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CONFERENCE REPORT



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The Hague Global Child Labour Conference 2010

Towards a World without Child Labour

Mapping the Road to 2016

The Hague, the Netherlands

10 & 11 May 2010

The Hague Global Child Labour Conference 2010 – Towards a World without Child Labour, Mapping the Road to 2016 – Conference Report

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Preface

The Hague Global Child Labour Conference 2010 was held on 10 and 11 May, and was organized by the Ministry of Social Affairs and Employment of the Netherlands in close collaboration with the International Labour Organization. The conference brought together a diverse and representative array of actors involved in the fight against child labour.

Over the course of the two days participants took stock of progress made and key remaining obstacles to the eradication of child labour, particularly its worst forms, and shared good practices and lessons learned. On the final day, participants adopted by acclamation the Roadmap for Achieving the Elimination of the Worst Forms of Child Labour by 2016.

The Roadmap builds on the knowledge and experience of those involved in the fight against child labour and provides strategic direction for the road ahead. The Roadmap points out that child labour is not a phenomenon that can be addressed in isolation, and that the elimination of child labour is also key to achieving many development goals. It proposes suggested priority actions for ways to step-up and accelerate action and to increase collaboration. It also includes a monitoring framework to ensure that action is carried forward.

The Roadmap was developed in an extensive consultation process over several months that involved all participants through two broad-based meetings with a representative consultative group, two electronic consultations with an even broader set of stakeholders, a final plenary discussion at the time of the conference, and an open drafting committee.

The adoption of the Roadmap is not the end, but only the beginning. In the weeks and years ahead action is needed from all actors to carry forward the messages of the Roadmap and to live up to the commitment to action to eliminate the scourge of child labour.

The Conference reaffirmed the commitment to end the worst forms of child labour as a matter of urgency, and to do so we must dramatically step-up and accelerate action. We must carry this renewed energy and the recommendations from the Conference back to our home countries and organizations, and follow through on our commitment. Working together, and with children and their families, we can deliver a world where children live and learn and play free from exploitation.



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Director
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Ministry of Social Affairs and Employment
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Constance Thomas
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International Labour Organization (ILO)

Quotes from Conference Participants

"There is no longer room for children out of school. There is no longer room for children without care and protection. There is no longer room for children facing any kind of violation or children deprived from their childhood. Children have the right to be children." - Minister Marcia Helena Carvalho Lopes, from the Brazilian Ministry of Social Development and the Fight Against Hunger

"I want to make an appeal to have a world without child labour. You have money and the law, so go on to end child labour." "You must work faster" – Mr. Kinsu Kumar, a former child labourer from India

"There can be no excuse for the worst forms of child labour. If we want to succeed in eliminating these worst forms of child labour in the next six years, we must act now." - Minister Piet Hein Donner, Ministry of Social Affairs and Employment of the Netherlands

"One cannot aspire to development and equity unless we assure the new generations the right to be educated and to decently develop." - Minister Jamal Rhmani, Ministry of Employment and Vocational Training of Morocco

"We will need new impulses. In the case of child labour, poverty is cause and consequence in one. The vicious circle must be broken." – Parliamentary State Secretary of Germany Andreas Storm

"The Roadmap is a synthesis of our will to put an end to the worst forms of child labour." - Mr. Dagoberto Lima Godoy, employers' spokesperson in the IPEC Steering Committee and Vice President for Latin America of the International Organization of Employers (IOE)

"We need enterprises that benefit communities, not just shareholders." - Mr. Nitte Manjappa Adyanthaya, workers' spokesperson of the IPEC steering committee and Vice-President of the Indian National Trade Union Congress (INTUC)

"We can afford a child labour free society but cannot afford a society where the rich get richer and poor die in poverty!" - Mr. Robert James D. Mkwezalamba, Secretary General of the Malawi Congress of Trade Unions

"Ending labour exploitation is our shared responsibility and duty to the children of this world, each of whom deserves the opportunity to achieve his or her God-given potential." - U.S. Secretary of State Hillary Rodham Clinton [in a video message]

"It is important that we participate in the decisions... With my friends, we created our own alternative [to child labour], a movement at the neighbourhood level to train and prepare ourselves for the future. .. With training, fewer submit to exploitation, especially the worst forms. You who are there representing the international organizations can encourage our movement. You can support us. When you say that you fight against child labour, we also are fighting against it." - Ms. Awa Niang, a former child labourer from Senegal

"It is indeed true that we cannot solve the problem on our own, even though we are investing all our efforts to that end. For that reason, international cooperation including cooperation at regional and sub regional levels is crucial in our fight against child labour." - Minister Tugsjargal Gandi from the Ministry of Social Welfare and Labour of Mongolia

"Child labour is a problem of a large magnitude. It is difficult to eliminate it completely but not impossible. If we have effective mechanisms, strong will-power and everyone contributes, elimination of child labour is within our reach." - Deputy Minister Milton M. Mahanga from the Tanzanian Ministry of Labour, Employment and Youth Development"

"Child labour is burning our houses and our children are getting burnt. How long do we have to wait to put out this fire!" - Ms. Wambui Njuguna from the African Network for the Prevention and Protection against Child Abuse and Neglect (ANPPCAN)

The Hague Global Child Labour Conference 2010

Summary of review

The Global Child Labour Conference 2010, held in The Hague on 10 and 11 May, was organized by the Ministry of Social Affairs and Employment of the Netherlands in close collaboration with the International Labour Organization (ILO). The conference was called for in the 2006 Global Action Plan with the purpose of reenergizing the worldwide movement against child labour, mainstreaming child labour into the education, development and human rights frameworks and evaluating progress made since the adoption of ILO Convention No. 182 on the Worst Forms of Child Labour (1999).



Over 500 representatives from 97 countries around the world participated. Reflecting the fact that child labour and other development issues are inextricably linked, government representatives came not only from labour ministries, but also from education, finance, planning, development and agriculture ministries. Amongst them, 22 were ministers and vice-ministers. Additionally, participants included representatives from workers' and employers' organizations, international, regional and non-governmental organizations and academia. All played an active roll at the conference.

The Conference programme included high-level speeches, the launching of the ILO Global Report on Child Labour and of the inter-agency report from the ILO, the World Bank and UNICEF on child labour and development policies. It also included panel discussions on the conference's five thematic sessions (i.e. policy integration, financing needs, a focus on Africa, political awareness and tripartite action) and 11 workshops falling under these themes. A curtain raiser video entitled 'The road to 2016' and a photo slide show communicated a range of types of child labour to the audience, and the video also highlighted a number of effective responses. In the closing session, governments and organizations announced pledges of how they would step up their efforts in the fight against child labour. In the presence of Her Majesty Queen Beatrix of the Netherlands, two former child labourers voiced their opinions and urged participants on to action. The Conference then adopted by acclamation the Roadmap for achieving the elimination of the worst forms of child labour by 2016. The Roadmap will be presented by Minister Donner of the Ministry of Social Affairs and Employment of the Netherlands at the International Labour Conference in June 2010.



Another integral element of the Conference was the Knowledge Fair, which offered a chance for countries, workers' and employers' organizations, NGOs and other parties to showcase their work and share good practices on how to tackle child labour in practice. Art and other side events further inspired participants to action. The photo exhibition "Child Labour Exposed" brought attention to the injustice of child labour. Children's views were shared through the international drawings exhibit "Children's views of child labour" expressing children's understanding of and feelings about child labour. In the

“Hope for child labourers” exhibition, professional artists and children from 20 countries had painted a better future for child workers. At a business lunch, members of the corporate world discussed their role in fighting child labour. The NGO Human Rights Watch welcomed participants with a pre-conference event highlighting the plight of child domestic workers.

Opening Ceremony

Opening Addresses

After a rousing performance by the Children for Children choir in which children used song to express the need to put children first and end child labour now, Minister Piet Hein Donner, chairperson of the Conference and the Netherlands’ Minister of Social Affairs and Employment, opened the conference by outlining the scale and complexity of the problem of child labour and the importance of urgent and cooperative action. Worldwide an estimated 215 million children are subjected to child labour, more than half of them to its worst forms. While the focus of the conference is on eliminating the worst forms of child labour as a matter of urgency, this is only a stepping stone to the overarching goal of the elimination of all forms of child labour.



Eliminating child labour is also intertwined with other development issues such as poverty and education. “One reason why child labour exists is that parents are unable to earn sufficient income to support their family. Child labour is often a choice between life and death. Clearly, therefore, we cannot eliminate child labour simply by prohibiting it. We must take flanking measures to ensure that child labour is no longer necessary in order to supplement the family income.” These measures include the protection of vulnerable families, access to social services and the creation of decent work for those of working age. It should be recognized that “today’s young people must become the skilled workers of tomorrow,” and that “countries where child labour occurs on a large scale, will find their development into a modern society and economy hampered.”



“I hope that this conference will give us renewed energy to tackle the injustice of child labour. The economic crisis in which the world has become entangled must certainly not be an argument for giving a lower priority to tackling child labour. It should be a spur; as the G-20 have repeatedly reaffirmed, employment is at the heart of the crisis and will be at the heart of its solution.”

Minister Donner concluded by stating that “child labour cannot be allowed to exist.” While acknowledging that “tackling child labour requires different solutions in each country and in each sector,” he declared that “there can be no excuse for the worst forms of child labour. If we want to succeed in eliminating these worst forms of child labour in the next six years, we must act now.”

Mr. Nitte Manjappa Adyanthaya, co-vice chairperson of the Conference, workers' spokesperson of the IPEC steering committee and vice-president of the Indian National Trade Union Congress (INTUC) also stressed that the child labour issue needed to be integrated into the global quality-education, development and human-rights frameworks. Mr. Adyanthaya highlighted the three principal objectives of the conference: to achieve rapidly universal ratification of ILO Conventions Nos. 138 and 182; to deliver the commitment to take immediate and effective measures to end the worst forms of child labour as a matter of urgency; and to agree on significantly intensified efforts to reach the 2016 goal laid down in the Global Action Plan, as well as the need for free universal quality education (including textbooks, uniforms etc.) and decent work for adults. He expressed the workers' commitment to playing an important role in achieving these goals.



