impact on Jordan's anti-child labour institutional setting. The report also generates recommendations on how to improve the "Ruwwad-ILO model" and its implementation, so that it may serve as a reference document for relevant governmental and non-governmental stakeholders in Jordan and abroad.

► 2. Context of child labour in Jordan

Eliminating child labour is a global priority for the ILO. The specific target (8.7) of the new Sustainable Development Goal No. 8 on decent work and economic growth calls for immediate measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, and by 2025 end child labour in all its forms. This marks the determination of the international community to address a devastating phenomenon which affects millions of children around the world.

Countries with enabling environments to tackle child labour and with what might be considered as “manageable” numbers of child labourers, can be role models for others, developing and implementing national strategies that can reduce and ultimately eliminate child labour. One such country is Jordan, where the National Child Labour Survey (NCLS) that was carried out in 2016 is the first statistical report of its kind in Jordan to utilize large-scale survey data and it includes all residents of Jordan regardless of their nationality it covers more than 20,000 families residing in Jordan.

According to the 2016 National Child Labour Survey that was carried out through the Jordanian University Centre for Strategic Studies, an estimated 75,982 children, or around 1.9 per cent of children aged between of 5 and 17 years, are engaged in either paid or unpaid employment. Of these, almost 70,000 are estimated to be in child labour. The vast majority of working children are boys who work in agriculture, manufacturing, construction, and wholesale and retail trade. Child labourers work around 34.5 hours per week on average. The 2016 National Child Labour Survey estimates that as many as 32 per cent of child labourers are employed in hazardous work, which is work considered either harmful to children’s health or which may negatively impact their development.

In recent years, Jordan has taken significant steps to strengthen its policy responses to child labour. A Child Labour Unit has been established within the Ministry of Labour and in late 2017 at the Ministry of Social Development. In 2011, the Council of Ministers approved the National Framework to Combat Child Labour (NFCL), the implementation of which is being supported by the ILO. The NFCL is designed to integrate efforts to combat child labour among the Ministries of Labour, Education, and Social Development to effectively tackle the identification and referral of child labour across Jordan. In 2015 upon the request of the 3 main ministries the NFCL was linked to an electronic child labour monitoring (e-CLMS)), which brings together the MoL, the Ministry of Social Development (MoSD) and the Ministry of Education (MoE) to coordinate the identification and referral of child labour cases.

In early 2018 the ILO, through United States Department of Labour (USDOL) funding, started implementing a new child labour project, the Measurement, Awareness Raising, and Policy Engagement Project to Accelerate Action against Child Labour and Forced Labour (MAP16 Project). It aims at helping to build and apply the critical knowledge needed to inform the policy choices to combat child labour and forced labour and to support measures to address these challenges in 14 countries, regions and sectors including Jordan.

In the framework of the MAP16 Project, an integrated model of complementary services is piloted for the identification, and rehabilitation of children vulnerable to child labour in Amman. The ILO will make sure that complementary services for the identified vulnerable children will be provided through an institutionalised mechanism. Services will include education, psychosocial and some recreational services for withdrawn children. And provision of livelihood services for the families that will include information on alternative sources of income through the circulation of employment information and referral systems for job placement, career of implementation of the projects, highlights their effects on the children involved and their families, and determines its possible impact on Jordan’s anti-child labour institutional setting. The report also generates recommendations on how to improve the “Ruwwad-ILO model” and its implementation, so that it may serve as a reference document for relevant governmental and non-governmental stakeholders in Jordan and abroad.

► 3. The National Framework for Combating Child Labour

Heeding the call of the National Agenda (2006-2015) that considered the elimination of the worst forms of child labour as a major goal, the government sought to address child labour holistically, by tackling its economic (poverty), social (family issues) and educational (dislike of schooling and of the schools' environment) within a common framework integrating the efforts of the various stakeholders.¹ In 2009, a National Steering Committee on Child labour (NSC), headed by the MoL Child Labour Unit (CLU) and comprising the main stakeholders,² prepared a document, the National Framework to Combat Child Labour (NFCL) that was endorsed by the Prime Minister in August 2011.

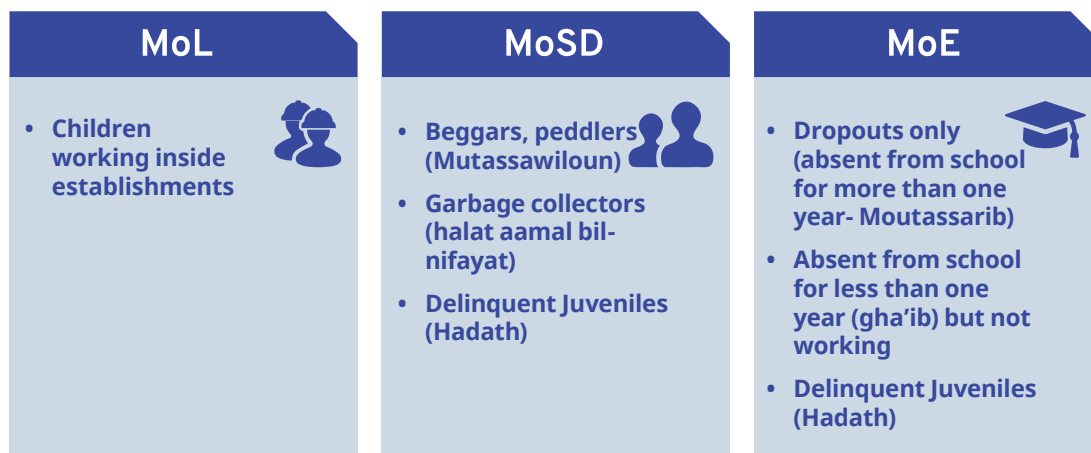
Supported by the ILO, the NFCL was elaborated as an operational framework aimed at strengthening case management through a centrally coordinated distribution of roles and responsibilities among the line Ministries and relevant civil society institutions. It involves actions at two levels:

1. **Prevention** through awareness campaigns targeting children in impoverished areas, school employees, employers, government bodies and the public about the children's rights. Moreover, the MoSD and civil society organisations may intervene directly with vulnerable families likely to send their children into the labour market prematurely through socioeconomic assistance in the form of the provision of regular or emergency cash assistance, income generation schemes, vocational training, or psychosocial support.
2. **Direct intervention** through the coordinated identification and case management of child labour cases including: joint field inspection visits and the setting-up of a web-based national child Labour database - the Child Labour Monitoring System (CLMS). Managed by the MoL under ILO support since 2012, the CLMS centralises information gathered by the three ministries about child labourers or 'children at risk' and their family (localization, and legal, educational and socioeconomic status), thus allowing for swift referral mechanisms among preventive and direct services providers.³ The CLMS's coverage is not limited to child labourers working in establishments or in the streets. It also covers children at risk, including long-term dropouts or absent-from-school children.

1 Other earlier short-lived initiatives were launched, such as the National Strategy for Eliminating Child Labour in 2006. This strategy aimed to anchor ILO agreements 138 and 182 through a wide range of economic, social, and legislative and educational measures, but not necessarily in an integrated manner. Three years later, in 2009, the NCFA realised that child labour challenges were not being met. It determined that it was imperative to bring together and coordinate the activities of the various stakeholders under a common framework; ILO, *Moving Towards a Child Labour Free Jordan - A Collection of Emerging Good Practices*, ILO's International Programme on the Elimination of Child Labour (ILO-IPEC), 2016, p.10.

2 The Committee includes, beside the MoL: the NFCA, the MoE, the MoSD, the Ministry of Health, the Ministry of Interior, Jordan Chamber of Industry, Jordan Chamber of Commerce, the General Federation of Trade Unions of Jordan Department of Statistics, the Family Protection Department, the Jordan Hashemite Fund for Human Development, and specialized agencies.

3 Initially integrated in the MoL's general database of labour Law infringements in 2012, the CLMS has been upgraded in 2014 to become a separate database comprising all types of child labourers and children 'at risk'. However, due to technical challenges, the CLMS was launched from the MoL's CLU in 2016 only, but remained a pilot well until 2018-19 (see sections II and III). It is expected to integrate the MoE's database of school dropouts in the course of 2020.



