

# **PROCEEDINGS**

**ILO/Japan Regional Tripartite Seminar  
on the  
“ILO Declaration of Fundamental Principles and Rights at Work  
and Its Follow Up Theme: Elimination of Child Labour”**

**Jakarta, Indonesia, 12-14 July 2006**

International Programme on the Elimination of Child Labour (IPEC)

# Contents

	<i>Page number...</i>
<b>SECTION I: EXECUTIVE SUMMARY</b>	4
<b>SECTION II: REPORT OF THE SEMINAR</b>	8
<b>1. Opening session</b> <i>Welcome address</i> <i>Opening address</i>	9
<b>2. Session one: Global Report on Child Labour and the Proposed follow up Action</b> <i>Presentation on findings of the Global Report, key factors for progress challenges ahead and global goals and targets.</i>	14
<b>3. Session two: Combating Child Labour in the Context of ILO Fundamental Principles and Rights at Work</b> <i>Presentation on legal frameworks and international conventions and statements regarding the rights of the child and elimination of child labour, including the Global Compact, Millennium Goals and UN Convention on the Rights of the Child..</i>	16
<b>4. Session three: Mainstreaming Child Labour in National Development Frameworks</b> <i>Presentations on the way in which child labour can be mainstreamed at a national level and examples from member countries on their attempts to integrate child labour concerns into national policy and planning</i>	18
<b>5. Session four: Role of Workers and Employers Organizations – Lessons Learned and Future Opportunities</b> <i>Case studies from the Philippines and Mongolia, comments by member countries</i>	22

<b>6. Session five: Presentation of Group Work</b>	25
<i>Presentations from Government, Employers' and Workers' Groups on legislative and policy change against child labour; contributions of employers' and workers' organizations to combat the worst forms of child labour; and building alliance against child labour</i>	
<b>7. Session six: Statements by Regional and International Agencies</b>	28
<i>Statements from UNICEF, UNESCO, ASEAN and the US Department of Labour</i>	
<b>8. Session seven: Time Bound Measures on the Worst Forms of Child Labour – A Review of Existing Experience and Lessons Learned</b>	30
<i>Examples of programmes in Indonesia, the Philippines, Mongolia and Cambodia</i>	
<b>9. Session eight: Presentation of Group Work</b>	33
<i>Experiences, lessons and time bound measures for action to combat the worst forms of child labour in the next four years</i>	
<b>10. Concluding Remarks on Follow Up Plan of Action in East and South East Asia</b>	37
 <b>ANNEXES</b>	 39
Final Programme	40
List of Participants	43

## **SECTION I: EXECUTIVE SUMMARY**

## **The Seminar and its Purpose**

The seminar was held over three days in Jakarta, Indonesia, 12-14 July 2006, and was funded by the Government of Japan. Tripartite representatives from eleven countries attended the discussions, along with observers from international agencies, UNESCO, UNICEF, ASEAN and United States Department of Labour, and ILO specialists on legal issues, employers' and workers' organizations, and child labour.

In 2006, the ILO released its second Global Report on Child Labour under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. The Report indicated that progress has been made against child labour with the total number of child labourers globally falling by 11% in the last four years. Also of note was the fact that there has been a particularly sharp decrease in the area of hazardous work by children, meaning that the more dangerous the work and the more vulnerable the children, the more rapid the reduction of child labourers. The total number of children in hazardous work decreased by 26% overall and by 33% in the 5-14 year age group.

Activity rates for child labour were down in all regions, with the most significant progress being made by the Caribbean and Latin America (from 16.1% - 5.1%). Progress had also been made in Asia, but it was below expectations with an overall drop in activity rates from 19.4% to 18.8%. This figure still represents a total of 122.3 million economically active children in the region. The least progress was made in Africa, which experienced a rise in absolute figures from 48% to 49.3%.

In its proposed Global Action Plan, the Global Report has set a goal of eliminating the worst forms of child labour by 2016 and to this end encourages all countries to design and put in place appropriate time-bound measures by 2008. As a result, the purpose of this seminar was to bring together East and South East Asian countries to discuss their experiences, problems and achievements thus far, in their efforts to combat child labour, and as a corollary, to find more focused and effective approaches to meet the aim of eliminating child labour by 2016.

## **Results of the Seminar**

There were a number of major themes and concerns which emerged from the seminar. Integrating child labour concerns into policy frameworks with high level leadership support was identified as one crucial factor for ensuring continued progress. Ideally child labour needs to be addressed within a range of related major policy areas such as Education and Training, Poverty Reduction and Economic policy, Health and Labour. Since the root causes of child labour can be various, including poverty and lack of access to basic education, approaching child labour concerns from a mixture of policy areas is likely to produce more rapid progress in tackling the problem. This approach also ensures that budgets are being allocated to child labour programmes through existing policies, whilst not requiring funds specific to child labour itself.

Mainstreaming is another important factor which is closely related to policy and high level support. Mainstreaming the issue of child labour incorporates both the inclusion of child labour concerns into a range of national policies as well as developing national coordinating structures such as a National Action Committee and building awareness, knowledge and expertise. Through capacity building, the documentation of best practice and the development of guidelines, tools and resources are set in place which can promote and support efforts to combat child labour at a high leadership level in government, private enterprise and international agencies.

Alliance building and developing close collaboration and cooperation on various levels was also identified as an important factor in the elimination of child labour. This includes strengthening tripartite alliances, both at national and local levels, fostering relationships between countries and international agencies and developing inter-agency coordination at the international level. Within the tripartite alliance, the role of employers' and workers' groups was also highlighted. Employers' and workers' groups have access to extensive membership networks which allows them to access a wide range of the population, including the informal sector, where much child labour occurs. Through these networks they have the capacity to educate and build awareness within the community about child labour and its detriments. They are also well placed to identify targets, monitor activity and collect data on child labour. Their ongoing support and commitment is thereby an essential element in the fight against child labour.

The ILO has encouraged countries to put in place time-bound programmes as a means of reaching the target of eliminating the worst forms of child labour by 2016. Time-bound programmes are a tool that help countries target a specific incidence of child labour and plan for its elimination within a set period. They emphasise country ownership and broad based participation. The programmes are based on solid data collection and analysis and include consultation and consensus building at both a local and national level. Time-bound programmes have the advantage of not only targeting a particular group of child labourers, but also building a strong foundation for the long term elimination of all forms of child labour.

A number of difficulties and challenges were also identified during the seminar. Data collection was raised as one such problem. Whilst some good data collection did exist, there were still gaps in some countries and particular sectors such as trafficking, migrant children, drugs and the informal sector. Strategies to reach the informal sector, where a significant proportion of child workers operate, were also discussed, as was the need to be mindful of marginalised groups, or children that were excluded from mainstream data collection programmes.

Asia remains the region with the highest absolute number of child labourers worldwide. In spite of this, Asian countries have made significant steps to combat child labour and have demonstrated their commitment to continue tackling the issue both at a policy level and a practical level. All the participant countries have ratified the two core ILO conventions on child labour, No.138 and No.182 and a number have already put in place

targets or time-bound programmes to end the worst forms of child labour, including the Philippines, Indonesia and Cambodia. The seminar provided opportunities for country delegates to discuss their own experiences and obstacles and learn from examples of successful projects from member countries. By continuing to focus on effective data collection, target setting and the implementation of time bound programmes, countries will be well placed to meet the goal of eliminating the worst forms of child labour by 2016.

## **SECTION II: REPORT OF THE SEMINAR**

## OPENING SESSION

### **Welcome Remarks and Introduction: Mr Alan Boulton, Director, ILO Jakarta**

On behalf of ILO I welcome you to Jakarta and the Regional Tripartite Seminar. I would like to express my gratitude towards the government of Japan for their assistance and to the Ministry of Manpower and Transmigration, Indonesia for their support.

This seminar follows the launch of the Global Report on Child Labour, which is one part of the follow up to the ILO declaration on Fundamental Principles and Rights at Work. The report shows that the end of child labour is within reach. We have set the ambitious, but achievable goal of eliminating the worst forms of child labour within the next ten years.

The agenda for this meeting includes: a review of the progress made in East and South East Asia and the steps which can be taken to assist us all in eliminating child labour by 2016. In East and South East Asia there is a growing commitment to eliminating child labour, with the ongoing support of key agencies across the region. 14 countries have ratified ILO conventions, 5 countries have made time-bound commitments to eliminate the worst forms of child labour, and several countries have made bilateral or regional arrangements to combat trafficking.

There have been some positive results. The global report finds the numbers for child labour in Asia and the Pacific has dropped from 19.4% to 18.8%. In particular the worst forms of child labour have been effectively tackled in these regions. However although there has been good progress, the figures in the region are still daunting. There are still 122.3 million economically active children in the region, a decline from the 2000 figure of 127.3 million, but this still constitutes many children in a vulnerable position. Therefore there is still much work which needs to be done. If this challenge is to be met in the next ten years we all need to redouble our efforts to combat child labour. This is probably one of the most important human rights development challenges in the world at this moment and is linked to the Millennium goals relating to education since child labour is a barrier to children attending school.

ILO and member states have committed themselves to the elimination of the worst forms of child labour. We recognize that progress depends on national targets that are linked to deadlines and clear measures to achieve these targets. The global report highlights some of the countries in Asia which have tackled poverty, expanded programmes, and have made substantial progress in tackling child labour. This meeting provides a forum to share our experiences, problems and achievements.

I am very pleased this meeting is being held in Indonesia as there has been much progress here that I'm sure that my colleagues here will want to share that with you. The Indonesian government has made a strategic plan to achieve nine years of basic education for children, to be achieved by 2009. Many important initiatives have already been taken by government for reducing education costs and improving education standards. The

government has adopted a National Action Plan on addressing the worst forms of child labour and is working in conjunction with the ILO for implementation of that plan.

Tackling child labour is a sound investment in the future for the countries in Asia; in providing a better future for the children in the region and the economies of the region. Making child labour history is very much an issue of leadership. It needs to be supported by policy makers at the highest level. Economic development, human rights and leadership support at high levels of government are all connected to the issue of child labour. Leadership and ideals also need to be translated into practical programs and sustained efforts which will have a meaningful impact on people's lives. This seminar allows us to assess what progress and achievements have been made and renew our progress by adopting sound policies and programs.