Mr. Dagoberto Lima Godoy, co-vice chairperson of the Conference, vice president for Latin America of the International Organization of Employers (IOE) and the employers' spokesperson in the IPEC Steering Committee welcomed the conference participants as "friends of children". He expressed the employers' commitment to the abolition of child labour as one of the four fundamental rights at work and to the goal of eliminating the worst forms of child labour by 2016. Child labour should be eliminated not only because it is an abomination, but also because it is a barrier to children's empowerment, health, education and well-being. Effective measures need to be taken, and through a joint, coordinated effort. The conference is an opportunity for participants to share their experiences and to benefit from good practices and lessons learned.

Curtain Raiser

An inspiring film shown in the opening session stated that "national policies can make change happen" and highlighted some results of successful initiatives around the world.



Through the film, entitled *The Road to 2016*, participants travelled to Mbale district in Uganda, where monitoring groups supported by the government and the ILO are fighting HIV/AIDS-induced child labour through education, to India (Bidar City), where the world's largest school-meals programme is attracting children to school, and to the state of Bahia in Brazil, where several ministries are working together to create a child

labour free state and employing after-school programmes and conditional cash transfers to keep children in school and out of child labour.

Launching of the ILO 2010 Global Report on child labour

Mr. Kari Tapiola, Executive Director at the ILO, introduced the new Global Report on child labour, which will be discussed at the International Labour Conference in June. This Report provides new global estimates on child labour, and examines the trends and the strategies needed in order to move forward.



The latest global estimates on child labour point to some real gains, but also grounds for serious concern. Among children aged 5-14, child labour has fallen by 10 percent and the number doing hazardous work is down by 31 percent. There has also been a significant 15 percent decrease in the number of girls in child labour, in particular among young girls. However, there has been an alarming 20 percent increase in child labour among children aged 15-17, in particular among boys. These are children who have reached a legal working age, but who are working in hazardous conditions where they should not be. Also, while child labour has been declining in the Asia-Pacific region and in Latin America and the Caribbean, it continues to increase in sub-Saharan Africa. This reinforces once again the need for a special focus on Africa.

“The unhappy bottom line is that some 215 million children across the world are still trapped in child labour, and 115 million of them are in the worst forms of child labour. Progress is neither fast enough nor comprehensive enough to reach the 2016 goal and we must ask ourselves what must be done to accelerate action against child labour and meet our 2016 goal. A crucial starting-point is to look at who are these children behind the statistics. Sixty percent of all child labourers work in agriculture and twenty six percent of child labourers are in services such as domestic work, street vending, etc. Only one in five working children are in any form of paid employment, whereas the overwhelming majority are unpaid family workers.”



“We have to address these issues through public policies that go to the root cause of the problem: family poverty. This means, above all, three things:” education, social protection and decent work for adults. “We must treat the child labour issue as a development challenge. We must help to create the conditions through which families can work their way out of poverty.”

Mr. Tapiola ended by stating that in terms of the financial crisis, “there cannot be a sustainable recovery without a strong jobs recovery. That requires a greater convergence and coordination between macro-economic policies and policies dealing with employment, labour markets, skills and social protection. It needs cooperation among tripartite constituents and other stakeholders.”

Launching of the Inter-agency report for The Hague Global Child Labour Conference 2010

Representatives from the ILO, World Bank, UNICEF and their inter-agency project Understanding Children's Work (UCW) presented the central findings of their new technical report "Joining forces against child labour" which focuses on the inter-linkages between child labour and development. This evidence-based report points to the importance of a broad, integrated policy response and focuses on four policy "pillars" necessary to address child labour: education, social protection, youth employment and advocacy. In the question and answer segment, the panellists further expounded on the implications of the report's findings.



Ms. Constance Thomas from the ILO emphasized the importance of making education relevant to the labour market. In many countries there are high levels of unemployment side-by-side with skill shortages. The involvement of workers' and employers' organizations can help. If education is made relevant to the market, then "it pays to send your son or daughter to school." She concluded by adding that jobs and employment are at the centre of

development and that when there exists unemployment, jobs should be filled by adults, and with a focus on decent work.

Mr. Arup Banerji from the World Bank touched on cash transfers that help families invest in their children's schooling when finances are tight, as well as India's rural employment guarantee programme and others that provide a basic level of income to the poor. "It is not just about money, but also knowledge of what works. Youth packages that provide second chance education and skills training can help former child labourers' transition to decent work". Mr. Banerji concluded his statement by emphasizing the importance of disseminating information and the role of data – sometimes what we think is right, is not.

Ms. Joanne Dunn from UNICEF drew attention to the role of culture and society. The labour market is stacked against girls, so they work the land and have babies. These cultural aspects also need to be addressed in order to expand girls' opportunities.

Mr. Furio Rosati from UCW pointed out that cutting across all four pillars is the issue of migratory flows. Children can be affected by migration either as independent child migrants, children that migrate with their families or children that are left behind when their household members migrate. All face specific vulnerabilities that policy makers need to address. He also stressed that because of the inter-related nature of child labour and youth unemployment an integrated response is needed in order to be efficient and effective. "Skills-development and second-chance interventions that meet the countries' needs must be expanded to a sufficient scale. A lot more can be achieved, and in a non-expensive way, when we exploit synergies and utilize what already exists. Child Labour Monitoring Systems are one integrated approach that governments have available".

Key note speeches continued...

Expressing their commitment to the elimination of child labour, governments at the conference also shared their experiences, challenges faced and steps taken to ensure a future free of child labour.

In the words of Minister Marcia Helena Carvalho Lopes, from the Brazilian Ministry of Social Development and the Fight Against Hunger, “Children have the right to play, to explore the world around them, to study – i.e. the right to be a child...It is our duty here not only to prevent that our children start to work early, but also to assure that they have the opportunity to take advantage of this important life stage and to get ready for a full adulthood.” She stressed the strong political will in Brazil to eliminate child labour, the priority given to child protection, and the establishment of legislation regulating children’s work. She also highlighted innovative social programmes such as the conditional cash transfer programme Bolsa Familia (integrated with Brazil’s Child Labour Eradication Programme (PETI)), the Single Registry of Social Programmes to identify children in child labour, the ProJovem programme to help youth aged 15 to 29 and the significant resources allocated to make these programmes effective.

While significant gains have been made in reducing child labour in Brazil, challenges remain, including in domestic and rural labour, and abolishing sexual abuse and exploitation. “We understand that we can’t eliminate child labour only by one programme or by people who defend this programme. We have to establish goals and ethical commitment within governments, civil society, employees and employers and the families themselves. We have to act bravely to change traditional patterns of cultural, social and economic development in countries.” Minister Carvalho Lopes ended by stating that the diversity of the population demands a lot of coordination between the governments at various levels in adequately addressing differences and adapting and integrating strategies. In addition to work within its own country, Brazil is actively involved in South-South cooperation.

Senegal’s new National Action Plan was introduced by Minister Diakaria Diaw. Developed through a participatory approach in collaboration with actors of various levels and under the framework of ILO Convention No. 182, the plan focuses on seven key areas. These include: inter-ministerial coordination; a normative framework that especially targets the informal economy; the reinforcement of community-level organizations; the alteration of social attitudes that are accepting of child labour; increased technology, productivity and safety in agriculture; microfinance; and the development of public services such as health care, education, and social protection. With the support of the international community, Minister Diaw is sure that the plan will be a success.

Joint Secretary of India’s Ministry of Labour & Employment Mr. Shri A.C. Pandey emphasized that child labour cannot be successfully addressed without addressing the socio-economic factors. To eliminate child labour, there needs to be education for children, social protection and safety nets for families, employment for parents, and legislation that is enforced. The Joint Secretary enumerated various examples of legislation enacted by India to address these, such as free compulsory education for children aged 4 to 16, a midday meal programme at schools, the Unorganized Workers’ Social Security Act, the National Rural Employment Guarantee Act, the Juvenile Justice Act, and anti-trafficking and anti-bonded-labour laws. Joint Secretary Pandey ended by stating that “the Government of India is currently working to improve the situation in India, so that ILO Conventions Nos. 138 and 182 can be ratified”.

Petition to stop child labour

Venkat Reddy from the MV Foundation spoke of the Foundation's work in getting children out of child labour and into schools through a village-based approach. Mrs. Agnes Jongerius, from the Dutch Federation of Trade Unions, stated their support of trade unions in Africa and Asia in the fight against child labour, and how creating child labour free zones will make more jobs available for parents. ILO Convention No. 182 was meant as a stepping stone to achieving the goal of eliminating all forms of child labour and participants were urged not to forget this primordial goal. A petition from the Stop Child Labour campaign stating this overarching goal was presented to conference chair Minister Donner.

High-level Panel Discussion

Mr. Kailash Satyarthi from the Global March Against Child Labour stressed that we will not achieve the child labour goals by simply continuing with business as usual. A sense of urgency is needed, along with strong leadership. It is time to innovate. He pointed out that "cultural aspects cannot be ignored and social mobilization is key". He ended by stating that "A strong world-wide movement that engages all stakeholders needs to be created and nourished to ensure the total elimination of child labour and that all children attend school".



Mr. Saad Y. Houry from UNICEF pointed out that the Millennium Development Goals on education, HIV/AIDS and poverty will not be achieved without the elimination of child labour. He made six recommendations. Firstly, since "whatever you don't count, does not count," he stressed the need for data, and to go beyond averages and look at where the needs are, disaggregating by region, and sex and age group. The analysis needs to be used for policy and public advocacy. Secondly, in the financial crisis, investing in children makes good sense. Don't let children miss the opportunity for education or good nutrition, or the world will pay the price of a lost generation. Thirdly, he stressed the importance of continuing to work together after the Hague Conference. The fourth relates to the fact that girls are the most invisible victims; even when they attend school, they combine responsibilities: education, domestic chores, and work. In his fifth recommendation, he pointed to the need to fight discrimination and exclusion, and to change social norms that push children into child labour and that perpetuate vicious circles. His final recommendation was to remember that children have rights, and their place is in school, and their parents should have decent employment in order to provide for them.