A performance assessment of the NFCL was conducted in 2016.⁴ Its findings, acknowledged by the ministries concerned, were mixed. On the one hand, it had contributed to raise the awareness about child labour at governorate and country levels. It has also led to the expansion of the MoSD' responsibilities to cover, in addition to its traditional caseload of juvenile homeless, delinquents, beggars, peddlers, and abused persons, "juveniles working contrary to available legislation" (article 34 of the new Juvenile Law -no.32- of 2014).⁵

On the other hand, because the NFCL was not legally tied to the labour or the Juvenile laws, its mechanisms had not yet been fully activated, either for reporting relevant cases or for documenting the outcomes of interventions. Finally, the MoSD still considers that 'street children', one of the categories covered by the CLMS in principle, actually represent a specific case punishable under the penal code (article 38) and should therefore treated differently from the other groups. For that matter, the MoSD once the by-laws to the Juvenile Law No 32 will be recognized those children will be integrated into the CL database.⁶

As a result, in March 2020 the CLMS/CLDB recorded only 1196 children from Amman and Irbid (Jordan's main two cities); the vast majority of whom had been caught working in garages, restaurants, factories, and other types of establishments by MoL inspectors.⁷ This represents a small percentage of the number of children operating in establishments or in the streets in these two cities, estimated at 41,550 in 2015.⁸

4 See: *Impact Assessment of the National Framework for Combating Child Labour in Jordan during its Pilot Phase 2011-2015*, prepared by Lutfi, A., ILO Consultant, January 2016, and by interviews with stakeholders.

5 Accordingly, a new administrative unit was set up at the MoSD, the "Combat Child Labour Unit" under the "Directorate of Youths and Social Safety" (*Mudiriyat al-ahdath wa al-'amn al-mujtama'iy*) that is tasked to reorient such juveniles towards adapted social, psychosocial/informal educational programmes.

6 Interview with MoSD staff, including Legal Officer, Amman, 7/11/2019 and with MOL inspectors on 3/11/2019.

7 About 70 % of them are children working in establishments; 15 % are "street children"; and the remaining 15 % are children 'at risk' (data transmitted by MoL staff on 12/12/2019).

8 *National Child Labour Survey 2016 of Jordan*, (Centre for Strategic Studies – University of Jordan.), p.19.

The mitigated performance was all the more worrisome that, as the result of the deterioration of the socioeconomic situation in Jordan under the compounded impacts of the world financial crisis of 2008 and the Syrian refugee crisis since 2011, the number of child labourers below 16 years of age across Jordan jumped from 29,225 in 2007 to 69,661 in 2015 (+138.4 per cent). About two-thirds of them, all nationalities included, were engaged in hazardous work, either that they were working more than 36 hours per week and/or in occupations considered harmful to the child's physical, social or psychological development.⁹ Child labour, a significant coping strategy among poor Jordanian and Syrian families, has clearly been identified as a key protection challenge for stakeholders involved in Jordan's response to the Syrian refugee crisis.¹⁰ Efforts to improve the situation have first focused on enhancing the NFCL's efficiency, notably by clarifying the role of each of the line ministries in a bylaw to be tied to the 2004 Juvenile Law.¹¹ Discussions around these legal steps and more operational measures, such as the integration of the MoE's list of dropouts or the MoSD lists of 'streets working children' databases into the CLMS, have been addressed through MAP16 in early 2020.

The ILO, the NFCL's main sponsor, also considered it important to test the NFCL and its mechanisms (the CLMS more particularly) at municipal level in (East) Amman and Irbid, the two cities recording the highest numbers of child labourers.¹²

The idea was to assess the NFCL relevance to community-based organisations initiatives, and to demonstrate that such a coordinated (national/municipal) approach can add value to the goal of stemming the tide of child labour in the country.¹³ In East Amman, Ruwwad was selected as the local organisation tasked to implement, in partnership with the NFCL line ministries and other local and international actors, child labour elimination activities around a shared sustainable intervention model to be later applicable across Jordan and; in case of success, in other counties of the Middle East.¹⁴

9 See *Working Children in the Hashemite Kingdom of Jordan: Results of the 2007 Child Labour Survey* (Department of Statistics & ILO), 2009; and *National Child Labour Survey 2016 of Jordan* (Centre for Strategic Studies – University of Jordan).

10 See for instance, Ministry of Planning and International Cooperation, *Jordan Response Plan 2015 for the Syrian Crisis*, December 2014, p.100, 170. This call for anti-child labour programmes has been reiterated in subsequent Response Plans, mainly funded by Danish International Development Agency (DANIDA) under the "Elimination of Child Labour, especially its worst forms among Syrian Refugees and host Communities in Jordan and Lebanon".

11 Interview with the MoSD Legal Advisor, Amman, 7/11/2019.

12 27,651 in Amman and 13,899 in Irbid, namely 55% of a total of 75,982 working children, in Jordan National Child Labour Survey, 2016, op.cit., p.31.

13 ILO, *Decent Work Country Programme – The Hashemite Kingdom of Jordan 2018-2022*.

14 A similar pilot project was run by the "Family and Child Protection Association" in Irbid. This project is outside the scope of this report.

► 4. The Ruwwad pervention model on behalf of child labourers and children at risk

Ruwwad Al-Tanmeya (the Arab Foundation for Sustainable Development) is a non-profit community development organisation working with disenfranchised communities through education, youth, volunteerism and grassroots organising. Established in 2005 by the founder of one of Jordan's leading companies, Aramex, it was developed by social entrepreneurs to help the inhabitants of Jabal Al Natheef, a poor neighbourhood of East Amman, to overcome social marginalization. Ruwwad's approach encompasses an array of programmes and initiatives that, together, strengthen agency and facilitate redress to problems prioritized by members of the community.

Ruwwad is the first privately funded non-profit organisation in Jordan, founded as part of Aramex Corporate Social Responsibility CSR. Funded by private sector companies and business entrepreneurs in the region (Jordan, Lebanon, Egypt and Palestine) as an expression of their corporate social responsibility (CSR), Ruwwad has sought to embed the community, as a source of social, psychosocial and educational support services and as an opportunity to volunteer as social workers. Through its regular programmes, notably the Child Development, the Youth Organising Programmes and its Community Help Desk, Ruwwad has established itself as a sustainable social institution, capable to run over time an extensive range of "rights-based" support programmes covering the entire community of Jabal Al Natheef and neighbouring areas.

4.1 The Ruwwad organisational model

Ruwwad operates through an annual endowment from corporations and business entrepreneurs who are represented on its board. Their long-term commitment, social investments and knowledge sharing allow Ruwwad to be at once flexible and decisive in addressing the communities' needs and in mobilizing their full participation.

The financial backers' experience and reach are put to use in advancing Ruwwad goals, foremost among them generating opportunities and levelling the playing field for the youth, nurturing 360-civic engagement and actively encouraging ground-up solutions. Ruwwad, in effect, is a platform for engagement between proactive citizens, the youth scholars and the community. The majority of Ruwwad's team members are from the local communities. The youth scholars are brought onboard as interns. Upon completion of the internship many opt to join Ruwwad fulltime.

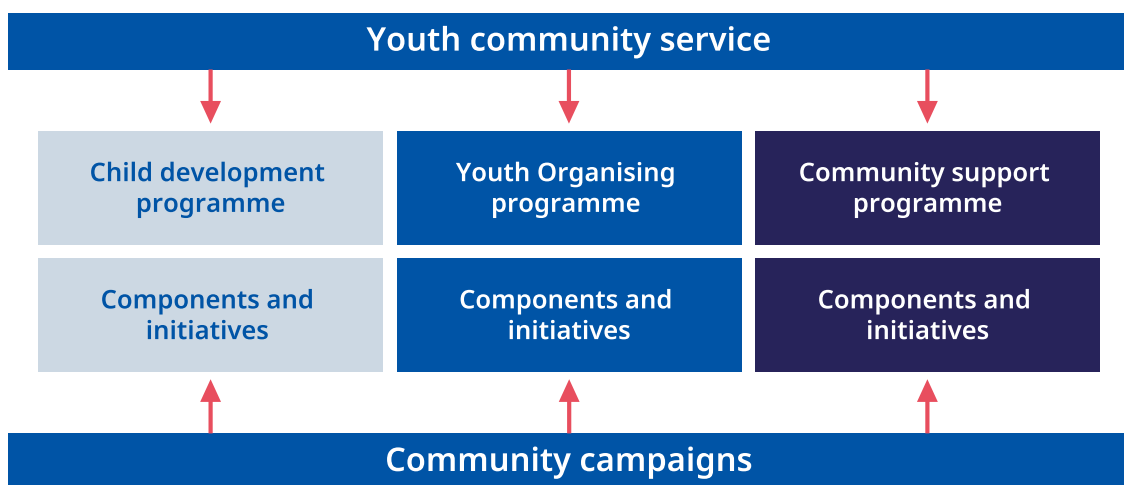
Ruwwad is a citizen-led model. It utilizes the community service hours of the scholars to create safe learning spaces for children and adolescents; mobilizes the families to launch grassroots campaigns that help engender social change; and advocates for access to rights-based services through various partnerships within the private sector, governmental agencies and the civil society. Supportive action and intervention are developed in collaboration with specialists, where applicable, but always in conversation with the community.