Welcome to all participants and I hope that as well as receiving great benefit from the discussions, you will also enjoy your stay in Jakarta and the warm hospitality of the Indonesian people.

**Welcome Address: Yoshihiro Senoo, Assistant Director-General for International Affairs, Ministry of Health, Labour and Welfare, Government of Japan**

On behalf of the Japanese government I would like to welcome participants to the ILO/Japan Regional Seminar on the Elimination of Child Labour.

Since the ILO convention was adopted in 1988 the government of Japan has supported the declaration. Last year we had a seminar on forced labour in Mongolia. This year our theme is the elimination of child labour in which we are trying to find a more focused and effective approach to encourage attempts to eliminate the most hazardous forms of child labour.

The release of the Global Report indicates that there has been great progress in eliminating child labour. Child labour has fallen globally by 11%. In younger age groups, there has been much more progress and we can say that child labour has already substantially declined. However, when we look at Asia we still have many child labour issues in the region. We know that it is very hard to eliminate all forms of child labour in a short time, especially given the links to the economy, living standards and so forth.

Economic growth is an important element to eliminating child labour. But this alone cannot achieve the goal and we cannot wait until our children become adults. We need to take action today and get results on specific targets and sectors. We encourage all Asian member countries to put in place appropriate time-bound measures before 2008. I hope in the future all of us today can find child labour only in a TV programme or our grandmother's old tales.

I hope this seminar will produce results in which all participants are able to contribute. Thank you.

## **Opening Address: H.E. Erman Suparno, Minister of Manpower and Transmigration of Republic of Indonesia**

First of all, allow me on behalf of the Government of Indonesia to welcome all of you to Jakarta. I hope you have a pleasant stay. I would like to express my deep appreciation to the Government of Japan and the ILO for holding this important gathering here in Indonesia.

I consider that this seminar is an important and strategic event in raising awareness of the importance of our political commitment to the elimination of the worst forms of child labour in Asia and the Pacific region.

Please allow me to recall the statement of the United Nations General Assembly on Children in 2002, as follows:

- We are not part of the problem, we are part of the solution;
- We are not spending, we are investing;
- Human beings should obtain their rights for a better living.

In order to develop strategies which are in compliance with human rights, the international community has paid serious attention to child labour issues. It is obvious that efforts have been made towards the realisation of the international agreement mentioned in various conventions (ILO Convention No. 138 and 182).

In this regard, the Government of Indonesia has firmly committed to and ratified both ILO Conventions, in the form of national regulations, technical guidance and manuals in line with local conditions.

We are aware that efforts in the prevention and elimination of child labour in hazardous jobs cannot be done partially; it should comprehensively be carried out by involving other parties and stakeholders. In handling child labour problems, the Government of Indonesia, therefore, set up an Action Plan consisting of three phases. The first two phases takes five years each, while the third one lasts for ten years.

These plans are presently in the fourth year of the 1<sup>st</sup> stage which will be completed in 2007. At this point, there will be lots of programmes to be carried out in order to gain better results. I sincerely invite all participants to work closely in overcoming problems of child labour through bilateral or multilateral programmes, such as:

- a. Developing various best practices materials on experiences of handling the worst forms child labour;
- b. Expanding networks and overcoming trafficking in children;
- c. Formulating systems of best measurement in solving problems regarding the elimination of the worst forms of child labour; and
- d. Making developed countries pay much more attention to efforts aimed at preventing and alleviating the worst forms of child labour.

I consider also, it is time to come to an agreement between these twelve countries here upon not being countries involved in the trafficking of persons, especially children and encourage other countries which have not ratified the ILO Conventions to voluntarily combat the worst forms of child labour.

The worst forms of child labour are a complicated problem involving social, economic and cultural issues. They are badly influenced by poverty, lack of access to education and job opportunities, patrimonial cultures, etc. The obligation of preventing children from harassment, discrimination and exploitation are covered in various conventions, national regulations, and related arrangements.

The National Action Plan of Indonesia for the Elimination of the Worst Forms of Child Labour are:

- Setting up close cooperation with related institutions and/ or sectors;
- Strengthening coordination at central and regional levels;
- Establishing networking with NGOs, universities, international organisations, etc.;
- Strengthening cooperation with related institutions; and
- Strengthening cooperation with donor institutions, including ILO and UNICEF.

I would also like to express my sincere thanks to the Government of Japan and ILO for all their valuable support and assistance in making this seminar happen. To the participants, I hope you will have a fruitful discussion and produce good recommendations. I do believe that the twelve countries here will be able to formulate an agreement during this seminar.

Finally, now I officially open this ***Regional Tripartite Seminar on the Application of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-Up.***

## **Session One: Global Report on Child Labour and the Proposed Follow-up Action**

**Introduction by: Mr Guy Thijs, Director, ILO-IPEC, Geneva**

The Global Report on Child Labour shows that child labour is on the decline. The number of child labourers fell globally by 11% in the last four years (equalling 28 million children less at work). Moreover the decline was steeper in the area of hazardous work, the more harmful the work and the more vulnerable the children involved, the faster the drop. The number of children involved in hazardous work dropped by 26% and by 33% in the 5-14 year age group.

Activity rates for child labour were down in all regions, with the most significant progress being made by the Caribbean and Latin America (from 16.1% - 5.1%). Progress had also been made in Asia, but it was below expectations with an overall drop in activity rates from 19.4% to 18.8%. The least progress was made in Africa, which experienced a rise in absolute figures from 48% to 49.3%.

There have been a number of key factors which have contributed to the progress made in reducing child labour. Firstly, ILO has been instrumental in progressing the ratification and implementation of ILO Conventions 138 and 182 and implementing concrete projects to combat child labour. Of equal importance, many actors have joined forces with ILO, including governments, workers' and employers' associations, NGOs and other international agencies. Policy choices have also been an important and influential factor. Countries which combine economic growth with the right policy mix have tended to make more rapid progress in tacking the problem of eliminating child labour. Finally, child labour is a cross-cutting policy issue which ought to be reflected in a range of policy areas including national labour and social policy, education and training and poverty reduction.

As a result, efforts to mainstream child labour elimination into key development and human rights frameworks, and to encourage greater national ownership of child labour elimination programmes are key challenges for the immediate future.

The Global Report proposes a Global Action Plan which aims for the elimination of all worst forms of child labour by 2016 and to this end encourages all countries to design and put in place appropriate time-bound measures by 2008. In pursuing these targets the ILO will strengthen its efforts:

- To support national responses to child labour, in particular through effective mainstreaming in national development and policy frameworks;
- To deepen and strengthen the worldwide movement; and
- To promote further integration of child labour concerns within overall ILO priorities.

Primary methods of supporting national responses to child labour include expanding the experience of Time Bound Programme approaches and integrating child labour concerns into national development and policy frameworks. In addition, ILO aims to enhance investment in developing tools and guidelines which can strengthen the knowledge base regarding child labour and assist in the mobilization of national and international resources by demonstrating that a range of social and economic interventions can be part of, and aligned to, efforts to eliminate child labour.

Ultimately the key to success lies in the mainstreaming of child labour concerns; by the documentation and dissemination of good practices and the subsequent consolidation of these practices and approaches into policies and programmes. Of equal importance is the ongoing capacity building of partners who are capable and committed to sustaining and upscaling child labour programmes.

Employers' and workers' organizations are central to strengthening the worldwide movement, as they are able to work against child labour in specific sectors. An effective global campaign also requires the UN family and international NGOs to increase their efforts to align their positions and take a common stance on child labour. Furthermore, regional institutions such as ASEAN and regional development banks, such as the Asia Development Bank, can foster and support collaboration between countries in the region

Therefore, future efforts to combat child labour require commitment at the highest possible level (including the ratification and application of all fundamental ILO Conventions), the allocation of adequate resources and the establishment of effective systems to monitor implementation. In addition, we need to redouble our efforts to combat poverty and expand educational opportunities for children, and ensure that development programmes do not exclude vulnerable or minority groups such as migrant children, families with HIV/AIDS and ethnic groups.

## **Session 2: Combating child labour in the context of ILO Fundamental Principles and Rights at Work**

**By: Tim de Meyer, Specialist on International Labour Standards, ILO SRO Bangkok**

In 1989 the UN Convention on the Rights of the Child recognised the protection of children from economic exploitation and work harmful to the child's development as a human right. More specifically, ILO Conventions 138 (Minimum Age Convention) and 182 (Worst Forms of Child Labour) required member states to publicly commit themselves to the elimination of all forms of child labour and put in place specific priorities and processes to tackle the issue.

The elimination of child labour was also recognised as a constitutional value of the ILO in 1998 in the ILO Declaration on Fundamental Principles and Rights at Work. The Declaration identified child labour as a cornerstone of the "social floor" upon which globalization rests together with freedom of association and the right to bargain collectively; the elimination of forced labour and the elimination of discrimination at work.

The importance of the elimination of child labour was also indirectly recognised through the Millennium Development Goal "Education For All" which stated that all children will be able to complete primary schooling, and girls and boys will have equal access to all levels of education.

In recent years this formal recognition of the importance of the elimination of child labour has been matched by a demonstration by governments worldwide that child labour is now high on their agenda. The challenge now is to identify how to mainstream the issue of child labour so that it does not remain an isolated point on the agenda, but becomes an issue of international interest.

One area of potential support is the business community. In 1999-2000 the UN released the Global Compact, an initiative aimed at engaging the business community in realising environment and social issues. The Compact bring companies together with UN agencies, labour and civil society to support 10 universal environmental and social principles and encourages business to do whatever it can, within its sphere of influence, to carry these principles forward (including the elimination of child labour).

The fact that all countries in East and South East Asia, with the exception of Myanmar have now ratified Conventions 138 and 182 is an indication of the level of political importance that has come to be attached to the elimination of child labour. However, despite political commitment, many countries in Asia are still battling key factors such as poverty which are significant contributors to child labour. In East Asia, more than 50% of the labour force still earns less than \$2 per day. Poverty is particularly concentrated in rural areas, with 70% of child labour worldwide in the agriculture sector. In addition, the

size of the informal economy remains staggering and workers have few rights and very little protection from abuse.