Mr. Olav Seim from UNESCO stated that it was critical that it is not just those at the international level directing the national level, but that information flows in the opposite direction and the international agencies and donors need to listen to countries and their needs. He said there was hope when countries truly express the political will for positive change, citing impressive improvements where countries significantly invested in education. He also articulated the need for specialized groups to target and reach the hardest-to-reach children and provide them with education and social protection. This has different funding implications than simply providing schools.

Mr. Houry also warned that in the rush to provide universal education, quality has sometimes been sacrificed and providing relevant quality education is key to keeping children out of child labour and ensuring them a decent future. He added that we need to focus on addressing the underlying causes and that for agencies to work together they need a clarity of purpose, an understanding of the problem, coordination and funding.

Mr. Satyarthi highlighted the potential of the Global Task Force on Education and Child labour, and called for it to be strengthened and reinvigorated. He expressed the need for urgent action and left the participants with the haunting words, “How can we sleep at night if we sit quiet?”

Thematic Sessions

Policy Integration

Child labour policy should include a range of social policy initiatives, argued the session Chair Mr. Nitte Manjappa Adyanthaya. A lack of access to quality education and employment opportunities are some of the causes of child labour, and persistent child labour impedes the Education For All initiative, the success of the Poverty Reduction Strategy Papers, and the attainment of the Millennium Development Goals. Therefore, child labour needs to be seen in a developmental and life cycle approach that includes youth employment and decent work for adults. This calls for a greater degree of policy integration, not just at the international level, but at the national, provincial and village level. Ministries and other actors need to work together, "otherwise the left hand doesn't know what the right hand is doing." An example of this is synchronizing the age of admission to employment with the end of compulsory schooling.



Minister Gamini Lokuge from the Sri Lankan Ministry of Labour Relations and Productivity Promotion further stressed the need to mainstream the issue of child labour: "We need to underline the fact that the problem of child labour cannot be effectively addressed in isolation from the broader context of the development process... Mainstreaming child labour by means of making child labour an integral part of the design, implementation, monitoring and evaluation of any planned

action, including legislation, policies, programmes in all political, economic and social spheres at all levels with a goal to eliminate child labour, is considered imperative." In addition to poverty, "lack of educational opportunities, substandard educational facilities, and entrenched social and cultural practices are equally important contributory factors" to child labour. The education system also needs to include life-skills training and vocational and technical education that correspond to the needs of the labour market.

The importance of the link between social protection and the elimination of child labour was stressed by Minister A.K. Khandar of the Bangladeshi Ministry of Planning. Social protection has been prominent on Bangladesh's agenda and covers the following areas: a social-safety net, food security, micro-credit, rural employment, disaster management, basic health care and access to public schools. Bangladesh has been working to scale up these programmes, as "minimum universal social protection for the hard core poor of Bangladesh is an imperative to eliminate child labour given the pervasive and persistent nature of poverty in the country." The Minister expressed the hope that this conference will help integrate, coordinate, and intensify efforts to eliminate the worst forms of child labour by 2016 in accordance with the Global Action Plan, and that rich countries make available extra resources to achieve this goal.

Professor Jaap Doek pointed out that "there is no magic bullet for policy integration; there is a lot of hard work to get it integrated" and drew attention to several key elements. There needs to be a comprehensive plan. Working children should not be isolated from other children or from any other plan. Input is needed from almost all ministries, as well as from NGOs and children. The plan needs to include children's rights in its guiding principles. It also needs to address education and its quality; currently no country meets the requirement

for quality of education and many countries do not meet the requirement for the amount of gross domestic product to be spent on education (6%). Getting most children in primary education will solve a lot of the child labour problem. Professor Jaap Doek concluded by asking "How much will you bet on the elimination of worst forms of child labour by 2016, and what will be the return?" He bets that the return will be 100 to 1.

Mr. Bob Prouty from the Fast Track Initiative identified five mistakes or "myths" that are made in the Education For All context: The first myth is related to financing; it would be more effective to talk about choice in how to use finance, not only asking for more. The second is that more focus on the provision of services will automatically increase the numbers in education – there is a need to look at the various reasons children are out of school. The third myth is related to the mean, which is the focus on the average; One needs to understand standard deviation and variation. The fourth is the macro myth, which is that because something is known in the aggregate that indicates what one needs to know at the micro level. The fifth myth is the micro myth, which is the idea that child labour can be isolated and understood on its own.

Mr. Haji Muhammad Javed from the Employers' Federation of Pakistan expressed the need to be more strategic. Currently there are limited linkages between school skills, vocational training and the labour market. There is a need to ensure that effective human resources mechanisms are put in place, including primary education. Policies also need to be developed for the informal sector, where most worst forms of child labour are found. Attention should be paid to the rehabilitation of child labourers working in the informal economy. He also pointed out that Latin America had demonstrated the potential efficacy of conditional cash transfers in helping families break the poverty trap and reducing child labour. He also called for actors to be more strategic and benefit from globalization, to "Think global. Act local." A harmony also needs to be found between cultural practices at the local level and international norms. All actors need to work together.

Since the basic responsibility for addressing the child labour issue belongs to governments, they should accept responsibility at the highest level, develop policies to eliminate the worst forms of child labour with social partners, ratify ILO Conventions Nos. 138 and 182, ensure their implementation, and draw and review the list of hazardous work in consultation with the social partners. With regards to education, governments should ensure children's access to education up to the minimum age for employment, including through the provision of free stationary, uniforms and transport. Teachers should be trained in order to increase the quality of education and to increase attendance. Parents and students should also receive training. Mr. Haji Muhammad Javed announced a new initiative in which his employers' organization requested each member company, to sponsor five to ten children, providing them with education, health and care. He concluded by saying that "I hope that this meeting brings out some fruit, fruit for those that are suffering."



Financing Needs

Mongolia has had great success in mainstreaming the child labour issue. Minister Tugsjargal Gandi from the Ministry of Social Welfare and Labour of Mongolia explained how it has been integrated into the Comprehensive National Development Policy and sectoral development policy frameworks. This is in conjunction with numerous other policies and strategies such as social dialogue, basic education for all, social welfare reforms and poverty reduction strategies and the child money programme that provides monthly and quarterly child allowances. Since the ILO's IPEC work began in Mongolia, there has been "a noticeable change in public attitude towards child labour" as well as a reduction by 54.9-80 percent of child labour in project areas.



Minister Gandi pointed out that in Mongolia 89.4 percent of child labour is in rural areas, thus underscoring the need for measures to protect children in agriculture and provide them with education and social services. Adapting the curriculum and the services to the children and their families is key to effectively reducing child labour. One promising approach highlighted by the Minister is mobile education (with close monitoring) for children of families working in mining and livestock husbandry. However, considerable financial resources are required to apply this approach as well as other forms of non-formal education, and currently there are not enough funds to extend these services to all children in need. The Minister also cited the shortage of school dormitories as one of the

main reasons for dropouts in rural areas, and the need to develop study materials and textbooks for children from ethnic minorities.

Despite the constitutional provision of free and compulsory schooling to the age of 16, child protection legislation and poverty alleviation measures, child labour persists in Namibia, especially in agriculture and the domestic sphere. Minister Immanuel Ngatjizeko from Namibia's Ministry of Labour and Social Welfare highlighted the situations of some of the most vulnerable communities where children are at risk and some of the innovative ways in which challenges to tackling child labour in these communities could be addressed. These were: schools with residential facilities for children of families working in agriculture, school feeding programmes to increase school attendance, mobile schools for children of nomadic communities and a holistic approach to HIV/AIDS-induced child labour. However, these approaches all require funding, and limited resources means that these programmes are not being fully implemented. What this means in practice is that many "children found in child labour activities are not being withdrawn for lack of alternative placements due to limited financial resources."

To address the fact that current financing is insufficient to meet the child labour goals, Professor Peter Dorman presented research on financial needs and opportunities. This included the quantification of the costs of eliminating the worst forms of child labour and a comparison of those with the resources necessary to implement the broader child health agenda. He also quantified the costs of eliminating all child labour and related that to education and anti-poverty agendas. The presentation also highlighted opportunities for raising domestic resources through increasing tax revenue capacity, unitary taxation of multinational corporations and closing tax havens, as well as at the international level through financial-transaction, global-carbon or arms-shipment taxes and solidarity levies. In conclusion, the potential resources could more than cover the costs of eliminating the worst forms of child labour and child labour more generally, including the costs of education and income-transfer programmes.

Focus on Africa

Minister Donner opened the second day of the conference and the session a "Focus on Africa" with some sobering facts: between the years 2004 and 2008, the number of child labourers in sub-Saharan Africa increased by 9 million, which means that one in four children are victim to child labour. However, these trends are not uniform across the sub-continent. Minister Donner pointed out that some African countries have been successfully tackling child labour, such as South Africa, Morocco and Tanzania, and that they will share their experiences in this session. Part of these countries success is due to their establishment of "clearer goals and clearer deadlines."



Mr. Marc Atibu Saleh Mwekee from the Congolese Federation of Businesses stated that it is necessary to tackle the root causes of child labour, such as poverty, armed conflicts and epidemic illnesses. He further stated that "all efforts remain dead letter in the face of these problems." Cooperation between actors is also important, and Mr. Mwekee urged participants to work together: "Let's co-ordinate our efforts to offer better chances to all children and remove Africa from poverty!"

Mr. Robert James D. Mkwezalamba, Secretary General of the Malawi Congress of Trade Unions called for the following actions to eliminate child labour: increasing global solidarity, supporting local initiatives that can be replicated globally, guaranteeing tripartism and social justice, corporate social responsibility, regulating and monitoring value chains, empowering and supporting freedom of association and collectively bargaining, supporting social dialogue, fighting corruption, and ensuring Africa's participation in fair trade among other actions.