Ruwwad launches community led campaigns that adopt the "organising methodology," which enables the campaign's community to tap into its own resources through a strong structure of leadership teams. Ruwwad's premise is that the people are the experts on the context and they have the insights needed to nudge change. Ruwwad launched its first campaign '6 Minutes Joy of Reading' in 2011 and 'Safe Homes' campaign to put an end to physical violence against children at homes in 2012-2013.

Over 15 years Ruwwad has worked collaboratively with 236 institutions, and organisations, 622 dedicated volunteers, and 500 community members who are part of the leadership teams of Ruwwad's organising campaigns for child safety and family protection.



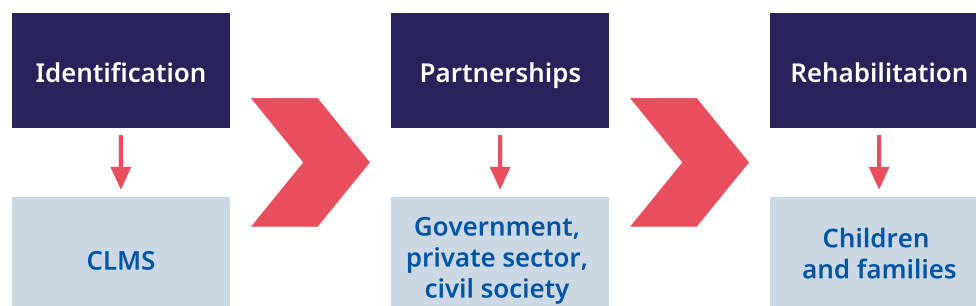
Ruwwad's three programme anchors --child development, youth organising and community support-- focus on using community organising, inquiry-based learning, psychosocial support and the creative arts as key methodologies.



Since its foundation in 2005, Ruwwad has expanded its East Amman Operations, and is currently operating in six community spaces regionally: in Jordan (Taleh, Jabal Al Natheef in East Amman, and Al Beidha in the south), in Tripoli-Lebanon, and in Ne3leen Qebia and Budrus villages-Palestine (all located in the Zone C area) and in Izzbeit Khairallah, Cairo in Egypt. On a Yearly basis, Ruwwad enables 450 youth scholars in the six communities, who in return give 84,600 community service hours to enable more than 2600 children, and 500 women. The youth scholars also lead community initiatives that directly affect the lives of citizens living in their communities.

4.2 The Ruwwad model of intervention

Ruwwad's model of intervention on behalf of working children provides for three steps towards the rehabilitation of the child labourers: their identification (through the CLMS); the establishment of partnerships with institutions likely to help in the rehabilitation process, such as the MoE or UNRWA education system or the MoSD social assistance system; and the direct intervention itself which consists in matching the children's (and their families') needs with the services available in East Amman.



The Ruwwad model of intervention

In each of these steps, Ruwwad plays a specific role as the implementer of an activity with or without a partner organisation, for example: identification of child labourers or 'at risk'; providing direct psychosocial/ remedial education support in its premises; monitoring of the selected children's commitment to the projects' objectives; reporting on outputs and outcomes of the projects. It can also act as a referral point: ensuring the (re)enrolment of child labourers in MoE and UNRWA schools or linking their families to the MoSD's social services.

The model's steps are underpinned by key interconnected principles. Some of these principles relate to the modalities of the projects' implementation:

- The **establishment of solid partnerships** between Ruwwad and relevant governmental and civil society actor lie at the heart of the project. Firstly, the projects remain driven by the ILO's key objective to test the NFCL's instruments as managed by its three constitutive ministries at the local (municipal) level. Secondly, the variety of educational, social and psychosocial actions to be carried out on behalf of vulnerable children and their families necessarily requires operational partnerships through joint activities or referrals with the line ministries, other civil society organisations, international humanitarian organisations (IHO) and, potentially, any other institution with an interest in child labour issues, such as the Greater Amman municipality, for example.
- **Gender approach** is another key operational principle. Given the fewer number of identified female child labourers compared to male child labourers (about 5% versus 95%, respectively),¹⁵ it is important that they do not 'fall under the radar'. The projects have aimed for a gender equality approach that also gives special attention to vulnerable girls whose status is often unaccounted for, including homebound girls. Gender equality is also actively promoted by Ruwwad's regular child and youth programmes, which mix participants of both genders in an effort to combat stereotypes associated to boys and girls and to ensure better cohabitation between males and females in society.¹⁶

¹⁵ According to the National Child Labour Survey, 2016 (op.cit.), p.x.

¹⁶ Interview with Ruwwad, youth programme, January 2020.

Two other principles concern the projects' actions' sustainability at local and national levels. At the local level, sustainability is illustrated by the embeddedness of the projects' direct intervention and prevention activities (and related partnerships) into Ruwwad's regular mandate; these activities, together with Ruwwad's regular child and youth services, should therefore continue to serve vulnerable child after the projects' closure. At the national level, the Ruwwad model is to be documented through lessons learned and recommendations that are to be forwarded to the National Committee on Child labour (NCCL), for its application elsewhere in Jordan and in the Middle East. The institutional work Ruwwad is carrying out within the MAP16 project by promoting social dialogue and training among the main governmental, civil society and private sector stakeholders also represents a key step in this context.

Other principles relate to the post-project implementation stage: sustainability and replicability.

- ▶ **Sustainability of the model at local level (East Amman):** The projects' direct intervention and prevention activities are to embed Ruwwad's regular mandate and continue to service child labourers after their closure. Firstly, the experience acquired by Ruwwad through partnerships with the NFCL and civil society institutions should enable it to continue to act in the future as a key referral point for them. Secondly, Ruwwad's regular child and youth services, as described above, will continue to service any child labourers or children at risk on a voluntary basis.
- ▶ **Sustainability of the model through replicability at national/regional level:** the Ruwwad's model is to be documented (notably with this report) through lessons learned and recommendations that are to be forwarded to the National Steering Committee on Child labour (NCCL) for its application elsewhere in Jordan and in the Middle East. The use of the CLMS is considered key for the expansion of the ILO-Ruwwad model. At the institutional level, the work Ruwwad is carrying out within the MAP16 project by promoting social dialogue and training among the main governmental, civil society and private sector stakeholders also represents a key step in this context.

► 5. The Ruwwad-ILO Project

Since 2017, Ruwwad implemented two ILO-sponsored child labour projects:



1. "Pilot Project for the Elimination of Child Labour among Refugees and Host Communities in Jordan" implemented in 2017-2018, is a component of the ILO participation into Jordan's response to the Syrian refugee crisis. The project includes two objectives that aim to respond to the increased numbers of child labourers, namely children engaged in work affecting their health and personal development or interfering with their schooling in any way.
 - Re-enrol child labourers that already dropped out of school in the education system, while providing them (and their families) with social, economic, and psychosocial assistance (direct intervention);
 - Prevent school children from premature entry in the labour market (prevention).
2. The pilot project was succeeded two years later by the MAP16 Project, launched in 2019 and slated for completion by the end of 2020. This project came upon the ILO request to continue the provision of comprehensive services for the identified/ withdrawn children and their families to have a well-established model that could be replicated. The MAP16 project activities were designed to also assist in activating the NFCL through comprehensive social dialogue and training exercises involving its members, civil society and the private sector. Beyond their operational targets, the ultimate goal of the MAP16 intervention lies in developing and testing a model for the prevention and elimination of child labour that could continue to be applied in East Amman after the projects' completion and replicated across Jordan.

The interventions model(s) tested by Ruwwad during the implementation of the two projects are meant, in case of success, to be developed and replicated in other areas of Jordan and elsewhere in the Middle East.

5.1 Project's Objectives and Model

The two anti-child labour projects implemented by Ruwwad under the aegis of the ILO since 2018 share similar operational objectives: Contribute to reducing the number of child labourers and increasing the rate of school completion among Syrian refugees and within host communities living in East Amman. In addition, the (second) MAP16 project has a key institutional development objective: assist in the activation of the NFCL through the enhancement of the social dialogue amongst line ministries, and between them and civil society organisations, educational institutions and private sector for more effective work towards preventing child labour at local and national levels.