Therefore, if the Asia Pacific region is to be successful in eliminating child labour by 2016, child labour cannot be considered in isolation from the other issues besetting the world of work. There must be cooperation between government, employers' and workers' groups in setting agendas, identifying targets and implementing programmes. Of equal importance, policy coherence must be established between efforts to combat child labour as well as other labour concerns such as fundamental institutions and orientations, the employment relationship, rural employment and other mainstream efforts to eradicate poverty.

### **Session 3: Dialogues among policy makers and tripartite constituents on the Global Report and the proposed plan of action**

**Moderator: Mr Guy Thijs, Director, ILO-IPEC, Geneva**

**“Mainstreaming child labour in national development frameworks – lessons learned and future opportunities”**

**Introduction by: Patrick Quinn, CTA ILO-IPEC Indonesia**

Indonesia is one example of a country which has made mainstreaming the issue of child labour a specific objective. Consequently, statements of action to combat child labour have been incorporated into key government policy statements such as the National Medium Term Development Plan and the Indonesian Poverty Reduction Strategy Paper. There are also many policies and programmes which are tackling how to keep children in school and out of child labour. For example, the Strategic Plan for Education aims to achieve 9 years of basic education for all children by 2009. Thus, in Indonesia we can see efforts have been made to reflect child labour concerns across a range of policies and portfolios including education, social welfare and planning.

In order to mainstream policy it is necessary to build awareness, knowledge and expertise within national coordinating structures. These people are then able to use this knowledge to promote and progress child labour concerns in various policy areas. Successful mainstreaming of child labour concerns can be seen when child labour issues are reflected in key policy statements; when these policy statements are translated into budgets and when initiatives to combat child labour are taken by government departments, independently of external donor activity.

#### **Discussion of attempts at mainstreaming child labour from participating countries**

*Vietnam (Ms Nguyen Thi Dieu Hong, Ministry of Labour)*

In Vietnam we have tried to link the elimination of child labour to education and poverty reduction policies. In particular we have found that there is a decisive link between the number of children who drop out of school and those who participate in economic activities. Therefore, in 2003, the Vietnamese government issued a policy on universal education for children which provided for free education up to the lower High School level. As a result the number of children in work fell from 29% in 1998 to 18% in 2002-3. Thus if the government can continue to direct resources towards eliminating child labour through the education policy we believe this should produce a substantial benefit for children.

*Thailand (Mr Kovit Buraphatanin, Ministry of Labour)*

In Thailand we have attempted to use a holistic approach to the elimination of child labour. To date we have successfully reduced the number of working children from 6 -1 % in the last 10 years. However, working children in rural areas continues to pose a significant challenge.

At the national policy level we have implemented programmes across a range of policy areas including policies on health, social security, employment and education. For example we have implemented a low cost medical service (less than 1USD or 30 Thai Baht) throughout the country and have social security benefits beyond the formal sector to the informal sector.

In terms of employment generation, we are trying to build job creation in the rural areas by launching the 'One village - One product' scheme, which is designed to promote and assist rural areas in designing, producing and marketing a particular product, such as a handicraft, thus eliminating the need for migration to cities. Finally with regard to education and minimum ages of work, Thailand now has 9 years of compulsory education and a minimum age of employment set at 15 years.

*Singapore (Mr George Na, Ministry of Manpower)*

Singapore does not have specific regulations referring to child labour, since this is not a problem in the country. However, we strongly emphasise the importance of education. Our current enrolment rate in primary school is 95%, with approximately 97% moving on to secondary education. Education is socially and culturally respected, with the result that parents want their children to be in school for longer. Smaller families allow parents to invest more in their children and support them in their education.

*Philippines (Mr Ricardo Martinez, Department of Labour)*

In the Philippines there is a law prohibiting the employment of children less than 15 years of age. Violations of this law are monitored through inspections and programmes such as "Rescue Child Workers Now". Enforcement has been reasonably successful. In the first quarter of 2006 alone, 9 companies who employ children have been apprehended. We have also attempted to target child labour through poverty reduction strategies such as livelihood projects. These projects enable parents to generate income, thereby allowing them to send their children to school rather than being forced into employment from an early age. All of these initiatives have been produced through a close collaboration between the government, workers' groups, and employers' groups.

*Mongolia – (Ms Ch. Erdenechimeg, Ministry of Social Welfare and Labour)*

Mongolia has tried to combat child labour through a number of different policies. Our Social Welfare Strategy Paper aims to help families find jobs. Also, the Employment Promotion Government Fund includes specific activities for working children. For example, vocational training courses for working children between 14-16 years of age are supported by this fund. Finally, since 2005, we have started to implement a National

Child Benefit Programme which provides specific social services for vulnerable families, including working children's families.

*Malaysia (Mr Nik Mustapha, Employers' Federation)*

Malaysia does not have a problem with child labour. However, Malaysia remains active to protect its citizens against child labour through poverty reduction and education programmes which include six years of compulsory education. Tertiary education also offers two options for students, either academic study or vocational training which prepares students for entering industry.

*Laos (Mr Onevong, Ministry of Labour)*

In Laos, 39% of people live in poverty and many children work to help their parents in rural occupations. The natural geographical conditions in Laos also complicate the problem of eliminating child labour. For example, even though the government tries to provide schooling, it is quite limited because once children finish primary school they must go to the city if they wish to continue their studies.

Our current targets are to achieve universal primary education and 99% literacy in the age group of 15-24 years by 2015. We are currently in the process of drafting a National Action Plan on Child Labour as well as a law on Human Trafficking.

*Indonesia (Mr Harjono, Employers' Association)*

In 2004, the number of child labourers in Indonesia was estimated at over 2.8 million. To combat this problem we have established a National Steering Committee, which consists of related ministries (education, health, labour), NGO's and trade unions, which considers and endorses all plans to deal with child labour. We have also developed a National Action Plan of which there are 3 stages. We are currently in the first 5 year stage which focuses on child labour in footwear, mining, fishing, trafficking and drugs.

In addition, we have a "Women's Entrepreneurship Programme" through which we are trying to improve opportunities for women entrepreneurs. Since these women often run home based industries, we hope this programme will have a flow on effect to child labourers since child labour often occurs in such industries.

*China (Ms Shuli Lin: Ministry of Labour)*

In May 2001, the State Council of China created the National Programme of Action for Child Development from 2001-2010. This Action Plan put child labour on the national agenda as part of our responsibility to protect the rights of children. We have also fostered inter-agency collaboration both within government and with trade unions etc. For example, a National Coordinating Group, which included representatives from the Ministries of Health, Culture, Public Security and Social Security was established to protect the rights of women and children.

*Cambodia (Mr Viseth Sin: Ministry of Labour and Vocational Training)*

The government of Cambodia has committed to combating child labour and has mainstreamed the issue in the Cambodian Millennium Goals. We have a National Action Plan for the Elimination of Child Labour which uses a time bound approach within a 4 year period (2004-8). In the last year the government has also taken a number of steps to combat child labour, including approval of an action programme from the ILO which focuses on 12000 child workers.

*Concluding Remarks*

Successfully combating child labour requires a holistic approach at the policy level, incorporating various national agencies with external organisations such as trade unions, international agencies and employers' groups. Media advocacy, as noted by the Employers' Representative from the Philippines can also be a strategic and effective tool to combat child labour. However, according to the government delegate from Thailand, discussions about child labour must involve discussions of the labour market and patterns of employment, particularly in the informal sector, where a substantial number of children are pushed into the labour market. Similarly, agencies need to be aware of the problem of groups 'on the edges' such as migrant workers, who may often be missed by mainstream policies and projects.

## **Session 4: Dialogues among policy makers and tripartite constituents on the Global Report and the proposed plan of Action:**

### **“Role of workers and employers organization – Lessons learned and future opportunities”**

**Moderator: Mr Alan Bolton, Director ILO Jakarta**

*“Mongolia: Child Labour in Small Scale Mining”, Ms Norjinkham Mongolmaa, ILO-IPEC Mongolia*

In 2005, a Tripartite Accord on Collective Actions on the Elimination of Child Labour in mining by 2015, was signed by the Government, Trade Unions and the Mongolian Employers Federation (MONEF). MONEF implemented a sectoral project to address pressing issues in informal gold mining which included efforts to eliminate child labour in mining. These efforts encompassed:

- Awareness raising
- Establishing non-formal education classes at mining sites and enrolling children in regular school
- Providing vocational training in colleges, including the Mining College
- Developing additional training modules for the adolescents attending the college on labour relations and child labour issues, skills to work in team etc
- Networking with employers in the mining and other sectors
- A study to assess the attitude and perspectives of employers/members on the current vocational and skills training system

As a result of these efforts, it was assessed that cooperation and awareness building between key actors was crucial. Working with the mining community and local mining companies was particularly effective as was generating a common attitude among different local actors (mining companies, informal miners, district officials). The programme also demonstrated that child labour is a good entry point for bringing together different parties at the local level, but that working in a context without higher level government support, in an area which lacks regulations, can be challenging.

The project also showed that sector specific work, such as small scale mining, can produce results, especially when executed in cooperation with various actors and social partners, who can for example provide skills training, youth employment policies and labour inspections to ensure the application of labour standards in sectors not covered by law enforcement.

### **Philippines Case Study: The role of Workers and Employers: Ms Urma Sarkar, RO Bangkok**

In the Philippines there are approximately 4 million economically active children, of which around half are exposed to hazardous working environments. Employers’ and

workers' groups in the Philippines have been crucial in changing attitudes towards child labour and building cooperation with government. Both have extensive networks which they have used to build awareness, monitor child labour in the workplace and develop alliances.

The Employers' Federation has been active in areas such as policy advocacy, capacity and alliance building, child labour monitoring and the documentation and recognition of child labour free and friendly firms. Trade Unions have also actively built alliances, enhanced their monitoring capability (for example union representatives have become child labour monitors) and developed education programmes. They have introduced study circles, educational materials and research projects to disseminate information about child labour.