He also highlighted workers' commitments to continue advocating for the ratification of ILO Conventions Nos. 138 and 182 and other relevant international instruments, to play a more active role at the national and regional level in the implementation of agreements, to improve staff technical skills regarding child labour programmes and projects, and to extend activities into the informal economy, reach remote communities and setup specific mechanisms to protect workers.

Mr. Mkwezalamba concluded that it is possible to end child labour if there is political will, coordination, information sharing, international and local support (financial and other), more action taken on the ground, and workers' rights are guaranteed. "We can make a difference, and the starting point is HERE."

Minister M.M.S. Mdladlana from the South African Ministry of Labour opened with the inspiring words "The future of our country resides with our children" and quickly moved to the challenges and solutions that South Africa has found in the fight against child labour. He began by saying that "to criminalize child labour will, by itself, not eliminate child labour...it is when you address the root cause of child labour, poverty, that you really make an impact." Eliminating child labour requires a comprehensive programme, and South Africa's Child Labour Plan of Action "signalled a renewed advance: an advance that was directed at the heart of the enemy – poverty." The plan was developed through extensive social dialogue, and several key lessons emerged. The first was that "having allies committed to the fight is important." The social partners not only contributed to the development of the plan, but also identified and defined a clear role for themselves within the plan. "The development of an

arsenal of legislation to provide protection for children in a holistic manner” was also key. Included in this arsenal is the Child Justice Act to deal with children who have been involved in criminal activities. Social welfare is also addressed in the plan, and several grants, such as the Child Support Grant, Foster Parents Grant and Old Age Pension Grants, help protect children from poverty.

South Africa's time-bound programme contributed further to this holistic approach in ways such as the training of police and justice officials and prioritizing water provision in areas where fetching it was so arduous that it amounted to child labour. Mainstreaming is essential and “the success of the Action Plan lies in how it focuses the attention of existing programmes of government on the issues of child labour.” Minister Mdladlana concluded by pledging commitment “to developing and expanding a comprehensive agenda on South-South cooperation in this vital endeavour for the well-being and protection of children.”



Morocco has placed the fight against child labour squarely within a child rights and child protection framework and the royal family has prioritized the elimination of child labour as key to creating a modern, democratic and developed Morocco. As described by Minister Jamal Rhmani from the Ministry of Employment and Vocational Training, Morocco has harmonized its legislation with the ILO child labour Conventions, adopted a National

Action Plan, and in addition to national-level institutional bodies has created child-labour focal points within the provincial delegations. The programme also includes the training of various relevant actors, including labour inspectors, NGOs and the media.

However, there remain significant challenges to be faced in terms of effectively providing compulsory schooling and the capacity to offer acceptable alternatives to child labour. With regards to education, Morocco has developed the TISSIR programme which provides monthly financial aid to families, conditioned on keeping their children in school. The programme has been hugely successful in terms of enrolment, attendance and a decrease in the drop-out rate. The programme is now being extended to cover even more families. The second challenge is taken on by the National Initiative for Human Development through informal education programmes and vocational training apprenticeships.

The biggest challenge is the financing of national efforts to fight child labour. “I dare to hope that our exchanges this morning can propose effective paths of action to face this challenge, and I remain convinced that international cooperation should be further reinforced so that together we can meet the challenge of eliminating the worst forms of child labour by 2016.”

Commitment to a Time-Bound Programme (TBP) helped reduce child labour in Tanzania. Deputy Minister Milton M. Mahanga from the Tanzanian Ministry of Labour, Employment and Youth Development explained how. TBPs are “a framework for pulling together a wide variety of approaches and interventions at national and local levels into a comprehensive programme for the elimination of the worst forms of child labour. One of its key strategies is to establish or strengthen the institutional framework, and ensure that relevant policies and legislation support the elimination of child labour and its worst forms. The TBP is owned by the government, but it involves a broad partnership of national and international development partners.” Among other achievements, Tanzania has made education, including secondary school and youth vocational education and skills training, the highest development priority. It has also put in place a National Action Plan, mainstreamed the elimination of child labour into its growth and poverty reduction strategy, and passed

legislation to protect children from the worst forms of child labour. In addition, it has formed monitoring mechanisms at the national and district levels. The programme is now being scaled-up to cover even more districts.

Minister Mahanga concluded by stating: "Child labour is a problem of a large magnitude. It is difficult to eliminate it completely but not impossible. If we have effective mechanisms, strong will-power and everyone contributes, elimination of child labour is within our reach."

Ms. Wambui Njuguna from the African Network for the Prevention and Protection against Child Abuse and Neglect (ANPPCAN), on behalf of the African NGOs participating in the Conference, explained that despite the involvement of actors at all levels, numerous pilot projects and considerable donor funds, "child labour, especially its worst forms, continues to thrive unabated on the continent" and the age at which children enter child labour is getting lower.

Ms. Njuguna stated that the lack of African ownership of the problem impedes the success of child-labour elimination efforts. Though policies and laws have been created, governments rarely allocate a sufficient budget for their implementation. A lack of consistent and persistent effort has led to "uncoordinated efforts, parallel programmes and ad hoc responses." A further problem is that in many countries child labour does not form part of the development agenda. In addition, there is a "fragmentation of efforts". Programmes are short-term, "yet the issue being addressed is really related to social issues, which take time to change." Another problem is experimentation without follow through. These experiments lead to "success stories, which we abandon as soon as they become successful. We have good practices which we are keen to document, but rarely replicate or upscale." This is tied into the fact that these efforts are not budgeted for by the governments, but rather are reliant on fickle donor funding and conditions. "Children and their families...are sporadically consulted and are very much affected by the disorder described above."



Ms. Njuguna ended her presentation with the following conclusions and recommendations. It is necessary for Africa to take ownership and start driving the initiatives, including actively implementing national action plans and budgeting accordingly. Experiences that work need to be replicated and implemented on a larger scale. Governments should effectively monitor and evaluate initiatives. Programme support should be on a consistent and long-term basis, donors need to work with, not for, governments, and to take stock of what happens after they leave.

Political Awareness

“Many countries in the world have ratified Conventions that are important in the fight against child labour, such as the UN Convention on the Rights of the Child and the ILO Conventions. But there is still a lot of work to do to really implement these conventions.” In his opening speech, Parliamentary State Secretary of Germany Mr. Andreas Storm underlined the importance of accelerating the efforts of the world community: “We will need new impulses. In the case of child labour, poverty is cause and consequence in one. The vicious circle must be broken.” The Decent Work Agenda set by the ILO shows us how this can be done by providing parents with decent work, including social insurance, and children with education and training by well-qualified teachers. As reflected in the Global Jobs Pact, overcoming the global economic crisis and combating child labour are objectives that go hand in hand.



After showing a short film showcasing the progress being made in Panama, Minister Alma Lorena Cortés Aquilar from the Ministry of Labour and Labour Relations described the progress being made in Panama in institutionalizing the fight against child labour. On the regional level it participates in the Hemispheric Agenda on Decent Work, which includes the elimination of the worst forms of child labour by 2015 and all child labour by 2020, and a regional plan focusing on the eradication of child labour in indigenous areas. At the national level, Panama has developed a country roadmap and a National Action Plan that includes a system of accountability and transparency for completing the plan. The Minister also highlighted the involvement of numerous stakeholders and the recruitment and training of actors. An inter-institutional protocol was created to coordinate action between all institutions involved in the protection of children from child labour, as well as a plan developed by the unions to eliminate child labour in the workplace. As a member of the UN Global Compact (on corporate social responsibility) Telefónica is implementing its Pro Niño programme in Panama. The Attorney General and Judiciary are also intensifying the fight against child labour. Inspectors are being trained in the issue, and degrees in child labour studies have been created at the universities.

Minister Cortés also drew attention to the holistic approach being taken. In addition to the provision of free primary education, the educational curriculum is being transformed to prepare workers in the professions most needed in Panama, and the ‘My First Job programme’ was created to ease the school-to-work transition for 18 to 29 year olds. To ease the fiscal constraints of families, a minimum wage was established, as well as an adult school so parents can better support their children. A grant for the elderly helps them provide for their grandchildren, and a conditional cash transfer programme enables and encourages families to keep their children in school and to get regular health check-ups.



Ms. Marta Santos Pais, Special Representative of the UN Secretary-General on Violence against Children, stated that violence is part of the child labour problem. "It's violence that actually keeps many children at work, and in many cases this violence occurs behind closed doors." Violence against children can be prevented, Ms. Santos Pais said. On May 25, 2010, the UN will launch a two year global campaign for the ratification and effective implementation of the Protocols to the Convention on the

Rights of the Child. "This process will also support the goal of the ILO Conventions and of the conference we are actually attending. The agenda is clear and the tools are at hand. Let's join efforts in building a world free from violence for every child."

Mr. Aidan McQuade, Director of Anti-Slavery International, opened his speech by stating that Ms. Njuguna's comment in the Focus on Africa session that "We do not own this problem of child labour" is at the core of the world's failure to eliminate it. He then rephrased this insight, stating that "it is that we would sooner own just about every other problem rather than that of child labour." He gave the following explanation for the phenomenon: "This is because as individuals and organisations we have to relate to a multiplicity of stakeholders and we will tend to privilege those most immediate to us, those who are the loudest and those who have the most power to advance or impede our own most favoured interests. Tragically for the child labourers of the world they rarely are in a position to make their voices heard to the powerful, hence their needs are most easily ignored amongst the clamour of other interests... In the modern world child labourers are generally disorganised and distant from the powerful, obscured from view by the complexity of the global market and hence easily forgotten. Even domestic labourers in our own midst in Europe and America are sufficiently out of sight to have their rights generally ignored."