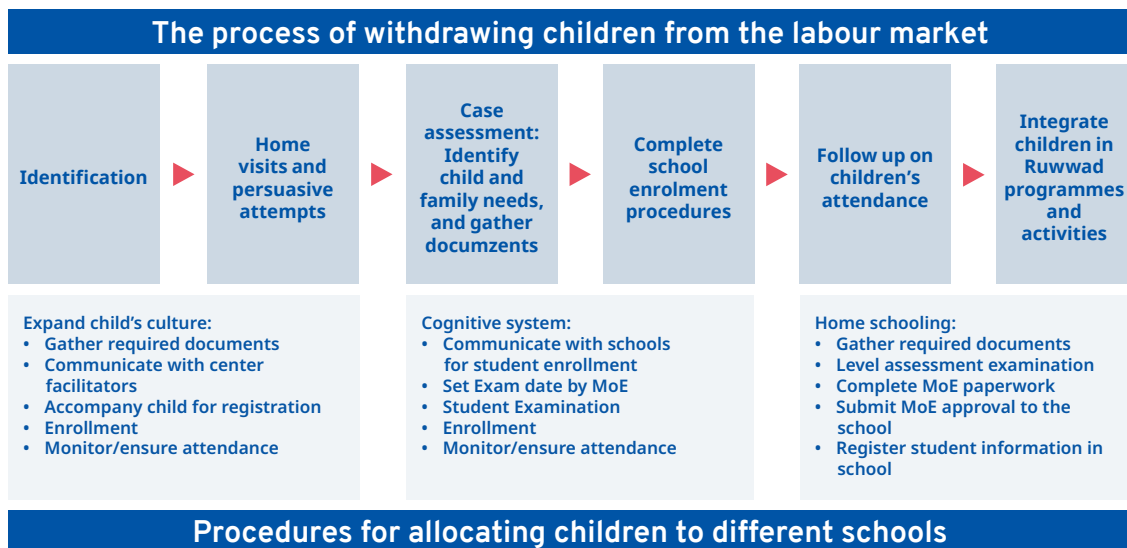
However, the ultimate goal of those interventions lies beyond operational objectives.¹⁷ It is to develop and test a model for the prevention and elimination of child labour that could continue to be applied in East Amman after the projects' completion and replicated across Jordan, and across the Middle East.

The model of direct intervention presented in the projects' documents identifies steps to be conducted by Ruwwad and in close co-ordination with governmental and non-governmental partners to ensure the efficient rehabilitation of child labourers and children 'at risk' (A). It also emphasizes the significance of key principles (solid partnerships, gender equality, the actions' sustainability) that underlie the entire rehabilitation process (B).

Operational direct intervention model		
Pre-implementation		Implementation
1. Identification of child labourers/at risk	2. Getting familiar with Jordan's educational & institutional environment	3. Referrals and direct implementation
<p>1. The pilot project: Various sources and actors, including:</p> <ul style="list-style-type: none"> NFCL: CLMS national database managed by MoL, and filled by the MoL, MoSD and MoE pages. CSOs: Child labourers/ dropouts attending informal activities. IHOs: Child labourers, beneficiaries of humanitarian programmes managed by international organisations. Miscellaneous sources: municipalities, MoL and MoE local directorates, etc. <p>2. MAP16 Project: One source (in principle):</p> <ul style="list-style-type: none"> Ruwwad is connected to the CLMS national database and is one of its direct users. It also participates in joint inspection tours with MoL inspection officers and MoSD staff. 	<ul style="list-style-type: none"> Ruwwad officers get familiar with the educational and social development regulations. Preparation for transportation of children to schools. 	<ul style="list-style-type: none"> Referral to MoE/UNRWA for enrolment/ re-enrolment in formal/ non-formal education system. Referral to MoSD for regular NAF and emergency cash assistance; and referral to vocational/ training for the children and members of their family.
Identification of children at risk		Post-implementation
<ul style="list-style-type: none"> Government and UNRWA Schools in East Amman. 		<ul style="list-style-type: none"> Sustainability of intervention at local (East Amman) level. Replicability of the model at national and regional levels.

¹⁷ For that matter, a similar and larger scale child labour elimination/prevention had been implemented in 8 governorates by the Cooperative Housing Foundation (CHF) in partnership with the line ministries and CSOs between 2008 and 2012: [The Combating Exploitive Child Labour through Education – Technical Cooperation Project \(CECLE\)](#).

Three components of the project's implementation process may be highlighted: 1) the identification of the children to be rehabilitated; 2) the establishment of partnerships between Ruwwad and the educational and social stakeholders prior to the launching of the interventions; 3) The intervention themselves. As the manager of the two projects, Ruwwad plays a specific role in each component of their implementation, either as the direct implementer of activities with or without a partner organisation: the identification of child labourers or 'at risk'; psychosocial/remedial education support; reporting on outputs and outcomes of the projects, for instance; or as a referral point: ensuring the (re)enrolment of child labourers in MoE and UNRWA schools or linking their families to MoSD social services, for instance. The following paragraphs describe in some detail the three components outlined above:



5.1.1 Identification of the child beneficiaries

Identifying the child labourers (which also entails recording their age, place of residence, education level and handicap, and family and social backgrounds) is to be mainly achieved through Ruwwad's linkage with the CLMS. However, because the CLMS had not yet been tested at municipal level during the first phase 2017-2018, other more traditional identification methods were also envisaged for Ruwwad to use during the pilot project. This potentially included tracing activities in non-governmental institutions (starting with Ruwwad programmes¹⁸), local schools, international organisations engaged in Jordan's response to the Syrian refugee crisis, municipalities, community police, or any relevant database - for instance the dropout database managed by the MoE or the 'street children' database managed by the MoSD.

¹⁸ In particular, Ruwwad's Parental and Community Support programme that connects Ruwwad to the most vulnerable segments of Jabal Al Natheef and surrounding neighbourhoods through the provision of literacy skills, IT education, self-awareness, legal support and income generation opportunities.

5.1.2. The establishment of operational partnerships

This has entailed for Ruwwad to get familiar with Jordan's educational and social development environment, map the various formal, non-formal and informal (psychosocial and remedial) educational facilities in which child dropout labourers may be (re) enrolled, and master their current eligibility criteria and registration processes - as depicted in the previous section of the report. They also prepare bus transportation schemes for working/dropout children not living at walking distance from their school. Because the reasons behind child labour often lie, partly or exclusively in the children's families' destitution, Ruwwad also secure partnerships with institutions capable of tendering to the basic met needs of such families, such as the MoSD and humanitarian/developmental organisations, through regular or emergency cash assistance, job or training opportunities for unemployed or non-economically active adult family members and legal awareness.

Preparatory steps for interventions targeting children 'at risk' in their schools require working arrangements with local MoE or UNRWA schools for identification of such children based on their educational performance and their general conduct (including working outside school hours), as well as the recruitment of psychotherapists experienced in managing cases of children with educational/conduct problems.

5.1.3. Direct interventions: Ruwwad is key to the direct intervention on several levels

- ▶ Based on the outcome of the identification process and the operational partnerships established with governmental and non-governmental stakeholders, through e-CLMS or through networking with relevant partners, Ruwwad's officers' start matching the identified children's educational and their families' social needs with services available.
- ▶ They monitor the situation of the (former) child labourers under rehabilitation on a daily basis by ensuring that they remain committed to pursuing the rehabilitation path designed for them (mainly attendance of the formal/non-formal educational stream they have enrolled in). They may also follow the progress made in upgrading the situation of the child labourers' families.
- ▶ More directly, Ruwwad registers the (former) child labourers with its regular psychosocial/non-formal education programmes and sees to it that they participate in their activities outside school hours, twice a week, in mixed boys' and girls' classes. These programmes are, firstly, the Child Development Programme for children aged 6-12 years that promotes the children's creativity and physical wellbeing through access to a library and other spaces for artistic, scientific self-expression and sports activities; and better parenting through awareness sessions on safe learning environments, academic support, and regular winter and summer schools. Secondly, the Youth Empowerment, Education and Volunteerism programme (13-18+ years) that revolves around psychosocial and educational support activities whereby youths are made aware of behavioural norms, discuss personal and social issues, receive entrepreneurial skills and ultimately build-up self-esteem and ability to better relate to their family and social environments through promotion of free expression and collective debates.¹⁹ Such involvement entails Ruwwad's involvement in the projects' budget.²⁰

¹⁹ Ruwwad also grants scholarships (the Mousab Khorma Fund) to some 220 disadvantaged youths engaged in higher education in return for the sponsored students' commitment to hours of voluntary work (4 hours a week) serving the community through Ruwwad's programmes and administration. These volunteers constitute about 60% of the total number Ruwwad's staff. Every year, about 42,000 hours of work are volunteered.