Two specific examples include a survey conducted among individual trade union members in the National Capital Region to explore the incidence of employment of child domestic workers which led to a proposed Code of Conduct and the work of Teachers Trade Unions in spreading the message against child labour both in the classroom and in the communities they work in.

### **Discussion amongst participants about the contribution of employers' and workers' groups to the elimination of child labour**

*China: Ms Shuli Lin ( Ministry of Labour)*

In China there is a Global Compact Promotion Office which cooperates with members: we network all the members and share their best practices. We cooperate with our members to provide guidance and training at the provisional, city and county level. We use this network both to disseminate information about the Global Compact and to share examples of best practice.

*Indonesia: Mr Harjono ( Indonesian Employers' Association)*

In Indonesia, employers and workers have been involved in the development of policy, action plans, and the implementation of those action plans. We use our networks to distribute information to our members for implementation at the enterprise level.

*Philippines – Mr Julius Cainglet (Federation of Free Workers) and Mr Ricardo Martinez (Employers' Federation)*

We look at child labour from a range of different aspects. One aspect is direct education interventions. This means that if the children do not have access to school, we can take the schools to them via non-formal education. We also encourage parents to send their children to school and encourage the parents themselves to enter skills training.

We have also targeted big corporations in order to utilise their media and public relations resources. For example, Felix Mining was presented with a Child Friendly Firm award to recognise its actions in this area. Naturally, law enforcement is also an important issue

and we have worked to foster cooperation between the police, the Commission of Human Rights and local government.

*Thailand: Mr Kovit Buraphatanin (Ministry of Labour) and Ms Kemchira Chatraporn (Employers' Confederation)*

The Thai government supports and promotes codes of conduct and corporate accountability and has worked in cooperation with employers and union groups to introduce the 'Thailand Labour Standards', which includes provisions for the elimination of the worst forms of child labour among companies.

The Employers' Confederation has aimed to increase awareness of the Global Compact and Corporate Social Responsibility and tried to encourage its member to adopt good work practices, which naturally include eliminating child labour. It was noted however, that often the worst forms of child labour are practiced in the informal sector or by companies who are not part of programmes of corporate responsibility

*Cambodia: Mr Phoung Pagna Reth (Employers' Association)*

The employers' organisations in Cambodia have participated with government in drafting law and order regulations and are trying to build commitment and communications between stakeholders (government, unions and employers) to work efficiently on child labour. Employers' organisations have also played a role in disseminating information and providing training. In Cambodia we take our commitment to corporate social responsibility very seriously. However, while we have action plans, we have yet to translate these plans into concrete results. We also continue to struggle to monitor the informal sector and employers operating outside formal associations and systems. We need the government to take action to regulate these work places where we suspect that child labour may be employed.

## **Session 5: Presentation of Group Work from Employers, Workers and Government**

Participants were organised into three groups; employers, workers, and government, and were asked to consider and share their experiences on the role of workers' and employers' organisations. The groups discussed the following points:

1. Share experiences of workers' and employers' organisations in legislative and policy change against child labour in your countries;
2. Share examples of how employers' and workers' organizations have contributed to action against the worst forms of child labour;
3. Share experiences of employers' and workers' organisations in building broad alliances against child labour including in its worst forms.

*Representative of Workers Group – Mr Julius Cainglet (Philippines)*

1. Legislative and policy change

Some members of trade unions had directly participated in the legislative processes, whether through drafting of laws or acting as a resource person during hearings on child labour related regulations. Others hold permanent seats or consultative status in policy-making bodies at national & provincial levels. More traditionally, workers' groups are involved in lobbying and pressure tactics such as media campaigns, mass rallies and meetings with politicians to push child labour concerns.

2. Specific action against child labour

Workers had participated in a variety of different actions against child labour. Awareness raising activities had been undertaken amongst members and communities and research studies had also been carried out. For example, to ascertain the amount of money union families spent on their children's education. Interventions in the fields of health and education were also common, providing non-formal schooling, sending children to school and offering livelihood and skills training for families. Unionists also worked as workplace inspectors, identifying and reporting cases of child labour to the relevant authorities.

3. Alliance building

Alliance building has taken place at a number of different levels. Community based networks have been established between child labourers and their families, local unions, church leaders, community elders and local government and law enforcement representatives. Alliances have also been built on an inter-union level, with trade union networks conducting joint actions. Finally, on the national level, cooperation has been developed between the national trade union and employers' organisations and government.

*Representative of Employers' Group: Ms Maria Baybay (Philippines)*

1. Legislative and policy change

The majority of employers in all countries have all been involved in tripartite processes, including Indonesia, China, Philippines, Laos and Thailand. Malaysia has had less involvement since the issue of child labour is minimal there. The employers' group concluded that the policy role of employers needs to be improved and a holistic approach promoted.

2. Specific action against worst forms of child labour

A variety of actions have been undertaken by member countries to combat child labour. These include awareness raising and the provision of education and information through employer networks (including targeting specific sectors). Chinese Employers donate primary schools for workers' children and a number of countries are involved in developing and promoting the Global Compact and concepts of corporate social responsibility (CSR). Indonesia has given specific attention to the problem of child labour in small to medium sized enterprises and developed specific projects to eliminate child labour in this sector. For example through their programmes to promote women's entrepreneurship in small and medium sized enterprises they also disseminate information and raise awareness about child labour.

3. Building of broad alliances

Member countries cooperate with universities, NGOs, government agencies, broadcasters and media, as well as broadening their own alliances between employers' groups and members. For example, the Philippines Employers' Federation is a member of the Global Compact Network and Laos has an Employers' Bureau of Activity to familiarise members with labour laws. Chinese employers' groups partner with the Women's Federation, radio broadcasters and utilise the China Business Councils network.

*Representative of Government Group: Mr Kovit Buraphatanin (Thailand)*

The government group endorses the use of a holistic approach to combating child labour which involves the full participation of relevant ministries and tripartite constituents. The group also supports the use of a developmental approach rather than a sanction based approach in tackling the issue.

2. Specific action against child labour

The government group provided a range of examples of specific actions against child labour including the provision of hotlines for the public to report child labour cases, the promotion of good practice in companies and the use of collective bargaining agreements

which ban the worst forms of child labour. They also attempted to regulate the workplace so as to provide a child friendly environment, joint inspections of working conditions and encouraging employers to take more responsibility for the activities of sub-contractors who may be using child labour.

### 3. Alliance building

The government group agreed that the tripartite role is crucial, but agreed that alliances with other social partners such as NGOs and civil society can also be very effective in combating child labour. In addition, they endorsed the ongoing cooperation and collaboration with international organisations such as UNICEF and ILO to utilise their experience and financial assistance.

## **Session 6: Statements by regional and international agencies**

### *1. UNICEF*

UNICEF does not have a dedicated child labour programme. Instead, UNICEF works in collaboration with other agencies such as the ILO, in supporting child labour projects, while at the same time incorporating child labour awareness and concerns into our own programmes.

UNICEF supports a holistic approach to dealing with children's issues. We try to work with governments to make a major impact on children's lives by changing the system and creating a strong regulatory framework which can prevent children from becoming victims. We provide social services, life skills training and help communities to monitor their own activities. We believe that the key is to educate communities and governments about the importance of children's rights so that behaviour and attitudes change. Finally we support listening to children and allowing their voice to influence decision making. Teenage and adolescent groups can speak for themselves and are able to articulate their needs and issues.

### *2. UNESCO – Education Officer*

UNESCO addresses child labour concerns through its programmes. For example, our 'Education for All' programme which aims to 'reach the unreached', allows us to take education to children who are not in school. In Indonesia 400 NGOs do daily work with child workers, street children, young mothers and children who are not attending school. The programme has designated funds to fight child labour, including technical and financial resources. Another example is our 'Children in Need' project. This project has contributed around half a billion dollars over the last 10 yrs to 89 countries, of which 60% of projects have been regarding child labour.

### *3. ASEAN*

ASEAN does not have a particular programme addressing the problem of child labour. However, ASEAN maintains the view that sanction based measures are not the solution and would only aggravate the situation. Instead ASEAN agree that the root cause of child labour is poverty, and that poverty reduction projects are therefore a key element of the fight against child labour.

ASEAN welcomes ILO initiatives to combat child labour and notes the highlights of the Global Report, especially that child labour has decreased by 11% in the past four years. The ILO has helped ASEAN senior labour officials keep abreast of child labour conventions and technical support is being supplied to a number of ASEAN countries. We hope this collaboration will continue.

4. *Department of Labour, USA*

The USA is a strong supporter of eliminating child labour at a global level. We see this as a moral issue and believe no children should be exploited and all children should have the opportunity to reach their full potential. Since 1995, the USA has provided over 480 million dollars to 70 countries. In South East Asia and East Asia, the USA has provided approximately 50 million dollars, including support to all time-bound programmes.

While child labour has been almost eliminated in the USA, there are still small pockets where it exists such as trafficking and the children of migrant workers. This highlights that combating child labour is not a short term process, but must continue over years to ensure that once policies are in place they continue to be monitored and enforced. The very worst forms of child labour are by nature very difficult to address. I would like to urge countries in the region to commit political will and financial support to child labour programmes.

## **Session 7: Time-bound measures on the worst forms of child labour - A review of existing experience and lessons learned**

*Introduction: Panudda Boonpala, ILO SRO Bangkok*

By setting time frames to end the worst forms of child labour by 2016 we are also building a strong foundation for the long term elimination of all forms of child labour. Time-bound programmes emphasise country ownership, with broad based participation and a strong and comprehensive coordination mechanism. Planning for programmes is based on solid data collection and analysis regarding the extent of child labour, the nature of child labour, its causes and consequences.

Once analysis of the national child labour situation has been completed, the next phase of planning includes consultation and consensus building at both a local and national level. Setting priorities and deadlines for the elimination of child labour provides a good foundation for the formulation of a national plan of action.