After discussing how economic interests are often put before remedying human rights violations, he concluded by stating: "In the coming months many other stakeholders may find reasons that they find morally convincing to oppose an international convention on domestic labour, or other measures to combat other forms of child labour, particularly in agriculture. But if we as a human society, as a community of nations and employers and civil society, allow such arguments to triumph in relation to child domestic labour and all the other forms of child labour, it will be a terrible indictment of all of us."



Tripartite Action

In his opening remarks, Mr Tapiola, Executive Director at the ILO, underlined the importance of social dialogue and tripartite action in ensuring decent work and fighting child labour effectively. Child labour is a multi-dimensional issue and every stakeholder has a role to play in fighting it.

In her speech, Ms. Eugenia Ganea from the Moldovan National Federation of Employers stressed the importance of cooperation rather than competition among stakeholders, and the role to be played by employers' organizations. A multi-faceted approach is necessary to tackle child labour, and therefore governments and social partners need each other.

“Through effective social dialogue, social partners promote better working conditions and through negotiations they can achieve solutions to problems of mutual concern, such as child labour.” Referencing Moldova’s past experience, which has included confrontation and blaming, she suggested a different approach, “the fight with each other should be turned into a fight against child labour.” Regarding trade unions engagement she suggested “a collaborative rather than a confrontational approach.”

Ms. Ganea also pointed out that eliminating child labour makes sense for employers, and that employers are well-placed to understand the need for human capital development and the elimination of child labour, which also affect the development of enterprises. She concluded by stating that “where employers’ organisations have built capacities to tackle the problem of child labour, they play a crucial role in the elimination of the worst forms of child labour. Having at stake the future of our generation, the economic development of the country and understanding that the elimination of the worst forms of child labour will bring social and economic profits, employers are determined to dedicate their best efforts to this cause.”

Ms. Cecilia Brighi on behalf of the ITUC and the Italian Confederation of Workers’ Unions underlined that the economic, financial and food crises raised unemployment and has made it more difficult to eradicate child labour. She emphasized that a tripartite strategy and involvement of social partners are crucial in fighting child labour. It is a powerful methodological instrument that, despite being time consuming, achieves shared, stable and effective policies and programmes from international down to local level. It is an essential means to define adequate legal frameworks, reorient national budgets, macroeconomic, employment and educational policies toward an effective eradication of child labour, and promote decent jobs for the adults. In this framework social dialogue and innovative forms of collective bargaining should be enhanced to reach the informal economy, and the service and agriculture sectors where most of child labour is present. Tripartism can give a boost toward the definition of framework agreements which can promote the organisation of decent work along the supply chain down to the informal economy, where child labour is more difficult to be eradicated. Tripartism can also boost the implementation of the authoritative instruments of CSR and enhance the link between the fight against all forms of child labour and the implementation of the other fundamental rights at work.

Also emphasizing the importance of social dialogue, Mr. Rajeev Sharma from Building and Woodworkers International discussed the importance of tripartism for sustained action in the informal economy, and presented a case study highlighting the successes of social dialogue in India’s brick kiln sector. Partner unions have entered into dialogue with brick kiln owners and negotiated collective bargaining agreements banning the use of child labour and revising wages. Negotiations have also taken place at the national level and resulted in the signing of a Memorandum of Understanding (MOU) with the All India Brick and Tiles Manufacturers Federation. The MOU included agreement to not permit the use of child labour and to promote educational facilities for children in and around brick kilns as well as training programmes in areas such as occupational health and safety. Establishment of a joint coordination committee to resolve issues of concern was also agreed upon.

In sharing some lessons learnt, Mr. Sharma stressed that dialogue is needed both at the conceptual and implementation phases and that follow-up meetings and constant interaction with employers are needed. He also observed that it is easier and more effective to forge alliances where employers are also organized. In this way a wider group of workers can be reached, and there is unity of purpose and action.

A lively and productive discussion followed. There was general agreement from the workers (Cecilia Brighi in particular) and employers (Felipe Hurtado from Chile) in the final analysis that eradicating child labour is the duty of governments. A representative of the government of Australia made the point that while governments must enforce laws against child labour, the active engagement of social partners and civil society is essential as well.

Discussion of the Roadmap to 2016

Minister Donner opened the session by stating that “We need to do more than espouse the need to eliminate the worst forms of child labour”.

Mr. Melkert¹, as Rapporteur for the Roadmap, then welcomed all participants to the plenary discussion of the third draft of the Roadmap for Achieving the Elimination of the Worst Forms of Child Labour by 2016, and stated that the discussion session on the Roadmap was really about bringing together hearts and minds in the fight against child labour. He explained that the third draft was the result of seven months of negotiations with key representatives of constituents, and that efforts were made to keep the document short and focused on priority actions only.



He clarified that the Roadmap begins by stating the current situation, followed by an expression of political will, including the overarching goal of eliminating all child labour. The next section contains guiding principles for all stakeholders, along with a list of specific actions to be undertaken by various groups of actors. The final section provides a framework for promoting the Roadmap and monitoring progress towards the 2016 goal. This section was kept light in order to not duplicate mechanisms that already exist or increase bureaucracy, but still to allow progress to be monitored on a more regular basis and for actors to hold each other accountable. Mr. Melkert stated that the Roadmap must be followed-up on; 2016 is very close! Overall the Roadmap should be as specific as possible, “since we will not change much if it is not connected to action. It should also be realistic.”

To open the discussion on the Roadmap, Mr. Melkert brought participants’ attention to three particular areas that needed consideration and compromise. The first was the question of the binding nature of the document. To address this point, he stated that “the Roadmap is not a legally binding framework, but rather a guide for the coalition of the committed, a stocktaking of what makes sense, to help children in the world. It can identify the critical areas of focus and practices to take us forward. We can accept it as our own commitment”. The Roadmap also points to who will assume responsibility for coordinating and integrating policies and making sure that this happens. “More important than any legal discussion is to look at what makes sense in terms of effective action, and to commit to that”.

The second point to which Mr. Melkert drew attention was the decision of whether to specify sectors or not in the Roadmap. Referencing Mr. Tapiola’s presentation of the latest child labour data, he suggested we take note of the sectors with the highest incidence of child labour and that the data should guide the planning.

The final point he raised was in regard to the debate on the focus on worst forms of child labour rather than all child labour in general. The year 2016 is very close, and there will need to be a lot of action to achieve the objective of eliminating the worst forms by then. However, generic approaches that address the worst forms of child labour will also impact child labour in general. He emphasized that a combination of this and geographically-

¹ The current UN Secretary-General Special Representative for Iraq and Jordan.

concentrated efforts will result in progress and that focusing in particular on the worst forms of child labour was not a substitution for the overall effort to eliminate all forms of child labour.

Mr. Melkert further underscored the importance of gender sensitive language in the final text, and reiterated the importance of the link between decent work for adults and elimination of child labour. He ended by stating that fighting child labour is a development issue and key in eradicating poverty and achieving education for all.

The Vice Chairs of the conference were then invited to make preliminary remarks.

Mr. Godoy, Vice Chair of the Conference on behalf of the Employers' Group, stated that the Roadmap should provide a new momentum to efforts and to also have more actors exerting themselves in the effort. It should provide for new resources and indicate how to utilize current and future ones. He agreed with Mr. Melkert that it should be objective and realistic. With regards to the nature of the document, he expressed that the Roadmap should not be binding, but rather of good will and common purpose. He also stated that the Roadmap should focus on the worst forms of child labour, in accordance with the 2016 goal set by ILO constituents. Emphasis should be placed on addressing the root causes, on the rights of the child and a life-cycle approach over generations.

In addition, Mr. Godoy noted that governments have the primary responsibility in ensuring these rights and that the social partners and civil society play a complementary and voluntary role. Employers can best contribute to attacking the root of the problem by creating jobs for mothers and fathers. This is their principal role. In terms of corporate social responsibility (CSR), this is a voluntary initiative and though some unscrupulous employers knowingly exploit child labour, a distinction should be made between them and those that have ethics. He also mentioned the importance of sharing good practices and sustainability and urged participants not to waste resources or experience. The leadership and organization of follow-up to the proposed actions in the Roadmap should be with the ILO, which has 90 years experience of fighting for social and labour rights.

Mr. Adyanthaya, Vice Chair of the Conference on behalf of the Workers' Group, agreed with the sentiments expressed by Mr. Godoy, but felt that the conscience of purchasers and sellers should also be targeted. He suggested this be done by engaging celebrities or 'brand ambassadors' in individual countries, such as cricketers in India, and that families also need to be targeted. He also drew attention to the need to create decent employment in rural areas and the informal economy and the link between poverty, the Millennium Development Goals and child labour.

Touching on the question of funding, Mr. Adyanthaya suggested that the Roadmap deal effectively with the funding process and that governments should make sufficient resources available. While acknowledging the importance of universal ratification of the ILO child labour Conventions, he underlined the reality that implementation in many cases is weak and the worst forms of child labour persist even in countries that have ratified the Conventions. He pointed to the importance of governments and social actors executing their roles. In terms of education, he stressed the importance of providing quality education, with quality teachers and the need to lower the indirect costs to education and offer additional incentives to parents, through, for instance, the provision of midday meals, uniforms and textbooks.

After these reactions by the conference vice-chairs, Mr. Melkert opened the floor to all conference participants.

Ms. Vera Gracheva, representing the OSCE Special Representative on trafficking, would like to see more on trafficking in the text and stressed that migration can be positive. She also cited partnerships against trafficking that could be mentioned and submitted a list of detailed comments to the Secretariat. Ms. Dettmeijer-Vermeulen, The Dutch National Rapporteur on trafficking in human beings, echoed these comments and added that in her view all worst forms of child can be considered forms of trafficking.

Ms. Eve Crowley from the FAO mentioned that FAO-related initiatives had been trying to formalize informal work for 10 years, and that it was not working. In addition, we are operating under the shadow of the worst crisis seen in years, and thus really need to prioritize. Most of the key ingredients are in the Roadmap, such as National Action Plans and social protection floors, including access to quality basic education. However, the question still remains of how to reach the hard-to-reach and incorporate them in macro policies and job creation. She also pointed out that ideally, in crisis and conflict situations, children should be the least effected, but the reality is that large numbers must abandon their education and enter child labour.