²⁰ Ruwwad's financial contribution to the Pilot Project was estimated at over USD 57,000, while the ILOs' budget was at USD 100,000.

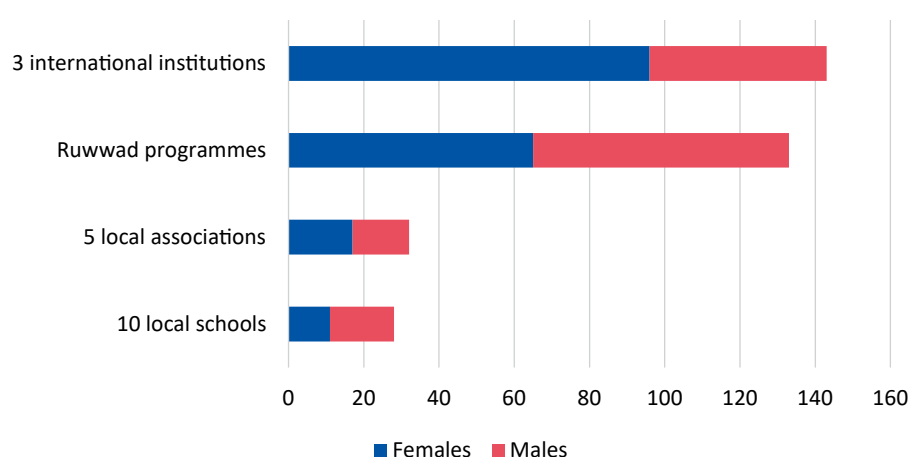
5.2 Lessons Learned: Pilot Project for Elimination of Child labour among Refugees and Host Communities in Jordan

5.2.1. Success in reaching child labourers, and challenges related to retention

Ruwwad officers reached out to child labourers by tracing them through schools and civil society organisations. 336 child labourers in East Amman were identified; significantly more than the target number set for the pilot programme. 40% were identified through Ruwwad programmes; participants of social and/or psychosocial support activities provided by Ruwwad; while 42% were identified through international humanitarian organisations such as the NRC, IRC and STC. 18% were identified by Ruwwad social workers in other civil society organisations and local schools.²¹ The table below outline the segmentation by gender and outreach channel of the programme beneficiaries.

Outreach channel	Females		Males		Total	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Ruwwad programmes	65	19%	68	20%	133	40%
10 Local schools	11	3%	17	5%	28	8%
5 Local associations	17	5%	15	4%	32	10%
3 International institutions	96	29 %	47	14%	143	42%
Grand total	189	56%	147	44%	336	100%

Child labour identification source



21 Two social workers (hashidât) were hired for identifying and follow-up on the children's school attendance. The CSOs include the River Jordan Foundation (branch), the Islamic Centre (branch), the Zaqat Committee (branch), the Innovation and Challenge Association and JOHUD.

Nationality	Females	Males	Total
Jordanian	81	64	145
Syrian	85	62	147
Iraqi	14	14	28
Egyptian	4	3	7
Palestinian	3	2	5
Sudanese	2	2	4
Grand total	189	147	336

The sample of child labourers proved to be more inclusive than required. While the Jordanian/Syrian refugee balance was respected (145 and 147, respectively), the sample also comprised a limited number of child labourers from other nationalities, including Iraqis (28), non-Jordanian Palestinians (5) and Sudanese (4). In addition, the sample included more female than male children, which reflects Ruwwad's emphasis on 'invisible' homebound girls (66% and 44%, respectively).

Of the outreached 336 children, 194 (58%) of them initially expressed interest in engaging in the pilot project; exceeding the initial objective of 150 children. However, only 130 of them eventually committed to the pilot project: 46 boys and 84 girls. These beneficiaries were (re)enrolled in formal or non-formal educational establishments and benefitted from Ruwwad's psychosocial and educational support; their family received material, legal awareness and psychosocial assistance from Ruwwad, the MoSD and international humanitarian organisations. Several challenges, that disrupt the rehabilitation process, were identified; challenges upon which Ruwwad and its partners have little influence:²²

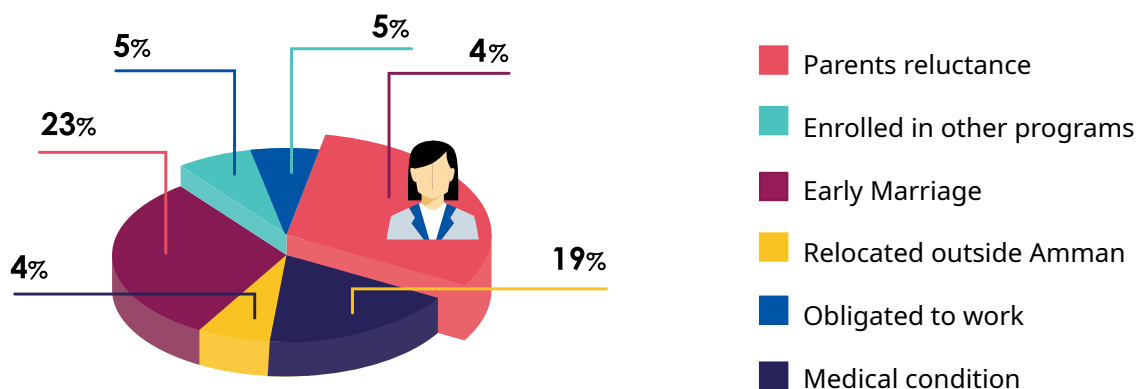
- ▶ The need for male children to continue to contribute to household income due to poor financial conditions; requiring more tailored economic empowerment programmes for vulnerable families.
- ▶ Cultural constraints and parent's reluctance to send their daughters to schools, which often result in early marriage of dropout girls. Developing inclusive intervention programmes tailored to the local community is required, engaging psychosocial specialists as well as law enforcement team from community members.

As indicated in the figures below, for both genders, the **parent's reluctance** to have their children, especially females, participate in the pilot project was a significant factor. According to Ruwwad, this was not only due to parental concerns over safety hazards their children could be exposed to outside the household, but also preference to keep their girls available for early marriage. This trend is said to be more prevalent among poor Syrian refugees,²³ who tend to believe that girls are better protected and have better living conditions when married. Accordingly, **early engagement/marriage** during the course of the recruitment process drove about one-fifth of girls to put an end to their participation.

²² Similar finding applied to the above-mentioned CECLE project: only 2,373 instead of the initially expected 4,000 child labourers had put an end to their economic occupation.

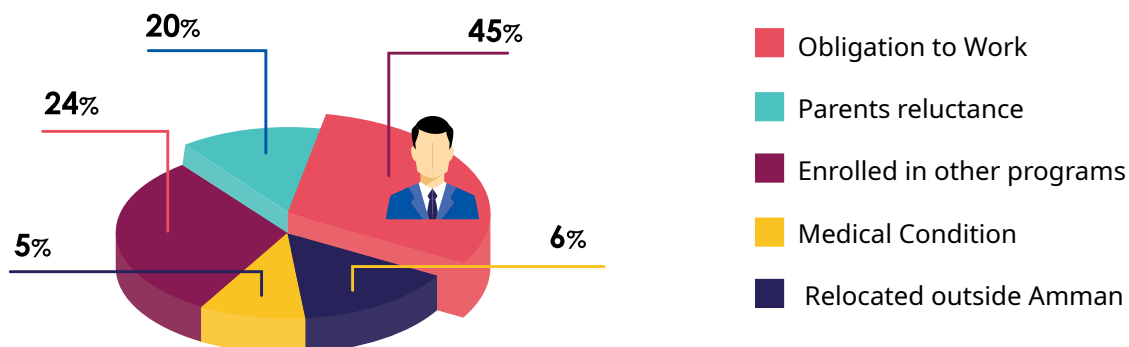
²³ See *Ruwwad's Report on the outcomes of the pilot project: Summary report, project progress report, (draft - Final Report)*, p.2.

Females: Reasons for not participating



Boys were more affected by **economic reasons**, namely the need to contribute to the household income; 45% of boys abandoned participation for economic reasons. Participation in other **social programmes by other partners from Ruwwad's network that provides transportation allowance or other financial aid** led about one-fifth of male and female potential participants to abandon the pilot project specifically among Syrian refugees. Other less significant reasons included **medical conditions** and **relocation** of the children's families outside of East Amman.