Resource mobilisation and budget allocation remains a crucial issue. In the past 5 years the ILO and other agencies have contributed and mobilised significant resources, but in the next 5 years more government commitment will be needed. It is worth noting that there are resources being used in programmes which have links to, but are not specifically focused on child labour. Mainstreaming child labour by linking these programmes to child labour initiatives can boost funding options and resources.

*The Indonesia Experience – Ms Nur Asiah, Ministry of National Education*

Indonesia has a time-bound programme, laid out over three stages, as outlined in the National Action Plan of Worst Forms of Child Labour. We are currently in the fourth year of the first stage (2002-2007). In this first stage we have concentrated on five sectors: deep sea diving and fishing platforms, prostitution and trafficking, informal mining, the informal footwear industry and children involved in the drug industry.

One example of a successful programme we have implemented is the withdrawal of children from off shore fishing platforms in North Sumatra. The programme has successfully withdrawn 251 children from an original total of 259. Children often begin to work in this area because of poverty, the socio-cultural environment and a low level of parental education. Working conditions are extreme, including long hours, a harsh physical climate, low wages and isolation from peers.

Both non-government and government institutions cooperated to provide initiatives such as mental rehabilitation, vocational training, apprenticeships or grants to establish small businesses, awareness raising and regulations controlling the industry. Through executing the programme in North Sumatra, Indonesian agencies learned that to more effectively combat child labour they needed to periodically update data on working children; foster ongoing cooperation between stakeholders; encourage greater

participation from employers' and workers' groups; continue to raise community awareness; and integrate child labour issues with other mainstream policy areas such as education and poverty reduction.

*The Philippines Experience: Mr Ricardo Martinez (Department of Labour and Employment)*

The Philippines laws on the elimination of the worst forms of child labour are relatively new (less than 3 years old) and in order to publicise them, we used media campaigns, labour education seminars and seminars with employers. Television stations also cooperated by running a free, 6 month advertising campaign which greatly contributed to raising public awareness.

The 'Rescue Child Workers' Programme is composed of representatives from law enforcement, prosecutors and various government agencies including the Departments of Social Welfare, Health and Labour. Through this programme teams have the authority to receive information on child labour and act upon it, through monitoring, surveillance and raids. Working children can be 'rescued' and taken into protective custody through the Department of Social Welfare and Development.

In the first quarter of 2006, there have been 5 rescue operations and a total of 33 children have been rescued. From 1993 to the present there have been 632 rescue operations and over 2000 children have been rescued. One of the problems we have encountered is resistance to protective custody. Both parents and companies will ask for the release of the children. Some of the children themselves will find the rehabilitation process itself difficult to cope with and may try to escape from rehabilitation.

*The Cambodian Experience - Mr Viseth Sin (Ministry of Labour)*

The main causes of child labour in Cambodia are rural poverty, high population growth and cultural acceptance of working children. The main sectors where children work include salt production, fisheries, rubber plantations and trafficking.

In order to combat child labour, the Cambodian government, besides ratifying ILO conventions, has mainstreamed the issue in a number of policy statements including the National Poverty Reduction Strategy (NPRS) 2003 -2005, the National Strategic Development Plan (NSDP) 2006-2010 and has drafted a National Plan of Action for the Elimination of the Worst Forms of Child Labour. These policies set a target for the reduction of child labour from 16.5% in 1999 to 10.6% in 2010 and to 8% in 2015.

In conjunction with the ILO, Cambodia has implemented a TBP over 4 years from 2004-2008 that addresses child labour in a number of different locations, including domestic workers in Phnom Penh, fisheries in various coastal areas and the brick industry in Kampong Cham and Siem Reap. The government has also approved nine action

programmes of the ILO's IPEC, with a total funding of about 1.5 million USD and directly targeting the rehabilitation over 12,500 child labourers. Both trade unions and employers' groups have also been involved in implementing these programmes.

*The Mongolian Experience: Ms Ch. Erdenechimeg (Ministry of Labour)*

The government's goal is the elimination of the worst forms of child labour. During 2006-2010 the government, through the Regional Action Plan, will target 4 sectors: mining, domestic labour, sexual exploitation and the informal sector.

Tripartite cooperation, as well as cooperation between government agencies is also important. For example, the Ministry of Trade and Industry will work on child labour in the mining sector.

## Session 8: Presentation of Group work and Discussion

**Chair: Mr Haryono, Employers' Association Indonesia**

Participants were divided into three groups according to broad geographical areas and asked to discuss the follow points:

1. What are the targets in your countries to eliminate child labour including in its worst forms? What is the basis for establishing these targets?
2. What are the gaps in data collection and analysis on the following priority target groups for urgent action:
  - Unconditional worst forms of child labour - which group?
  - Children working in hazardous sectors - which sectors?
  - Working and at risk children - who are they? i.e. minority populations, children affected or infected by HIV/AIDs, children of migrant families, street children)

How do you plan to fill these gaps? How can the tripartite mechanisms for establishing or updating the list of hazardous occupations for children be strengthened in your countries?

3. What are the national and local structures in place to address the worst forms of child labour in your countries? Do these structures fully engage employers' and workers' organizations? Are these structures effective or how can it be improved? What are the specific roles of governments, workers, employers and civil society in building a broad alliance to take action against child labour
4. In what way can child labour be mainstreamed into national budgets in order to increase resource allocations towards eliminating the problem?
5. Is there any particular experience or good practice that was shared during this Seminar that you would like to learn more about?

*Group 1: China, Mongolia, Vietnam (Mrs Huyen, Bureau of Employers Activities, Vietnam)*

Member countries were targeting specific areas of child labour. Mongolia was focusing on mining, the service sector and domestic labour. Vietnam was also looking at domestic labour as well as agriculture and construction, while in China, the trafficking of children was a priority. Both Vietnam and China had large gaps in data collection at a national level, although Mongolia had good data collection practices.

All three countries utilised the tripartite structure on a national, provincial and local level to address the worst forms of child labour and all drew on budgets from national

programmes for socio-economic development such as child protection, poverty alleviation, education and vocational training to fund their projects.

Member countries identified the improvement of data collection, especially in the informal sector and against the worst forms of child labour, and the development of employers' and workers' alliances at the local level as important priorities for the future.

*Group 2: Thailand, Cambodia, Laos, Malaysia (Mr Inpeng Meunviseth, Lao Federation of Trade Unions)*

The targets set by member countries included objectives both on a policy level and in implementation. Thailand for example aimed to focus over the next two years on child labour in deep sea fishing and the agricultural sector. Malaysia, Cambodia and Laos had implemented policy change including the ratification of ILO conventions, designing of National Action Plans and issuing child labour specific legislation.

The informal sector was identified as particularly difficult to collect data on, especially in home based industries. However, it was noted that some independent organisations and academic institutions have collected some information in these areas. Laos also identified the problem of illegal migrant child labour on the Laos-Thai border. To combat this problem, Thailand, Laos and Cambodia have created a cooperative forum to discuss cross-border trafficking of migrant children.

All countries agreed that they have effective tripartite cooperation, in conjunction with working collaborations with social partners, NGOs and international agencies. Laos and Cambodia, emphasised their reliance on external donors for financial support to combat child labour.

The member countries have either issued or are in the process of issuing legislation regarding the minimum working age. Thailand has extended compulsory education to 9 years and prohibited child labour under 15 years. Laos is also in the process of prohibiting child labour under 15 years, while Cambodia is in the processing of changing the minimum age to 12 years. Malaysia has prohibited child labour under 14 years.

*Group 3: Singapore, Indonesia, Philippines (Mr George Na, Ministry of Manpower, Singapore)*

The targets which Indonesia has set are to reduce child labour by 50000 by 2010 (from a current figure of 250000) and by another 50% by 2016. By 2020 they aim to have eliminated the worst forms of child labour. In the Philippines, they intend to reduce the number of child workers to 600000 by 2016 (from a current figure of 2.4 million).

Indonesia has admitted that data collection is sketchy and particularly difficult in some areas such as mining, drug trafficking and footwear. To address this problem the Labour Ministry is working closely with other relevant government agencies, NGOs, universities

and professional associations to try and identify sources of child labour. The Philippines has identified 2 sectors (prostitution and illicit activities) as particularly problematic, by their mobile and elusive nature. They are looking at involving government agencies on a local and municipal level, as well as village communities to combat this problem.

Both countries have an effective tripartite structure in place. Member countries felt that governments ought to take a leading role in synergising efforts between related agencies and other social partners, while employers' and workers' groups continue to focus on awareness raising and education amongst members, the implementation of projects and reporting of child labour. In order to fund child labour programmes, Indonesia has attempted to consolidate resources from various ministries to achieve a more focused approach. In the Philippines there is ongoing lobbying for increased budget allocation, both from the government and private donors, even though the Labour Ministry does ensure the budget is sufficient for all programmes regarding the elimination of child labour.

## **Discussion**

Member countries discussed the role of employers and methods which could be used to motivate employers to participate more actively in combating child labour. Several delegates emphasised the importance of recruiting well known company leaders or CEOs who could represent the issues in a public forum and set an example for other employers to follow. The promotion of corporate social responsibility and the Global Compact were also raised as important issues for employer groups.

Delegates also raised the difficulties of monitoring activity in the informal sector, where the majority of child labour is found. Some members felt that the government had failed to reach the informal sector or to enforce child labour regulations there. It was suggested that building community awareness and understanding of child labour is crucial in these areas as it is often local community figures who are able to identify where child labour is occurring and can educate their community on its disadvantages. Thus fostering cooperation between various organisations and community representatives is pivotal.

The Indonesian example showed community leaders (village heads, doctors and teachers) cooperating to monitor and educate their peers about child labour. Alternatively, in Mongolia, the government is developing an action plan to meet the needs of the informal economy. This plan aims to recognise the needs of informal workers and improve the social security and professional health in this sector. The cooperation of employers and workers in the implementation of this action plan is very important. Another strategy that was supported by delegates was offering incentives to employers to change their behaviour and stop using child labour, rather than sanctions.