A representative from the Stop Child Labour campaign stated that we need to be practical and focus on what can be done community-wise. He stated that educational interventions do not only contribute to fighting the worst forms of child labour, but also child labour in general. He feels that the document is too soft on CSR; the UN Special Representative on business and human rights says the business community needs to respect human rights with due diligence. If we are going beyond simply ratifying Conventions, then monitoring needs to be stronger.

A representative of 'Stop the Traffick' echoed the need for companies to act responsibly; employers' organizations are on board, but companies are not. This gap needs to be addressed.

A representative of IFAD stated that child labour in agriculture needs to be highlighted, as it constitutes 60 percent of all child labour. Broad policy coherence is crucial. Laws against child labour need to include a focus on agriculture, and schemes aimed at reducing poverty should in particular target rural areas. Better health and safety in agriculture is another priority action area.

An Employers' representative from Italy stated that this Roadmap should not be seen in a vacuum. A paragraph should be included on sound macro policies and a commitment to use a holistic approach to help children. Another paragraph should be included on domestic work and workers' rights, including collective bargaining. A reference to CSR should also be included, based on ILO recommendations and the European Union's guidelines for Multinational Enterprises.

Mr. Gary Craig of the WISE Institute expressed that two sets of voices had not been heard enough yet, and he would like the Roadmap to encourage their participation. The first set is that of researchers; many of them are working with NGOs and know what works or does not. The second is the voices of children. Many NGOs are working with them and encouraging their active participation.

A representative of a trade union from Malawi brought up education and training, agreed on the necessity of improving quality, and pointed to the need for resources for the education

sector. He also pointed out that teachers had not yet been mentioned, but that it is they who would be providing this quality. He also raised the issue of how to deal with child-headed households. They are often excluded from conditional cash transfer schemes and from accessing financial services. The importance of building comprehensive labour market information systems was also brought up, so that countries know what is going on elsewhere. Systems need to be strengthened furthermore to ensure there is punishment of perpetrators.

An Indian NGO representative stated that in order to reach children in the worst forms of child labour, all child labour would need to be addressed. Children in the worst forms of child labour are in an illegal nexus and the stigma on them makes it even more difficult to reintegrate. If out-of-school children in all forms of child labour are targeted, then it will make it more acceptable and easier for children coming from the worst forms of child labour to come to school. Moreover, if children are only taken out of the worst forms of child labour then others will just fill their place. Emphasizing the link between children and education, and the protective purpose that education can play, she stated that “children enjoy being children, and we enjoy children being children.”

A representative of a Mongolian trade union stated that the important question to be answered is not what, but rather who, when and how. Child labour is illegal and the rule of law needs to be implemented.

Mr. Jaap Doek, former chair of the UN committee on the Rights of the Child, suggested the inclusion of a reference to the Optional protocols to the Convention on the Rights of the Child, which would support the aim of ILO Convention No. 182 and widen the scope beyond the ILO. He also emphasized that plans should not just be developed (and put on a shelf), but rather they should be implemented, and that the Roadmap should include a paragraph on resources.

A representative from Senegal proposed regular surveys and data collection that would identify needs and provide orientation. These surveys should also have a qualitative aspect.

A representative from the UNICEF education section suggested that including a reference to budgeting and data collection – amongst others on child labour and out of school children - would help strengthen and ensure the sustainability of action.

A representative from the Australian government expressed support for the Roadmap and requested clarity on the binding nature of the document and its presentation to the ILO after the conference. Funding issues related to providing quality education were also mentioned. In the context of guiding principle 2, he further stated that some countries simply do not have the necessary funding, and thus the role of the international community also needs to be included.



Mr. Melkert clarified that the Roadmap was intended to mobilize a broader group of stakeholders than the ILO. It was meant to be taken up by other actors in accordance with their work and capacities. Participants are not committing resources through the Roadmap. They have to take it back to their respective organizations and ministries, and see what can be done with the good ideas in the document.

Good ideas land on desks with money. This is a process in stages and this stage serves to identify the good ideas.

Ms. Jo Becker of Human Rights Watch drew attention to the fact that the law often does not extend to cover children in domestic work and that this is the largest sector for girls' work. She stated that under national legislation all children should be protected equally.

A representative of Defence for Children International stated that we need to tackle the causes of child labour and tend to the conditions of children.

A representative of the Honduran national business council stressed that everyone has responsibilities, but that they are different. The government needs not only to respect children's rights, but also to protect them. The worst forms of child labour are crimes. Therefore, the government has a responsibility to investigate them, prosecute perpetrators and then rehabilitate the children. The participant also expressed displeasure over the translation of the phrase "special needs" in Spanish, saying that it was not a good word.

Another participant requested that the monitoring mechanism of the Roadmap, and in particular the Global Leaders Initiative, be further clarified.

A representative of the EU suggested including language on bilateral cooperation and the role of partner governments.

A representative from an African NGO on domestic workers suggested that, concerning labour market policies, labour inspection mechanisms should be strengthened in agriculture and domestic work.

A representative from the Dominican Republic drew attention to the fact that the Dominican Republic, Central America and the Caribbean had developed national and regional Roadmaps. Guatemala, the Dominican Republic and El Salvador are currently implementing them. The plans are there, but they need help implementing them, especially due to natural disasters etc.

A representative from Uganda stated that a reference to community monitoring should be included, as it plays an important role in enhancing the effect of national legislation and reaching households, more so than labour inspectors. She further stated that more information is needed on working children with disabilities as they are invisible in current statistics.

A representative from Lebanon suggested that the Roadmap include indicators, to which Mr. Melkert responded that these would be included in standardized annual reviews rather than the Roadmap.

Ms. Marcia Eugenio of the U.S. Department of Labor stated that clarity of purpose is essential, and thus requested that the document please be restricted to targeting the worst forms of child labour. Additionally, she pointed out the importance of country context and differences in situations. She stated that the Roadmap offers a good menu of options and stressed that it needs to be clear in the language used in the text that the Roadmap is not a binding document and should leave room for innovation in the future.

A representative from Bangladesh expressed that he would like the Roadmap to focus on the worst forms of child labour, in the longer term context of addressing all child labour, and that he would like to see a stronger section on resources.

Mr. Melkert thanked all participants for their excellent contributions. He declared that the rich contributions from so many of the participants would provide a lot of food for thought in the drafting committee, which would aim to reach consensus on a final draft of the Roadmap to be presented to all conference participants on 11 May. He further stated that some of the detailed suggestions made this afternoon might not make it into the final text of the Roadmap, but that they would be covered in the conference report and might be used during the implementation of the actions spelled out in the Roadmap.

Minister Donner drew the discussion on the Roadmap to a close, mentioning that though progress against child labour had slowed down in recent years, the good representation at the Conference meant that countries are aware and want to tackle the problem. He noted some of the areas of consensus such as on education and social protection, and noted the need for a sense of compromise concerning other areas. "In the end it is not text that will change the economic reality, but the commitment of governments and the hearts and minds of all social partners involved: employers, employees, NGO's and all other social organizations.

Minister Donner concluded by reaffirming that the Roadmap is not a legally binding text, but that he would be happy to present it to the International Labour Conference. He expressed the hope that "whatever its end nature, it will provide leadership in eliminating the worst forms of child labour by 2016".

Closing session²

Pledges

The closing session began with a series of pledges by participants reflecting their increased commitment to combating child labour.

Minister Maxime Verhagen from the Ministry of Foreign Affairs of the Netherlands spoke about mainstreaming child labour into the considerations of the European Union, emphasizing that it needed to be vigilant about products made with child labour. He noted the vicious cycle of child labour and lack of education. He had instructed Dutch embassies worldwide to prioritize projects dedicated to mainstreaming hard-to-reach children into education and encouraged that this be included in bilateral agreements as well.



He concluded by announcing that the government of the Netherlands would be contributing US\$6.8 million to the ILO to combat child labour through education, again emphasizing 'reaching the unreachable'.



Ms. Izabella Popa from the Ministry of Labour, Family and Social Protection of Romania referred to the successful project conducted through IPEC with the assistance of financing from the US government. The IPEC programme has now phased out but she affirmed that the heritage remains. As a result, the list of hazardous child labour was approved in 2009. New coordination structures are in place such as the Child Labour Unit and inter-sectoral country teams. The government of Romania pledges to make a budgetary contribution of US\$9 million that will support the work of the National Steering Committee and the extension of child labour monitoring system (CLMS) to all at-risk children. In addition, Ms. Popa announced that a national platform is being created to adapt the Roadmap to the Romanian situation, and it will include ministries of justice and agriculture.

Since the German State Secretary had to leave the Conference, Minister Donner of the Netherlands announced on behalf of the government of Germany the pledge of €1.2 million to IPEC.

Minister Donner remarked upon the fact that the private sector is also an important partner, along with governments, in urgently addressing child labour. 'Good Practice' examples are proliferating, such as those of C&A and Ikea. There is an opportunity, as a result of this Conference, to create a worldwide network of enterprises active in combating child labour. With the goal of involving and sustaining more enterprises in the struggle against child labour, in the context of the Sustainable Trade network, the government of the Netherlands pledged €160,000.

² Rapporteur for this session: Susan Gunn.

Mr. Saad Y. Houry, Deputy Executive Director of UNICEF committed to working together with other international organizations to support the rollout of sustainable child protection systems. Furthermore, in connection with UCW, UNICEF will collect at the country level disaggregated data on children's work, especially on household chores. With the aim of making girls' work more prominent in policy, UNICEF proposed follow-up meetings to The Hague Conference every two years to monitor joint progress toward the goals set there.