Males: Reasons for not participating



It is difficult to assess comprehensively the long-term effects of the 2017 pilot project. Its one-year time-frame does not allow Ruwwad to follow the selected children until the completion of their studies (2-3 years) or to assess the impact of its socioeconomic activities on the families concerned. Yet, a substantial 65, out of the 130 identified children enrolled in 2017, were still pursuing their studies and attending Ruwwad's psychosocial/educational activities two years later.

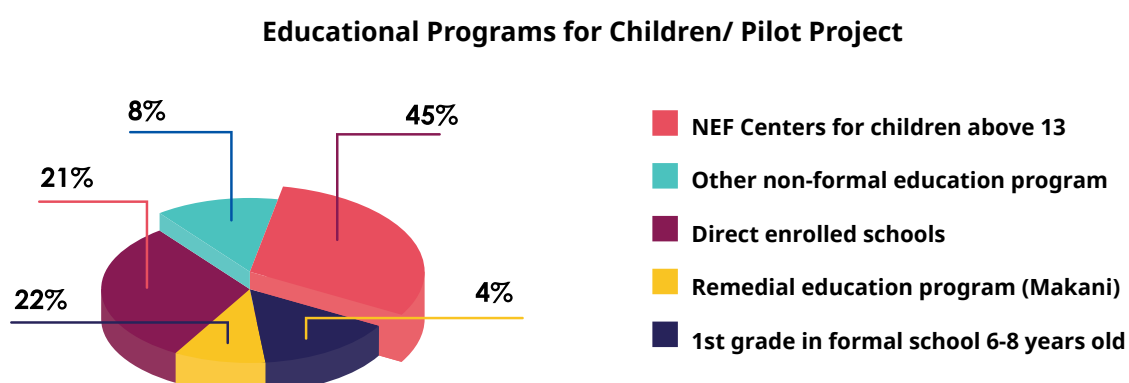
Interviews conducted with several of them confirmed that the mix of non-formal education educational methods together with the psychosocial and educational support services provided by Ruwwad had been key in returning them to a mainstream life with identifiable life goals sustained by recovered self-esteem and self-confidence. Overall, Ruwwad's experience attests to the fact that while direct interventions may not always defeat the structural causes of child labour, a significant number of children can yet be withdrawn from indecent work (or prevented from prematurely entering the labour market) through tailored measures addressing their specific vulnerabilities.

5.2.2. Most beneficiaries were enrolled in non-formal education centres partly built with support Ruwwad advocacy efforts

Based on the children's age and educational profile, Ruwwad sought robustly to return them to Jordan's educational system. This entailed, identifying available formal and non-formal education facilities for boys and for girls in East Amman in close co-ordination with MOE; arranging daily bus transportation whenever needed; and monitoring the daily commitment of every beneficiary to his education and to the complementary psychosocial and remedial classes support provided by Ruwwad.

About two-thirds of the child beneficiaries aged 18-9 years were enrolled in **NFE** programmes: 45% of them (aged 18-13) in the NFE Centres run under the umbrella of the MoE through Questscope, and 22% in the remedial education programme – istidraki, for children between 12-9 years. One-quarter of the children were able to re-enrol in **formal schools** (dropouts of less than one year, or children from 8-6 years old with no significant educational issues). Finally, 8% of beneficiaries joined **informal centres**, such as the UNICEF-run Makani centres that provide uncertified recreational and psychosocial support assistance to Syrian refugee and host community children.

Ruwwad's educational input has also resulted in the extension of Jordan's education structure. It has contributed, in partnership with Questscope, to the establishment of NFE Centres for boys aged 18-13 years in the Muaz Bin Jabal school (Al-Marrikh neighbourhood); and the al-Shifa' NFE Centre for 20-13 years girls in the UNRWA Sheima' school (Al-Wihdat refugee camp).



5.2.3. Prevention activities with partners for at risk children in the Middle East

Seven East Amman public and UNRWA schools were identified for the preventive psychosocial support programme, which was implemented in coordination with MoE by specialized counsellors and social workers. Overall, some 500 children 'at risk' of dropping out of school and prematurely entering the labour market were selected within their class universe, mainly based on their poor academic results and low attendance.

By way of example, the session "I Care for myself and want to get closer to the kind of person I want to be" given to fifth graders (11-12 years old), aimed to help the students improve their self-esteem and be more conscious about the best aspects of their personality and enable them to make sensible life choices regarding their future. The short-term impact of the sessions was monitored and guided through a questionnaire that collected information about the children's opinion about school attendance and education in general.

5.2.4. Ruwwad and international partner organisations provide comprehensive social and economic support for child labourers' families

Poverty and material need, which is recognized as the main cause of child labour, especially among boys, was tackled at three levels:

1. Ruwwad's Community Support for women and disabled persons provided access income-generating programmes for women and disabled persons.
2. Referral by Ruwwad to the MoSD may have allowed Jordanian needy families to access the NAF for regular or emergency cash assistance under specific eligibility rules, referral to placement offices and to vocational training institutions.
3. Ruwwad in partnership with three international organisations, provided "comprehensive services" to the most underprivileged families concerned, as follows:
 - In partnership with IRC, Ruwwad selected 50 members of 122 different families for a recruitment process leading to employment in a 5 stars hotel in Jordan. Finally, 13 of them were interviewed and 3 reached the final interview and were at the last stage of employment.
 - In partnership with NRC, Ruwwad conducted legal awareness sessions for 50 vulnerable Syrian families.
 - In partnership with Save the Children (STC), Ruwwad conducted 5 awareness sessions about the life skills and reproductive health issues.
 - Ruwwad's staff also engaged in a dialogue with the 194 initially selected child labourers' families at its premises in Jabal Al Natheef or at their family's domicile in presence of the MoSD Probation Officer, in order to combat biases against girls' education and solve family issues detrimental to the children's education. Counselling and relevant referrals were activated to address specific household issues.

5.2.5. Long-term impact of the pilot project

Three levels of long-term effects of the pilot project outlined below, were determined:

1. Children and family beneficiaries: It is difficult to assess comprehensively the long-term effects of the Pilot project. As mentioned above, its one-year timeframe does not allow Ruwwad to follow the dropout child labourers until the completion of their studies (2-3 years) or to assess the impact of its socioeconomic activities on the families concerned. According to Ruwwad, many female beneficiaries were engaged/married or reached the age of 16-18 years allowing them to work legally in light jobs or in any occupation, respectively, before the completion of their studies. This applied to children that continued to resent the school environment; who relocated with their families outside East Amman; or who could not afford transportation costs after the end of the project.²⁴

Altogether, in 2019, 65 out of the 130 former enrolled beneficiaries (50%) were nevertheless still pursuing their education (most of them were about to complete their studies) and had continued to attend Ruwwad's psychosocial support activities by themselves. Interviews conducted with several of them confirmed that the mix of NFE educational methods designed by Questscope/MoE together with the psychosocial and educational support activities delivered by Ruwwad had been key in returning them to a mainstream life with identifiable educational objectives and life goals sustained by recovered self-esteem and self-confidence. This attests to the fact that while direct interventions may not always defeat the structural causes of child labour, a significant number of children can yet be withdrawn from the world of indecent work through tailored measures addressing their specific vulnerabilities.

2. Ruwwad and partners: The pilot project enabled Ruwwad to widen its scope of expertise to an issue, child labour elimination that has come to be considered key by the government and the ILO since the early 2000s. The advent of the Corona virus and its disastrous impact on the world economy and that of Jordan per se will just but reinforce that trend. The project also consolidated Ruwwad's working relations with Ministries, international organisations, while giving it increased visibility by officially contributing to Jordan's Response to the Syrian Refugee Crisis. Finally, it also proved that Ruwwad, a well-established community-based institution anchored in its local environment, was able to implement at short notice a model of direct intervention involving, besides its regular social/psychosocial programmes, new activities: from the identification of child labourers and long-term dropouts, to their educational and psychosocial rehabilitation.

3. A sustainable model: Beyond its operational outcomes, the pilot project's importance lies in the sustainability of its interventions through Ruwwad's regular programmes that have continued to service child labourers (as a segment of the entire community) after its completion. Moreover, the partnerships established between Ruwwad and the governmental agencies paved the way for a second Ruwwad-ILO project in 2019/2020, the MAP16 project, that turned Ruwwad into a key player in the combat against child labour at national level.