There was some clarification of the setting of a minimum age for employment. According to the ILO Convention, once a minimum age is set by a country it cannot be reduced. Therefore it is more prudent to set a realistic minimum age which matches the level of socio-economic development of a country. This minimum age should

correspond to the age set for the end of compulsory education. Therefore, if compulsory schooling ends at age 14, the minimum age for employment may also be set at 14. Once a minimum age has been registered with ILO, the convention will enter into force one year later. Countries are able to discuss their circumstances with the ILO and indicate if they are not going to apply the regulations to certain economic sectors.

## **Concluding Remarks on follow up plan of action in East and South East Asia**

**Mr Guy Thijs, Director of ILO-IPEC Geneva**  
**Chair: Mr Haryono, Employers' Federation**

Child labour has been reduced globally and in East and South East Asia. However, there are still many challenges ahead if we aim to eliminate the worst forms of child labour by 2016, especially in Asia which still has the largest absolute number of child workers. Some countries however have already made substantial progress whilst others have begun to implement national time-bound programmes.

Leadership and policy choices will continue to have a major impact on progress. There has already been some headway made in integrating child labour concerns into national development frameworks and close collaboration between countries and international agencies should enhance the practical implementation of these policy choices.

Employers and workers' organisations continue to play a key role in advocacy, monitoring, setting targets and direct interventions. Both groups have extensive networks which reach the most affected areas in the formal and informal sector. Both also can gain from the elimination of child labour. For workers, the elimination of child labour will increase their own bargaining power, whilst employers will benefit from a more productive, well-educated workforce.

Employers' and workers' organisations have already demonstrated significant involvement on the policy level. Some workers' groups have managed to directly participate in the legislative process or have permanent representation on policy making bodies. Employers highlight their involvement in the tripartite process, but consider there is still room to increase employer participation on a policy level. With regard to direct actions, workers' organisations have acted to raise awareness, provide education and training and conduct research on child labour. Employers' groups have used their networks to try and monitor the informal sector and have actively promoted the Global Compact and Corporate Social Responsibility as a means to improve the workplace and combat child labour. Both employers' and workers' organisations have developed their alliances on the community, provincial and national levels, both within organisations and with other partners. Despite the progress already made by workers' and employers' organisations in these three key areas of policy, alliance building and direct action, there is still room for their role to be strengthened further in the future.

The time-bound programme approach is a tool to help address child labour within a specific time frame. It assists countries in the various stages of planning and design implementation, monitoring and evaluation, including data collection, consultations, setting priorities and objectives.

Some of the member countries have set their own national targets. The Philippines aim to reduce the number of child workers from 2.4 million to 600,000 by 2016. Indonesia,

with an estimated 200,000 child workers plans to reduce this number by 50% by 2016 and by 2020 have eliminated child labour. By 2010 Vietnam plans to have eliminated child labour in hazardous work, domestic labour and construction. Mongolia hopes to have eliminated 95% of worst forms of child labour by 2010 (mining 2015). Cambodia will reduce child labour from 16.5% in 1999 to 8% in 2015 while China will influence the National Statistics Office to collect data.

This reflects another area of concern: data collection. While good data exists in some countries such as the Philippines and Mongolia, there are still data gaps in most countries and against certain sectors such as trafficking, migrant children and the informal sector.

The majority of countries already have tripartite structures in place. The next step is to consider how to strengthen these structures to set targets and monitor progress and how to expand these structures to the local level. Most countries still do not have specific budgets dedicated to the elimination of child labour. Therefore the mainstreaming of child labour issues into other national policies and budgets (for example, education, health) remains an important source of funding and support.

This meeting has shown that while there are many positive steps being taken by member countries, there is still much work to be done. Some of the areas which need to be considered are improvement in data collection and target setting, the production of clearer guidelines on policy coordination and implementation and identifying benchmarks by which we can measure our progress and assess whether goals have been achieved.

# ANNEXES

## Final Programme

### 12 July, 2006

08:00-08:30 Registration

09:00-09:45 Opening

Welcome remarks and introduction to the event by Mr. Alan Boulton,  
Director, ILO Jakarta  
Address by Mr. Yoshihiro Senoo, Assistant Director-General for  
International Affairs, Ministry of Health, Labor and Welfare, Government  
of Japan  
Opening address by H. E. Erman Suparno, Minister of Manpower and  
Transmigration of Republic of Indonesia

09:45-10.00 Coffee break

10:00-10.30 Media briefing by ILO senior officials  
Drawing Board Room

10:00-10:30 Group meeting  
G - Mezzanine Ballroom  
W – Mezzanine Ballroom  
E - Mezzanine Ballroom

10:30-11.00 Global Report on Child Labour and the Proposed Follow-up Action  
Introduction by: Mr. Guy Thijs, Director, ILO-IPEC, Geneva  
Chair: Ms. Nguyen Thi Dieu Hong, Government of Vietnam

11:00-11:30 Combating child labour in the context of ILO Fundamental Principles and  
Rights at Work  
By: Mr. Tim de Meyer, Specialist on International Labour Standards, ILO  
SRO Bangkok  
Chair: Ms. Nguyen Thi Dieu Hong, Government of Vietnam

11:30-12:00 Discussion

12:00-13:30 Lunch

13:30-15:00 Dialogues among policy makers and tripartite constituents on the Global  
Report and the proposed plan of action  
“Mainstreaming child labour in national development frameworks (PRSP,  
EFA)- Lessons learned and future opportunities”  
Introduction by : Patrick Quinn, CTA ILO-IPEC Indonesia  
Moderator : Mr. Guy Thijs, Director ILO IPEC

- 15:00-15:15 Coffee break
- 15:15-16:00 Dialogues among policy makers and tripartite constituents on the Global Report and the proposed plan of action  
 “Role of workers and employers organization – Lessons learned and future opportunities”  
 Introduction by: Ms. Urmila Sarkar, RO Bangkok and Ms. Norjinkham Mongolmaa, ILO-IPEC Mongolia  
 Moderator: Mr. Alan Boulton, Director ILO Jakarta
- 16:00-16:30 Group work (G, W, E)
- 19:00 Reception

### **13 July 2006**

- 08:30-09:00 Group meeting (G, W, E)
- 09:00-09:15 Presentation of Group Work of Day 1  
 Government: Mr. Kovit Buraphatanin, Ministry of Labour, Thailand  
 Workers: Mr. Julius Cainglet, Federation of Free Workers (FFW), Philippines  
 Employers: Ms. Maria Dulce Baybay, Employers’ Confederation of Philippines
- 09:15-09:30 Statements by regional, international agencies and observer:  
 UNICEF East Asia and Pacific Regional Office Bangkok: Ms. Sawon Hong  
 UNESCO Jakarta: Mr. Alisher Umarof  
 ASEAN Secretariat Jakarta: Ms. Fifi Anggraini Arif  
 and US Dept of Labour: Ms. Brandie Sasser  
 Chair: Mr. Ricardo S. Martinez, Government of Philippines
- 09:30-10:30 Time bound measures on the worst forms of child labour – A review of existing experience and lessons learned  
 Introduction by Panudda Boonpala, ILO-IPEC & representative of the Government of Indonesia, Philippines, Cambodia, and Mongolia  
 Chair: Mr. Syed Shahir Bin Syed Mohamud, Malaysian Trades Union Congress (MTUC)
- 10:30-12:30 Coffee break with Group work to discuss experience, lessons and time bound measures for action to combat the worst forms of child labour in the next 4 years

Group Work I : China, Mongolia, Vietnam  
Group Work II: Thailand, Malaysia, Cambodia and Laos  
Group Work III: Singapore, Indonesia and Philippines:

12.30-13:30 Lunch

14:00-18:00 Field visit

18:30 Meeting between Secretariat and Rapporteur of Group Works at  
Secretariat : Room – Monas 5

#### 14 July 2006

08:30-10:00 Presentation of group work and discussion  
Chair: Mr. Haryono, Employers' Association of Indonesia (APINDO)  
Group Work I: Mr. Nguyen Thi Dieu Hong  
Group Work II: Ms. Ipeng Meunivest,  
Group Work III: Mr. George Na

10:00-10:30 Coffee break

10:30-11.30 Concluding remarks on follow up plan of action in East and S.E Asia  
Mr. Guy Thijs, Director ILO-IPEC Geneva  
Chair : Mr. Haryono, Employers' Association of Indonesia (APINDO)

## LIST OF PARTICIPANTS

### CAMBODIA

**Mr. Viseth Sin**

Deputy Director of Child Labour Department  
Ministry of Labour & Vocational Training  
Phnom Penh, Khan Daun Penh  
Tel: (855-12) 938-999  
Fax: (855-23) 211 632  
E/mail: [visethsin@yahoo.com](mailto:visethsin@yahoo.com)

**Mr. Pagna Phoung Reth**

Action Programme Coordinator  
Cambodian Federation of Employers and  
Business Associations (CAMFEBA)  
#27, Street 240, Sangkat Chaktomuk  
Khan Daun Penh  
Phnom Penh  
Tel: (855-23) 232-383  
Fax: (855-23) 212-383  
E/mail: [camfeba@camfeba.com](mailto:camfeba@camfeba.com)

**Mr. Ly Korm**

President  
Cambodian Tourism and Service Workers  
Federation (CTSWF)  
#1EOz, Street 48 (French) Sraschork  
Daun Penh Phnom Penh  
Tel: (855-23) 724-488  
Fax: (855-23) 724-488  
E/mail: [ctswf@online.com.kh](mailto:ctswf@online.com.kh)  
[lykorm@online.com.kh](mailto:lykorm@online.com.kh)

### PEOPLE'S REPUBLIC OF CHINA

**Ms. Lin Shuli**

Deputy Director  
Labour Inspection Division  
Ministry of Labour and Social Security  
12 Hepingli Zhongjie  
Beijing 100716  
Tel: (86-10) 8420-7401  
Fax: (86-10) 8420- 8401  
E/mail: [linshuli@molss.gov.cn](mailto:linshuli@molss.gov.cn)

**Ms. Liu Han Song**  
Deputy Director General  
China Enterprise Confederation (CEC)  
17 Zizhuyu Nanlu  
Beijing 100044, China  
Tel: (86-10) 6841-0665  
Fax: (86-10) 6870-1197  
E/mail: [pennyhsiliu@yahoo.com.cn](mailto:pennyhsiliu@yahoo.com.cn)