Minister Bunroen of Cambodia pledged to take all possible steps to end child labour in his country. Last year, the Deputy Prime Minister of Cambodia committed the country to end the worst forms of child labour, working closely with the social partners, starting with the elimination of the worst forms of child labour in one area and one sector. He further stated that Cambodia offers to host a regional conference on child labour in one year.

Speaking via video, Ms. Jongerius from of the Dutch Trade Union Confederation FNV asserted that "if we allow child labour to continue, we deny a child her future and her parents a job. Child labour leads to unemployment for adults." FNV pledged to continue to fight all child labour, and to combine the creation of child labour free zones with the creation of employment for adults: "parents earn and children learn".

On behalf of Minister Gamini Lokuge, Mr. Upali Sriyananda Athukorala noted that Sri Lanka had committed itself to eliminate the worst forms of child labour and has established an integrated action plan linked to alleviating poverty. Now that they have overcome 30 years of civil war and are in a stage of development, reconstruction, and reintegration, they are working with hope. In 2006, they developed a Decent Work Country Programme action plan, and since 2007 have allocated money for this purpose from their own budget. Sri Lanka pledged to allocate 30 percent of this budget towards eliminating the worst forms of child labour.

Secretary of State and Minister of Labour and Social Security Norberto Jose Ciaravino from Argentina expressed the fact that although they are experiencing high unemployment in connection with the global economic crisis, they remain committed to addressing child labour. He conveyed Argentina's interest in educational alternatives linked to rural work, especially in agriculture. He pledged to share with other countries what they have learned and wants to learn the best practices from others. Argentina has a national programme on the eradication of child labour and is working to improve legislation. In connection with the Dutch government, Argentina looks forward to promoting corporate social responsibility through the formation of a network of large companies that commit to ensuring that their supply chains are free of child labour.



The Vice Minister of Labour of Panama Louis Ernesto Carles Rudy, along with Minister Cortés, committed to redoubling efforts to eradicate the worst forms of child labour by 2016 and all types of child labour by 2020. In his own name, he pledged to establish 14 regional directorates against child labour and for the protection of youth workers. He reaffirmed the importance of enforcement, labour market regularization, the harmonization of laws, an action programme to combat the most egregious forms of child labour, and the promotion of the criminalization of child labour and exploitation. Panama is putting in place a system to coordinate the follow-up of cases of child labour at the local and national level and

strategically allying with other countries in the region to demonstrate what measures are useful.

Minister A. K. Khander, the Minister of Planning of Bangladesh explained that child labour had been eliminated from the ready-made goods (RMG) sector. He expressed the intention of the Government of Bangladesh to explore ratification of ILO Convention No.138 within a short time and work towards the goal of the elimination of the worst forms of child labour by 2016. He also mentioned that Bangladesh provides stipends for primary and secondary students that improves access to education, giving special attention to vulnerable children.

Minister Jamal Rhmani from the Ministry of Employment and Vocational Training of Morocco pledged to take the following measures: adoption of a national law against domestic work for children under 15, revision of the Hazardous Work List, protection of vulnerable families, supporting NGOs working for the protection of children, conducting national studies on areas of concern, including studies of vulnerable families. He also proposed to a host a regional follow-up conference for Africa in the near future.

Mr. Khailash Satyarthi explained that the Global March is a movement of NGOs, unions, and others and pledged that it will labour towards the implementation of the Roadmap in over 100 countries. It pledged to strengthen the world-wide movement of intergovernmental agencies and social partners. It will conduct a global campaign for education and specifically aim at getting the hardest-to-reach children into school. It will be the biggest social people's mobilization ever held. The "One Goal" campaign will be organized at the time of the World Cup, with the aim of raising the awareness of a half billion people. A number of telephone servers have agreed to send text messages to their adherents. Football players have agreed to promote attention to the goal of eliminating the worst forms of child labour and getting all children in school.

U.S. Secretary of State Hillary Clinton thanked (via video link) U.S. Secretary of Labor Hilda Solis for her active support for action against child labour. The United States was one of the first countries to ratify ILO Convention No. 182 and remains firmly committed. She stated that "The problem of child labour is entrenched, but it is solvable. So, to achieve our goal we must work together to address the root causes, including inequality, inadequate access to education,



no work or not enough good work for parents and poor enforcement of labour laws, all of which perpetuates the cycle of poverty." Eliminating the worst forms of child labour is part of the United States broader human rights agenda, and together with relevant partners, it aims to provide meaningful alternatives to child labour. On behalf of the United States, Secretary of State Clinton thanked the Dutch government and the ILO for hosting the Conference and left the participants with the following words: "Ending labour exploitation is our shared responsibility and duty to the children of this world, each of whom deserves the opportunity to achieve his or her God-given potential."



U.S. Secretary of Labor Hilda Solis joined the U.S. Secretary of State Hillary Clinton (via video link) and the Dutch government on this matter of extreme urgency. She stated that since 1995, the United States has invested US\$680 million in the fight against child labour, more than half of which has been given to IPEC. The U.S. government addresses child labour in their own country, ensuring that U.S. children are well-protected. They are expanding the list of non-agricultural jobs that are prohibited to children. She emphasized that we must continue a multi-faceted approach that emphasizes education, awareness raising, research and capacity building. We must also step up efforts to address the root causes of child labour, including poverty and a lack of sustainable livelihoods for adults. Parents must choose education, not labour for their children. She recently hosted meetings with the G20 labour ministers to discuss the economic crisis and proposed greater access to social protection systems, creating innovative ways to generate income for the rural poor, and placing renewed emphasis on the quality and quantity of jobs. Respect for fundamental rights and decent work for adults is crucial for making real progress. We must ensure actions are comprehensive and coordinated.

The United States pledged to provide US\$60 million for the fight against child labour, of which US\$40 million will go to IPEC. They will continue to engage workers and employers in the struggle against child labour.

Minister Donner addresses Her Majesty Queen Beatrix of the Netherlands

Minister Donner welcomed Her Majesty with the following sentiments: "It is a signal of honor that you have agreed to be present." The Netherlands has shown a keen interest in the movement to end child labour. Starting in 1997 with the Amsterdam conference, a number of milestones have been passed: ILO Convention No. 182 has been ratified by 172 out of 183 countries; a number of countries are proving that the cycle of poverty – child labour – poverty can be interrupted.



But the decrease in child labour is now at a standstill and child labour has even started to grow again in certain regions.

Participants in this conference have reaffirmed their commitment to eliminating the worst forms of child labour by 2016. "We have discussed a roadmap which identifies priorities and proposes new monitoring procedures. Eliminating the worst forms of child labour by 2016 presents an urgent need for change and action, and your presence underlies the importance of this change. Thank you for your interest in the proceedings."

Children's voices

Ms. Awa Niang, an ex-child labourer from Senegal addressed the conference via video (her flight to The Hague was canceled because of the ash from the Iceland volcano). She expressed a desire for the increased participation of children in discussing their future and the important role that children can play in combating child labour:

"It is important that we participate in the decisions. I worked gathering shells for use in buildings. With my friends, we created our own alternative, a movement at the neighborhood level to train and prepare ourselves for the future. My little brother and sister and others who aren't in our movement, they need to prepare their own future. Many children work to finance their own studies. With training, fewer submit to exploitation, especially the worst forms. You who are there representing the international organizations can encourage our movement. You can support us. When you say that you fight against child labour, we also are also fighting against it. Join with us in solidarity against the work of children."

Mr. Kinsu Kumar, an ex-child labourer from India addressed the conference, urging the participants to work faster.

"I was a cleaner, working with my father. I was freed by the Save the Child movement in Rajasthan. I am now studying and have many friends. In the children's centre, we get love, time to play and time to study. I want to make an appeal to have a world without child labour. You have money and the law so go on to end child labour. You have to think of the childhoods of 200 million children who are still working. In our "child friendly village", we are going to school and have our own parliament and make our own decisions. We have a chance to explain our thinking and what we need and have it recognized by the village panchayat. I was taken out of child labour by the Save the Child organization, whose activists in the village brought me to the Centre."



In response to a question about how his family survives now that he does not work, he replied that his father has to work more. Mr. Kinsu Kumar is now also the top student in his school.

Adoption of the Roadmap

In the final session, Mr. Melkert, Rapporteur for the Roadmap, introduced the Roadmap for Achieving the Elimination of the worst forms of child labour by 2016. He stated that "following a long discussion in the drafting committee, we have managed to find the way to the future."



He expressed his pleasure to share the key conclusions and thanked those who contributed to the discussion, and added that he had seldom seen so many people in a meeting making concise, action-oriented suggestions, in the belief that something more must be done. Mr Melkert stated that "it is a broad community that has joined hands here, and all participants in the drafting group have had regular interaction with their constituents, so this gives us the basis for acclamation."

He further pointed out that some of the things which have been left out of the Roadmap will be included in the conference report and then continued to highlight some of the main points of the Roadmap:

1. It confirms that this is a long haul fight. "The fact that, 13 years after the first child labour conference, we are still engaged shows that this is not an issue that comes

and goes in politics. It shows that if progress is monitored, it generates peer pressure when applied in a consistent manner.”

2. It indicates the need for acceleration of action; “past approaches won’t make it.” Therefore, in the preamble of the Roadmap, the momentum is highlighted and it is noted that it is a moral necessity and an obligation based on moral principles: providing decent work contributes to helping countries break out of the cycle. “There are 6 years remaining to the target; together we need to substantially increase efforts.”
3. In the Roadmap, principles and actions are outlined. It reaffirms that governments have responsibility to provide education and end child labour, and that other civil society organizations can assist. The responsibility of governments is national law and enforcement, implemented according to the Fundamental Principles and Rights at Work and in light of the full implications of the child labour Conventions, but also the Convention on the Rights of the Child. Those countries that have not yet ratified should consider doing so. Governments are also responsible for social protection and (youth) employment policy. The responsibility of the social partners is to ensure effective systems of labour relations, e.g. in combating child labour in supply chains. NGOs can generate support in society and can generate knowledge on the extent and impact of child labour. International organizations can provide the technical and financial support needed and establish partnerships across the UN system. Promotion of the Roadmap and monitoring of progress will require effective national follow-up. “This is an important instrument that could change the map if everyone steps up to take responsibility.”
4. The Roadmap provides for organizing of global leaders against child labour.
5. It calls for a yearly Global Report produced in collaboration with UCW to examine whether commitments are lived up to.
6. It calls on the Dutch government to bring the Roadmap to the attention of the International Labour Conference and to the Review Conference of the U.N. on the MDGs in September.