²⁴ This trend is more prevalent among Jordanians. Out of the 89 children that abandoned the project after their enrolment (89 cases) for the above-mentioned reasons, 51 were Jordanians and 35 were Syrians. 15 cases were due to obligation to work; 21 to engagement/marriage; 14 to rehousing outside East Amman; 21 to unwillingness to study (linked to violence at school and maybe to work and marriage issues); 6 to transportation issues; and the rest to miscellaneous reasons (source: Internal Ruwwad documents).

5.3 Lessons Learned: The MAP16 Project

The following section presents some provisional key lessons-learned at its two levels of activities: the rehabilitation of child labourers and children 'at risk'; and the activation of the NFCL through social dialogue and capacity-building exercises. The lessons learned are depicted at policy development, and direct intervention model.

5.3.1 Policy development

Mainstreaming CL concerns was a critical activity within MAP16 project particularly reflected through the two following outcomes:

1. MAP 16 through integrating CL module into the Vulnerability Assessment Framework survey that is carried out by UNHCR for the year 2019, for the first time, highlighted that although the responsibility for eliminating child labour lies primarily with governments, such efforts should be assisted by development partners operating in their countries. It also reinforces the importance of UN agencies combining programmes and resources to support national development goals aligned with the SDG 8.7. Mainstreaming the CL module can be considered as critical activity particularly as Jordan has a strong policy-level focus and facilitates linkages with other development programmes, such as those addressing social protection, education, poverty reduction, youth employment and community development.
2. Revised Juvenile Law and the By-Laws for the protection of working children linked to it. Through this project the enabling environment in Jordan is enhanced through linking its national policy framework to a legislative framework that will allow to tackle child labour more efficiently, effectively and sustainably as they're underpinned by comprehensive and coherent legislative framework.

To this end MAP16 played a crucial role into revising the Juvenile Law No 32 for the year 2014. Through ongoing advocacy efforts exerted by the project, the NFCL was being promoted within the MOSD concerned units, the Legal departments and the newly created CLU, followed in parallel with the on-going capacity-building workshops supported by the project. These efforts will allow MOSD to play a leading role in implementation of the updated policy framework that is linked to the Juvenile Law. This enhanced awareness among senior concerned management played a role in drafting certain sections of the new Juvenile Law and ensured the approval by the Legal Bureau within the government.

This legislation, which still needs to be endorsed by both houses of parliament and is expected to be signed into law in early 2021, was upgraded primarily to improve the protection and treatment of children in the justice system in Jordan. The aim is to ensure a more child-friendly justice system which operates in accordance with international standards and good practice. In addition, the new law will also expand the areas of responsibility of the MOSD in terms of addressing child labour. The new law now refers to all forms of child labour under its protection list and will effectively institutionalise the NFCL to ensure a more systematic and systemic approach. In effect, once the new law is enacted, the NFCL will become more relevant and practicable not only by the MOSD and its social workers but to all its official signatories.

These results have been key in reinforcing the enabling environment to address the issue in Jordan and highlight the importance of countries that benefit from such support in institutionalising and capacity assets to ensure national ownership and sustainability of outcomes.

5.3.2 Direct intervention model

The objective was to support the implementation of the NFCL mechanism as described above in an identified location where the incidence of child labour was known to be high. In this way, the process was applied and documented to build experience and expertise within the national partners in carrying out the prescribed activities. In addition, this exercise offered the opportunity to pilot test the National Child Labour Database /e-CLMS, which was also based on an online practical system that could be upgraded in line with the new updated policy framework linked to the Juvenile Law.

Likewise, it should be noted that the creation of the Local Steering Committees/LSC was also seen as a positive development among all partners. They represented an important step in sustainability, demonstrating national ownership and commitment. They were also very important in raising awareness of the issue of child labour more broadly across ministries and at the local community level.

Participants of the Local Steering Committee of the MAP16 Project			
Ministries	Civil societies	Private sector	International organisations
<ul style="list-style-type: none"> • MoL • MoSD • MoE • MoH 	<ul style="list-style-type: none"> • Ruwwad • National Council for Family Affairs (NCFA) • Phelix Centre • Teachers' union • Islamic Centre • Jordan River Foundation • Other CSOs 	<ul style="list-style-type: none"> • Chambers of Commerce and of Industry 	<ul style="list-style-type: none"> • ILO • UNRWA (Education programme)

Documenting the pilot activities under this IA and all the processes involved was vital in identifying challenges and weaknesses in the system, enabling these to be addressed in any future policy review.

Lastly, it is evident that national roll-outs have financial and staffing implications for national partners but is vital for sustainability – to ensure that these issues are discussed with national partners and that adequate planning and allocations are in place. This point highlights the importance of carrying out additional resource mobilisation and approaching UN agencies, international organisations and donors that support national partners, and into identifying other agencies prepared to support the NFCL pilots in other areas where CL is on the rise partly due to bad economic conditions that were also exacerbated by the pandemic outspread. In spite of the shortcomings of the NFCL, it was clear to the MAP16 team and from the start that the policy pilots were central to the success of the project.

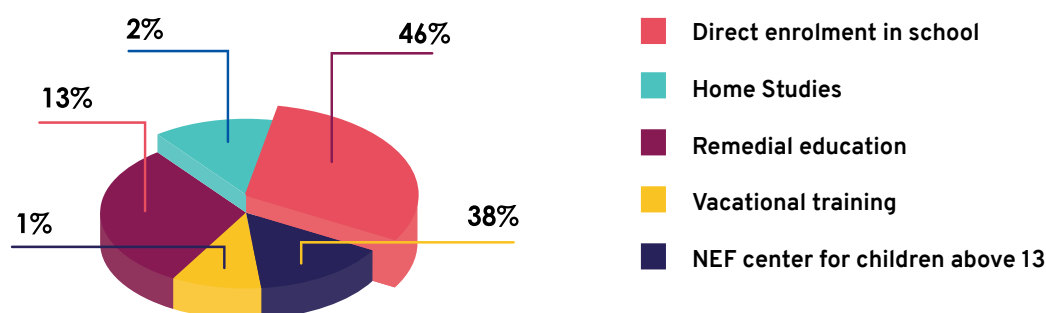
5.3.3 Prevention beyond target numbers

By March 2020, Ruwwad had already reached its objective: 479; 179 above targeted number, child labourers had been identified and integrated into needed comprehensive services foreseen within the MAP16 project. The focus on the most urgent child protection cases resulted in a sample composed of two-thirds of Syrian refugees and non-Jordanian residents, and a preponderance of younger children: about 30% of the sample is in the 7-12 age range. This explains the relatively high percentage of children who were able to be (re)enrolled in the regular primary schools, as they are still eligible for formal education, having not missed three or more years of school and/or having less entrenched psychosocial issues.

As per the ILO model of direct intervention, the (re)enrolled children are being provided with complementary services: Ruwwad's psychosocial and education remedial support (operated online during the Corona virus-related confinement period), while their families receive socioeconomic, medical and legal assistance tailored to their needs.

The interviews conducted with the female and male children (alone or accompanied with their mother) that had been registered with the MAP16 Project highlighted the intricate nature of the child labour issue. They confirm that poverty and the need to secure the household income is not the only factor behind their early evasion from schools. Several other factors actually come into play, especially in the younger age categories: incapacity to adapt to the educational curriculum; aversion for the schools' often-deteriorated physical and social environment; family issues; conservative representations of the females' social status; or personal psychosocial issues. This underscores the complexity of child labour management, while validating the complementary model of interventions carried out by Ruwwad in partnerships with various stakeholders.

Educational Programs for Children/ MAP Project (provisional)



The identification of the schoolchildren 'at risk' focuses on children with socioeconomic difficulties, and more especially children combining studying and working during school hours in the nine targeted schools in East Amman. Since the early implementation of the project and due to the well-structured advocacy campaigns within eleven neighbouring schools (7 public & 4 UNRWA) where dropout rates are high, the project was able to reach 497 vulnerable children to protect them from early entry to labour market through provision of specialized counselling sessions in co-operation with the school's administration. Through Ruwwad's volunteers academic support in reading and writing, math, Arabic, computer skills and English for some of the children protected from the early evasion aged 12-18 years is being carried out on regular basis.