## **INDONESIA**

**Ms. Nurasiah**  
Director of Labour Inspection Norm Women and Children Labour Standards  
Ministry of Manpower and Transmigration R.I  
Jalan Jenderal Gatot Subroto, kav.51  
Jakarta 12950  
Tel: (62-21) 525 5733 ext. 203

**Ms. Warsini**  
Assistant Director of Pectoral Cooperation  
Directorate General of Labour Inspection Development  
Ministry of Manpower and Transmigration  
Jl. Jenderal Gatot Subroto Kav. 51  
Jakarta 12950  
Tlp. No. 62 21 771 5852  
Fax No. 62 21 527 6687

**Mr. Sutanta**  
Acting Head of Centre for Administration  
of International Cooperation  
Ministry of Manpower and Transmigration  
Jalan Jenderal Gatot Subroto, kav.51  
Jakarta 12950

**INDONESIA**  
Tel: (62-21) 739-469  
Fax: (62-21) 527-6687

**Mr. Harjono**  
Social Affairs Coordinator  
Member of NSC on Child labour  
Employers' Association of Indonesia (APINDO)  
Plaza Great River, 15<sup>th</sup> Floor  
Jalan H.R. Rasuna Said X-2 Kav.1  
Jakarta 10330  
Tel: (62-21) 5793-8823  
Fax: (62-21) 5793-8873  
E/mail: [secretariat@apindo.or.id](mailto:secretariat@apindo.or.id)

**Ms. Harfini Suhardi**

Member of National Council of ITUC  
Kongres Serikat Pekerja Indonesia (KSPI-ITUC)  
Indonesian Trade Union Congress  
Plaza Basmar 2<sup>nd</sup> Floor  
Jl. Mampang Prapatan No.106  
Jakarta 12790  
Tel: (62-21) 798-2140  
Fax (62-21) 798-9005  
E/mail: [cksam@cbn.net.kt](mailto:cksam@cbn.net.kt)

**Mr. Helmi Salim**

General Secretary  
Sp. TSK-SPSI  
Jl. Raya Ps. Minggu Km. 17 No. 9  
Jakarta Selatan  
Tlp. No : (62 21) 797 4359  
Fax No. (62 21) 798 9480  
Email : [helmysalim@yahoo.com](mailto:helmysalim@yahoo.com)

**Ms. Sulistri**

KSBSI (Women and Child Department)  
Jl. Cipinang Muara Raya No. 33  
Jakarta Timur  
Tlp. : 62 21 70984671  
Fax. : 62 21 8577646

**Ms. Harfini Suhardi**

Master of Education  
KSPI – ITUC  
Plaza Bashar 2<sup>nd</sup> flr.  
Jl. Mampang Prapatan No. 106  
Jakarta 12790  
Tlp. No. 62 21 798 2140  
62 21 8567988  
Fax No. : 62 21 798 9005  
62 21 856 7

**JAPAN**

**Mr. Yoshihiro Senoo**

Assistant Director-General for Int'l Affairs  
Minister's Secretariat  
Ministry of Health, Labour and Welfare  
1-2-2, Kasumigaseki, Chiyoda-ku  
Tokyo 100 8916  
Tel: (81-3) 5253-1111  
Fax: (81-3) 3502-6678

**Mr. Kenichi Kamae**

Deputy Director for International Cooperation  
Minister's Secretariat  
Ministry of Health, Labour and Welfare  
1-2-2, Kasumigaseki, Chiyoda-ku  
Tokyo 100 8916  
Tel: (81-3) 5253-1111  
Fax: (81-3) 3502-6678

**Mr. Yasushi Kurobe**

Chief, Inspection Division  
Labour Standards Bureau  
Ministry of Health, Labour and Welfare  
1-2-2, Kasumigaseki, Chiyoda-ku  
Tokyo 100 8916  
Tel: (81-3) 5253-1111  
Fax: (81-3) 3502-6678

**Ms. Jun Yamamoto**

Research Staff, International Affairs Group  
Labour Legislation Bureau  
Japan Business Federation  
Palace Bldg., 1-9-4, Otemachi  
Chiyoda-ku, Tokyo 100-8188  
Tel: (81-3) 5204-1920  
Fax: (81-3) 5204-1943  
E/mail: [jun-min@keidanren.or.jp](mailto:jun-min@keidanren.or.jp)

**LAOS**

**Mr. Onevong Keobounnavong**

Head of Child Labour and Child Trafficking  
Labour Department  
Ministry of Labour and Social Welfare  
Pang Kham Road, POBOX 347  
Vientiane, Lao PDR  
Tel: (856-21) 020 21351  
(856-) 020 5454860  
Fax: (856-21) 020 2132351  
E/mail: [cloffice@laotel.com](mailto:cloffice@laotel.com)

**Ms. Daovading Phirasayphitak**

Assistant to Director  
Lao National Chamber of Commerce  
and Industry (LNCCI)

Km.5 Ban Phonphanao  
P.O. Box 4596  
Vientiane  
Tel: (856-21) 452-579  
Fax: (856-21) 452-580  
E/mail: [lebal@laomails.com](mailto:lebal@laomails.com)

**Mr. Inpeng Meunviseth**

Deputy Head of International Relation Division  
Lao Federation of Trade Union (LFTU)  
87 Lane Xang Avenue  
P.O. Box 780  
Vientiane, Laos  
Tel: (856-21) 212-754  
( 856 – 20) 56 29586  
Fax: (856-21) 212-750

**MALAYSIA**

**Ms. Zaharah Binti Zainal Abidin**

Senior Assistance Director of Labour  
Department of Labour  
Ministry of Human Resources  
Level 5, Block D3, Parcel D  
62530 Putrajaya Malaysia  
Tel: (603) 8886-5000  
(60-3) 8886-5245  
Fax (60-3) 8889 2367/2368  
Fax: E/mail: [zaharahz@mohr.gov.my](mailto:zaharahz@mohr.gov.my)

**Mr. Nik Sinluddin Hj Nik Mustapha**

Council Member  
Malaysian Employers' Federation (MEF)  
Lot 36, Sisi 26, 40000  
Shah Alam Malaysia  
Tel: (603) 51912227 (O), 013-3422477  
Fax: (603) 51912128  
E/mail: [sbnsun@com.my](mailto:sbnsun@com.my)

**Mr. Syed Shahir**

President  
Malaysian Trades Union Congress (MTUC)  
Wisma MTUC  
USJ 9/5T, 475620, Subang Jaya  
Slangor Malaysia  
Tel: (603) 8024-2953  
Fax: (603) 8024-3224-5

E/mail: syedshahir@gmail.com

## **MONGOLIA**

### **Ms. Ch. Erdenechimeg**

Senior Employment Specialist  
Ministry of Social Welfare and Labour  
Government Building-2  
Ulanbaatar United Nations Street  
Ulaanbaatar  
Tel: (976-11) 262684  
Fax: (976-11) 328644  
E/mail: [erdenechimeg@mswl.gov.mn](mailto:erdenechimeg@mswl.gov.mn)  
ch\_chng@yahoo.com

### **Mr. Munkh-Erdene Jargalsaikhan**

Legal Advisor  
Mongolian Employers' Federation  
Baga Toiruu 44A  
Ulaanbaatar-38  
Tel: (976-11) 326-513  
Fax: (976-11) 325-635  
E/mail: [monef@magicnet.mn](mailto:monef@magicnet.mn)

### **Mr. Bold Bataa**

Director  
Confederation of Trade Union  
Of Aprhangai Ainiag  
Arkhangai Aimag  
Ulaanbaatar-11  
Tel: (976-11) 99339131  
Fax: (976-11) 9117200  
E/mail: [cmtu@mongol.net](mailto:cmtu@mongol.net)

## **PHILIPPINES**

### **Mr. Ricardo S. Martinez**

Regional Director  
Department of Labour and Employment  
National Capital Region 1  
Dy International Building  
San Marceliono Comer Malvar Sts  
Malate, Manila

Tel: (63-2) 400-6242  
Fax: (63-2) 400- 6242

**Ms. Maria Dulce Baybay**

Chairman  
Child Friendly Firm Committee of the Corporate Social Responsibility Department  
Employers' Confederation of Philippines  
Lopez Group Foundation  
4<sup>th</sup> fl Benpress Bldg, Exchange Road  
Ortigas Center, Pasig , City  
Phillipines  
Tel: (63-2) 449-6060  
Fax: (63-2) 824 -2406  
E/mail: dulcefestinbaybay@yahoo.com

**Mr. Julius Cainglet**

Child Labour Program Coordinator  
Labour Initiatives Towards The Elimination of Child Labour-Lite Child)  
Federation of Free Workers (FFW)  
1943 Taft Avenue, Malate  
Manila, Philippines  
Tel: (63-2) 521-9435  
(63-2) 400- 6656  
Fax: (63-2) 400-6656  
E/mail: [dabigdyul@gmail.com](mailto:dabigdyul@gmail.com)

**SINGAPORE**

**Mr. George Na**

Labour Relations Officer  
Labour Relations Division  
Ministry of Manpower  
18 Harvelock Road, 04-02  
Singapore 059764  
Tel: (65) 63171987  
Fax: (65) 65354811  
E/mail: george\_na@mom.gov.sg

**THAILAND**

**Mr. Kovit Buraphatanin**

Director - International Affairs  
Ministry of Labour  
Mit Mait Tree Road, Din Daeng  
Bangkok 10400  
Tel: (66-2) 232-1276  
Fax: (66-2) 247-3969

**Ms. Kemchira Chatraporn**

Foreign Affairs Division  
Employers' Confederation of Thailand  
Premier Place Building, 4/F  
2 Soi Premier 2, Sri Nakarin Road  
Nong Bon, Pravate  
Bangkok 10250  
Tel: (66-2) 310 9944 – 5 Ext. 16  
Fax: (62-2) 310 9943  
E/mail: [kemchira@ecot.or.th](mailto:kemchira@ecot.or.th)

**Ms. Chawewan Wongprasit**

Chairman of Aderans Thai Ltd. Workers Union  
122 Moo 9 Tambol I-San  
Amphur Mang Buriiran  
Tel: (66-044) 613-000 - 2  
Fax: (66-044) 602-115

**VIETNAM**

**Ms. Nguyen Thi Dieu Hong**

Senior Expert  
Ministry of Labour Invalids and Social Affairs  
12 Ngo Quyen Street  
Hanoi - Vietnam  
Tel: (84-4) 826-9532  
(84-4) 8269520  
Fax: (84-4) 826-4222  
E/mail: [nguyen.dieuhong@yahoo.com](mailto:nguyen.dieuhong@yahoo.com)

**Ms. Mai Thi Dieu Huyen**

Vietnam Chamber of Commerce & Industry  
N 9 – Dao Duy Anh, Dong Da  
Hanoi  
Tel: (84-4) 574-2022 Ext 345  
Fax: (84-4) 574-2020  
E/mail: [huyenmd@vcci.com.vn](mailto:huyenmd@vcci.com.vn)

**Ms. Do Thi Mai**

Director  
Population of Population Reproductive Health Centre under VGCL  
Vietnam General Confederation of Labour (VGCL)  
82 Tran Hung Dao Street  
Hanoi  
Tel: (84-4) 942-3487

Fax: (84-4) 942- 23487  
E/mail: [domai@hn.vnn.vn](mailto:domai@hn.vnn.vn)

**NATIONAL OBSERVER**

**Mr. Makmur Sunusi**

Director General  
Social Affairs and Rehabilitation  
Department of Manpower & Transmigration  
Jalan Jenderal Gatot Subroto, kav.51  
Jakarta 12950

**INDONESIA**

Tel: (62-21) 525-2538  
Fax: (62-21) 5296 3276

**Ms. Warsini**

Assistant Director of Sectoral Cooperation  
Directorate General of Labour Inspection Development  
Ministry of Manpower and Transmigration  
Jalan Jenderal Gatot Subroto, kav.51  
Jakarta 12950

**INDONESIA**

Tel: (62-21) 771-5852  
Fax: (62-21) 527-6687

**Mr. Azhar Usman**

Chief of Legal and International Cooperation  
Directorate General of Labour Inspection Development  
Ministry of Manpower and Transmigration  
Jalan Jenderal Gatot Subroto, kav.51  
Jakarta 12950

**INDONESIA**

Tel: (62-21) 739-469  
Fax: (62-21) 527-6687

**Mr. Zaky Abdullah**

Employers' Association of Indonesia (APINDO)  
Plaza Great River, 15<sup>th</sup> Floor  
Jalan H.R. Rasuna Said X-2 Kav.1  
Jakarta 10330

Tel: (62-21) 5793-8823  
Fax: (62-21) 5793-8873  
E/mail: [zakyabdullah@apindo.or.id](mailto:zakyabdullah@apindo.or.id)  
Zacky.abdullah@gmail.com

**Ms. Dian Ekawati**

Employers' Association of Indonesia (APINDO)  
Plaza Great River, 15<sup>th</sup> Floor  
Jalan H.R. Rasuna Said X-2 Kav.1  
Jakarta 10330  
Tel: (62-21) 5793-8823  
Fax: (62-21) 5793-8873  
E/mail: [secretariat@apindo.or.id](mailto:secretariat@apindo.or.id)

**Ms. Sulistri**

Member of National Action Committee on the Elimination of the WFCL  
Konfederasi Serikat Buruh Sejahtera Indonesia (Confederation of Indonesian Prosperous Trade Union - KSBSI)  
Jl. Cipinang Muara Raya No.3  
Jakarta Timur  
Tel.: (62-21) 7098-4671  
Fax. (62-21) 7098-3974  
E/mail: [sbsi@pacific.net.id](mailto:sbsi@pacific.net.id)

**Mr. Helmy Salim**

Member of National Action Committee on the Elimination of the WFCL  
Konfederasi Serikat Pekerja Seluruh Indonesia (Confederation of Trade Union All Indonesia - KSPSI)  
Jl. Raya Pasar Minggu, Km. 17 No. 9  
Jakarta Selatan  
Tel (62-21) 797-4359  
Fax (62-21) 798-9480  
E/mail: [helmisalim@yahoo.com](mailto:helmisalim@yahoo.com)

**INTERNATIONAL OBSERVER**

**Mr. Han Qunli**

Director, a.i.  
United Nations Education, Scientific and Cultural

Organization (UNESCO)

Jl.Galuh (II) No. 5

Jakarta 12110

**INDONESIA**

Tel: (62-21) 739-9818

Fax: (62-21) 7279-6489

E/mail: [q.han@unesco.org](mailto:q.han@unesco.org)

**Ms. Sawon Hong**

Regional Advisor for Child Protection

United Nations Children's Fund (UNICEF)

East Asia and Pacific Regional Office

19 Phra Atit Road

Bangkok

**THAILAND**

Tel: (66-2) 356-9425

Fax: (66-2) 280-3563

E/mail: [shong@unicef.org](mailto:shong@unicef.org)

**Ms. Brandie Sasser**

International Relations Analyst

South-East Asia Region

US Department of Labour

200 Constitution Avenue. N.W.

Washington, D.C. 20210

**U.S.A.**

E/mail: [sasser.brandie@dol.gov](mailto:sasser.brandie@dol.gov)

**Ms. Fifi Anggraini Arif**

Technical Officer

ASEAN Secretariat

Jalan Sisingamangaraja No.70-A

Kebayoran Baru

Jakarta Selatan 12110

**INDONESIA**

Tel: (62-21) 726-2991

Fax: (62-21) 739-8234

Email : [fifi@aseansec.org](mailto:fifi@aseansec.org)

## ILOPARTICIPATION

**Mr. Guy Thijs**

Director  
ILO-IPEC Geneva  
International Labour Organization  
4, route des Morillons  
1211 Geneva

**SWITZERLAND**

Tlp. No. 41 22 799 7456  
Fax No. 41 22 799 8771  
E-mail: [thijs@ilojkt.or.id](mailto:thijs@ilojkt.or.id)

**Ms. Panudda Boonpala**

Senior Child Labour Specialist  
ILO, F.10/A  
United Nations Building  
Rajdamnern Nok Avenue  
Bangkok 10200, Thailand  
Tel. 66-2-2881744  
Fax. 66-2-2883058  
Email: [boonpala@ilo.org](mailto:boonpala@ilo.org)

**Mr. Tim de Meyer**

International Labour Standards Specialist, EASMAT  
ILO , F.10  
United Nations Building  
Rajdamnern-nok Avenue  
Bangkok – 10200  
Thailand  
Tlp. No.: 66 22 882209  
Email: [demeyer@ilo.org](mailto:demeyer@ilo.org)

**Ms. Urmila Sarkar**

Child Labour and Education Specialist  
ILO, F. 11<sup>th</sup> Floor  
United Nations Building  
Rajdamnern-nok Avenue  
Bangkok – 10200  
Thailand  
Tlp. No.: 66 22 881713  
Fax No.: 66 22 883062  
Email: [sarkar@ilo.org](mailto:sarkar@ilo.org)

**Mr. Tetsunaga Eki**

Associate Expert /Technical Officer on Child Labour

ILO, 11<sup>th</sup> Floor  
United Nations Building  
Rajdamnern-nok Avenue  
Bangkok – 10200  
Thailand  
Tlp. No.: 66 22 881767  
Email: [eki@ilo.org](mailto:eki@ilo.org)

**Mr. Anders Lisborg**  
Associate Expert on Child Labour – TICSA II  
ILO, 11<sup>th</sup> Floor  
United Nations Building  
Rajdamnern-nok Avenue  
Bangkok – 10200  
Thailand  
Tlp. No.: 66 22 881724  
Email: [lisbrog@ilo.org](mailto:lisbrog@ilo.org)

**Mr. Hiro Ishibashi**  
Senior Specialist on Workers' Activities  
ILO Subregional Office for South-East Asia and the Pacific  
19<sup>th</sup> Flr., Yuchengco Tower  
RCBC Plaza  
6819 Ayala Avenue  
Makati City  
Philippines  
Tlp. No. 632 580 9904  
Fax No. 563 580 999  
Email: [ishibashi@ilomnl.org.ph](mailto:ishibashi@ilomnl.org.ph)

**Mr. Chimgee Tugschimeg**  
Specialist on Employers' Activities  
ILO Subregional Office for South-East Asia and the Pacific  
19<sup>th</sup> Flr., Yuchengco Tower  
RCBC Plaza  
6819 Ayala Avenue  
Makati City  
Philippines  
Tlp. No. 632 580 9910  
Fax No. 563 580 999  
Email: [tugschimeg@ilomnl.org.ph](mailto:tugschimeg@ilomnl.org.ph)

**Ms. Norjinkham MONGOLMAA**  
National Programme Manager  
IPEC, Mongolia  
Email: [mongolman@ipecmon.mn](mailto:mongolman@ipecmon.mn)

**Ms. Keiko Shibatomi**  
Secretary to Director

ILO Office in Japan  
8<sup>th</sup> Flr, the UN House  
53-70, Jingumae 5-chome, Shibuya-Ku  
Tokyo 150-0001  
Japan  
Email: [mongolman@ipecmon.mn](mailto:mongolman@ipecmon.mn)

**Mr. Alan Boulton**

Director  
ILO Jakarta Office  
Menara Thamrin 22<sup>nd</sup> Flr.  
Jl. M. H. Thamrin Kav 3  
Jakarta 10250  
Indonesia  
Tp. 62 21 3913112 ext 104  
62 21 1355575  
Fax 62 21 3100766  
e-mail address: [boulton@jkt.or.id](mailto:boulton@jkt.or.id)

**Mr. Patrick Quinn**

Chief Technical Adviser IPEC  
ILO Jakarta Office  
Menara Thamrin 22<sup>nd</sup> Flr.  
Jl. M. H. Thamrin Kav 3  
Jakarta 10250  
Indonesia  
Tlp 62 21 3913112 ext 122  
62 21 3906195  
e-mail address: [quinn@ilojkt.or.id](mailto:quinn@ilojkt.or.id)

\*\*\*\*\*