To expand its outreach in January 2020, Ruwwad approached four UNRWA schools located at Wihdat refugee camp, where many children are known to work in the camp's food market have been targeted. Ruwwad provided psychosocial and academic support services, and report and exchange lessons learned with UNRWA; the latter provided training space in its school facilities and selected the 'children at risk'. By February 2020, some 120 vulnerable children 'at risk' had already been identified. The early sessions aimed to identify the children's issues and embark on psychosocial support activities started online during the Corona virus-related confinement period and will be implemented until the end of the MAP16 Project scheduled in December 2020.

5.3.4 Active involvement of employers' representatives emphasises role of the private sector

At the 'plenary' technical meeting of February 2020, the representative of the Chamber of Commerce underscored the role the private sector had played in the combat against child labour as members of the NFCL. The Chamber of Commerce most important contribution so far has been a survey conducted with the support of the ILO about local private enterprises endowed with a corporate social responsibility (CSR) mandate in relation with child labour. The survey reveals that few of such enterprises had an adequate knowledge of international and local legislation governing child labour. Most of them had never heard about the NFCL. The survey also noted that the 'CSR' private enterprises' contributions to the combat against child labour had been limited to ad hoc awareness campaigns combined with cultural/sports or charitable events.²⁵ Therefore, efforts should focus on making the private enterprises of all sizes more familiar with the legal, institutional and socioeconomic dimensions of child labour, while enhancing their support within the larger NFCL framework or more local initiatives. In the course of year 2020, the MAP Project will seek to promote such collaboration, notably through joint advocacy initiatives. These may include public awareness campaigns through media outlets and social media insisting on the dangers inherent in child labour, and where the boycott of enterprises resorting to child labourers would be recommended.

25 See Bani Hani, L., *Corporate Social Responsibility and Child Work in Jordan*, ILO, 2018.

► 6. The way forward/recommendations

1. Strengthening coordination among the various concerned entities working to combat child labour, including public and private sectors: government, civil society, community-based organisations and the private sector. The goal is to enhance relationship between the e-CLMS and non-governmental actors, to serve a common cause of eliminating child labour in Jordan.
 - Enforcing the partnership model established within the ILO-Ruwwad projects to address all economic, social and educational drivers leading to child labour, with focus on increasing private sector partnership.
 - Activating the role of local committees in preventing and limiting child labour and transferring the experience and best practices from the ILO-Ruwwad projects with entities working on combating child labour.
2. Promoting inclusiveness by associating various bodies of the civil society to discussions about their implementation. Moreover, by embracing the educational, social and psychosocial needs of the children and their families, the Projects have been coherent with other national plans on employment (placement, vocational training) and protection against children violence. This recommendation is all the more relevant as the devastating effects of the education and economic standby related to the 'Corona virus' crisis in East Amman, Jordan and in other parts of the world, may well increase poverty levels and exacerbate already existing material deprivation, thus pushing vulnerable families to resort to child labour as a coping strategy. Against that depressed background, Ruwwad could play a key role by helping such families face the educational, social and psychosocial dimensions of the crisis.
3. Another institutional recommendation relates to difficulties inherent in turning the NFCL into a more effective anti-child labour mechanism, the origin of which, as mentioned above, lies in the non-mandatory character of the NFCL and more clarity about the tasks of each line ministry. In past years, the ILO has lobbied with these ministries for a Bylaw and legislative amendments to the Juvenile Law No 32 currently under revision designed to solve these challenges. As a leading civil society organisation, Ruwwad could, in association with other local similar bodies specialized in labour market issues:
 - sustainable child labour projects should be given a timeframe adapted to the duration of the children's educational formal or non-formal programme and to the duration needed to test and validate their tools, namely 3 years.
 - replication of the projects in other parts of Jordan.
 - a legal clarification of the exact role of every line ministry within the NFCL and the upgrading of the CLMS that would make it fully operational for Ruwwad and any other CSO user across Jordan.
4. The importance of academic support and Ruwwad activities in the prevention and reduction of child labour (because of its impact on the students regarding the importance of school and the academic path and changing the family's perception of the working child because of his /her academic weakness). Continuing to provide academic support in the following subjects (Arabic language, mathematics and English language) in addition to socio-psychological support and continuing with students after the end of the project to ensure the sustainability of work with children and reap the impact of academic support after they go either to vocational training or the academic track.
 - The continued involvement of children in the project's activities and initiatives undertaken by Ruwwad because of Ruwwad's impact on children, their social interaction, and the development of their knowledge and behaviour.

- ▶ Embedding anti-child labour activities in Ruwwad's regular mandate or by extending over a longer-term period the current ILO/Ruwwad MAP Project.
- ▶ Psychosocial support for children and their parents and to protect them from economic exploitation. Focusing on the psychosocial support for mothers of working children because of its positive effects in supporting the family and the child, trying to understand the psychological and social challenges facing the family, working to support it, facilitating dialogue meetings between working children and parents, and the presence of a specialist in this project)
- ▶ Financial, economic and health support and incentives (gifts, economic empowerment, and necessary aid when urgent.)
- ▶ In kind support has a great effect on the family and the child, such as financial aid, food parcels and meals provided during the workshops, especially for children.

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► Annexes

Annex 1: Recapitulative table of actions adopted by Jordan against child labour

1970	Ratification of the Arab Convention Number 1 on minimum age levels
1991	Ratification of the UN Convention on the Rights of the Child of 1989
1995	National Task Force for Children (NTFC) that was established by Queen's Noor Foundation
1996	The labour Law raises the minimum age for work from 13 to 16 years and sets conditions for the employment of children (juveniles) aged 16-17 years
1998	Ratification of the ILO Minimum Age Convention no.138
1999	Creation of a Child labour Unit (CLU) at the Ministry of labour
2000	Ratification of the ILO Convention no.182 on the Worst Forms of Child labour no.182
2000	Signature of a Memorandum of Understanding with the ILO and its international Programme for the Elimination of Child labour (IPEC)
2004	The MoE and Questscope start working on the establishment of non-formal education centres across Jordan
2006	Launch of the National Strategy for the Reduction of Child labour
2007	Establishment of the Social Support Centre (SSC), funded by the MoL
2008	Launch of the "Combating Exploitive Child labour through Education" (CECLE) project (until 2012)
2009	Set up of the National Steering Committee on Child Labour (NSC)
2011	Adoption of the National Framework to Combat Child Labour (NFCL)
2012	Launch of the Child Labour Monitoring System (CLMS)
2011-2012	Arrival of the first waves of the UNHCR-registered Syrian refugees
2014	The new Juvenile Law No 32 of 2014 recognizes the need of working children for special protection (MoSd coverage).
2016	Publication of the second National Child Labour Survey
2017-2018	ILO/Ruwwad Pilot Project for the Elimination of Child Labour among Refugees and Host Communities in Jordan".
2019-2020	ILO-Ruwwad "Measurement, Awareness Raising and Policy Engagement Project to Accelerate Action against Child Labour and Forced Labour".

Annex 2: Fieldwork sources

Interviewees	Date
Eight interviews with Jordanian and Syrian refugee beneficiaries (and family)	7/8/2019
Nihaya Dabdoub, ILO	14/8/2019
MoSD Probation Officer	1/09/2019
Ruwwad Staff	1/9/2019
Ahmad Shheidat, MoSD	10/9/2019
Former social worker for Ruwwad	3/10/2019
Mohamad Badari, MoL	6/10/2019
Ruwwad team	20/10/2019
Nihaya Dabdoub, ILO	29/10/2019
Ruwwad team	3/11/2019
ILO Workshop "Case management"	5/11/2019
Inspection Officer, MoL	5/11/2019
Inspection Officer, MoL	5/11/2019
Representative, MoE	5/11/2019
Teacher/facilitator, MoE/Questscope	6/11/2019
Staff of Muaz Bin Jabal school	6/11/2019
Former social worker for Ruwwad	7/11/2019
4 interviews with Jordanian and Syrian refugee beneficiaries (and family)	11/11/2019
Lana Bani Hani, Chamber of Commerce	12/11/2019
Ayesh Awamleh, Legal Advisor, MoSD	6/11/2019
Social Support Center, Johud, staff	13/11/2019
Jam"iyat al-Ibdaa (local CSO)	13/11/2019
Maha Rantissi, UNRWA, RSSD	18/11/2019
4 interviews with Jordanian and Syrian refugee beneficiaries (and family)	20/11/2019
Samar Dudin, Ruwwad	3/12/2019
Tareq al-Faqih, Seba Hassan, Ruwwad	20/11/2019
Leila al-Qubti, Ruwwad	6/1/2020
Leila al-Uzum, Ruwwad	8/1/2020
Child Programme, Ruwwad	12/1/2020

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