Mr. Melkert then asked the audience whether they agree to this product and that it will guide us, and suggested to show agreement by acclamation, to which the audience responded with applause.

Melkert then handed over the Roadmap to Minister Donner as the driver of the process and thanked the participants for their contributions and the consultative group for their work in preparing the Roadmap.

Closing Speeches

Mr. Dagoberto Lima Godoy underlined that when people commit themselves, even if there are only 500 of them, they can do a lot. The Roadmap is a synthesis of our will to put an end to the worst forms of child labour. He thanked everyone who is contributing to this difficult task. "Now we have a road ahead to be able to give boys and girls a safe and healthy and happy childhood, because that is their right. Let us leave here and join hands to achieve a better future. Our task is a joint one." On behalf of the employers' he expressed that "we know what our responsibilities are: to create dignified jobs for women and men. Governments need to build the environment for sustainable employment, especially for small and medium-sized businesses. They have the social responsibility to create a healthy employment environment." He also expressed a role for consumers: companies that are socially conscious need to be supported, and the ones that are not should be boycotted. In parting, he left participants with the words: "Let us leave this meeting with a sense that there is a duty and responsibility imposed on our generation to rewrite history, and to a new generation the chance to be physically and intellectually healthy."



Mr. Nitte Nanjappa Adyanthjaya celebrated that in this conference advances were made towards living up the promises made when ILO Convention No. 182 was adopted in 1999 and in Dakar with the MDGs. However, he warned along with Mr. Kailash Satyarthi that we will not get all children into school until we end child labour. There should be no child labour, especially child domestic labour. To achieve this requires decent work for adults, fundamental rights at work, and a social safety net. He noted that the Conference has recognized that we need to address root causes, not just symptoms, and that governments, employers' and workers' organizations, along with other civil society actors, need to oversee the process. Effective labour relations and labour inspections are critical. He also suggested that an area-based approach can move children from work into school.

IPEC is crucial for the world-wide movement and decent-work strategy. Drawing attention to the child labour trends related to older boys and Africa, he emphasized the need for more action, scaled-up efforts and more donor support. He emphasized that "we know what works: enforcing the law; free formal quality education; prioritizing public services; effective labour relations in supply chains." Punitive measures alone will not work. Formalization of the informal economy will bring to light hidden child labour. Julius Nyerere spoke of fair share. It would cost \$460 billion and for every dollar invested, the return is 7 fold. Gandhi says progress comes from indomitable will. Workers are ready and are asking for solidarity. "We need enterprises that benefit communities, not just shareholders. We need to grasp the opportunities that the conference offers."

Mr. Kari Tapiola from the ILO stated that while the Director General of the ILO, Juan Somavia, was unable to come for reasons beyond his control, this is what he was planning to say: "This conference will help sustain momentum to reach the goal of 2016. It sends a powerful message that we are not reneging on our responsibilities, especially in the face of the economic crisis. We all have reason to welcome the adoption of this Roadmap. It gives further effort to up-scaling and is a sign of a broad-based consensus." Mr. Tapiola expressed frank admiration on how Mr. Melkert has handled the process, and on behalf of the ILO, thanked those who have given it the trust and expressed that ILO will provide the necessary framework to support national action. Mr. Tapiola then recalled that the Global Plan of

Action on Child Labour called for holding an international conference and expressed gratitude to the Dutch government for responding to this call: "There has been excellent organization of this conference and without doubt it will be referred to in the future as a milestone in global efforts to eliminate the worst forms of child labour. The Netherlands has shown its commitment to the cause, and its Queen is a prominent activist in the fight against child labour".

In conclusion, Mr. Tapiola presented a gift to Minister Donner (a collection of postage stamps against child labour signed by Un Secretary-General Ban Ki-Moon and ILO Director-General Juan Somavia) and invited Minister Donner to bring the adopted Roadmap to the attention of the International Labour Conference on 11 June. He ended with the words: "Bring the energy of this conference to the International Labour Conference. It has been a beautiful conference and deserves a beautiful continuation."

In closing the conference, Minister Donner stated: "This is the end of the conference. Everything has been said. Even by the children. We have a Roadmap that says it more eloquently than anyone can. Abolition of child labour yields high social and economic returns in terms of decent work for adults. It is a matter of implementation and monitoring, principle and goals. We have detailed the strategies, affirming our commitment to the ends."

Minister Donner then shared his intention to present the Roadmap to the ILC and to the MDG Review Conference in September in New York. He expressed that the Roadmap is a substantial step in the right direction but also a symbolic step away from child labour and highlighted the importance of the pledges of action. He thanked all participants for their efforts and stated that "because of it, children can shape their own future aided by a good education and the fight against poverty." He ended by saying: "The Roadmap is now a stepping stone; it will become a milestone. We have made provision for annual reports and, like the resolution in 2006, we will need to meet again halfway."

Minister Donner then invited Brazil, as a country from the South that is facing child labour and generating good practices to be shared, to host the next conference.



With joy and a sense of responsibility, Minister Marcia Helena Carvalho Lopes, from the Brazilian Ministry of Social Development and the Fight Against Hunger embraced this opportunity and accepted the invitation to host the next global conference against child labour. She left the participants with the following words: "It will not be easy to get to 2016 given the figures revealed at this conference, but we are determined. We need to be well organized and have strong political will. It is therefore

very important from this moment on to create a group of the leading countries, together with the ILO and others. We will organize the next conference and have the same target: the elimination of the worst forms of child labour by 2016. Making the elimination of child labour a reality will be our most important cause, and we count on your support." In thanks, Minister Donner presented her with a picture expressing the sentiment that it is through the protection of the family that one takes care of the children.

Minister Donner ended the conference by presenting all participants with tiny hammers, a symbol of the fight against child labour, to take home with them from the conference, and explained that "we need not one child labour ambassador, but rather thousands of child labour ambassadors integrating the issue into their daily work and fighting for the rights of children."

Conference Outcome

Roadmap for Achieving the Elimination of the Worst Forms of Child Labour by 2016

Preamble

- i. A new momentum is necessary if the world is to attain the goal of eliminating the worst forms of child labour by 2016 as agreed upon by the ILO tripartite constituents in the Global Action Plan¹. Around the world, 215 million boys and girls² are engaged in child labour³. One hundred and fifteen million of these children are exposed to its worst forms⁴. Removing these children from the worst forms and offering them a future without child labour is an urgent priority.
- ii. We, participants at the Global Child Labour Conference 2010. Towards a world without child labour – Mapping the road to 2016, representatives from governments, employers' and workers' organizations, non-governmental and other civil society organizations, regional and international organizations, have gathered in the Hague, the Netherlands, on 10 and 11 May 2010, to take stock of progress made since the adoption of the ILO Worst Forms of Child Labour Convention, 1999 (No. 182), to assess remaining obstacles and to agree on measures to accelerate progress towards the elimination of the worst forms of child labour by 2016, while affirming the overarching goal of the effective abolition of child labour, which is reflected in the ILO Declaration on Fundamental Principles and Rights at Work (1998) and ILO Convention, 1973 (No. 138) to which ILO Convention, 1999 (No. 182) is complementary, and
- iii. Considering that action to eliminate the worst forms of child labour is most effective and sustainable when it is situated within action to eliminate all child labour, including through area-based and sector-based programmes, and
- iv. Acknowledging that the effective abolition of child labour is a moral necessity and that all ILO members have an obligation to respect, promote and realize that principle; that it can yield high social and economic returns, and that eradicating child labour - and providing the alternative of education and training, and decent work for adults and children of working age - contributes to households breaking out of the cycle of poverty, and helps countries advance human development, and
- v. Recognizing that the international community has identified child labour as a significant impediment to the realization of children's rights, national development⁵ and the attainment of the Millennium Development Goals, particularly those related to poverty alleviation, education, gender equality and HIV/AIDS, and recognizing furthermore that the ILO Worst Forms of Child Labour Convention, 1999 (No. 182) and its accompanying Recommendation (No. 190) reflect a global consensus that immediate and effective measures are required to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency, and
- vi. Noting that over the past decade action against the worst forms of child labour has been implemented in all parts of the world and that this has led to significant progress; that this demonstrates that the fight against child labour can be won with sound policy choices and substantial national and international resource commitments, and when capitalizing on new opportunities, such as the G-20 summits and the Global Jobs Pact, and

- vii. Acknowledging the available data concerning the incidence of child labour, by sector, with the highest incidence of child labour in agriculture (60%), and 26 % in services⁶, while recognizing the need for more data collection covering hard-to-reach children including in domestic work, slavery, sexual exploitation and illicit activities, and
- viii. Agreeing that with six years remaining until the target date of 2016 for the elimination of the worst forms of child labour, it is imperative to substantially upscale and accelerate action, given the overall pace of progress and that the global economic crisis puts recent progress at risk, and
- ix. Recognizing further that now, more than ever, political leadership is needed to achieve the elimination of the worst forms of child labour, and that governments in partnership with all other relevant actors need to act swiftly and with determination in this endeavour, particularly in the informal economy where most child labour occurs, and
- x. Acknowledging that international cooperation and/or assistance among Members for the prohibition and effective elimination of the worst forms of child labour should complement national efforts and may, as appropriate, be developed and implemented in consultation with employers' and workers' organizations,
- xi. We declare that we will substantially increase efforts to ensure that we achieve the goal of eliminating the worst forms of child labour by 2016 and we agree to this Roadmap, and we urge the international community to substantially increase its efforts in this regard.

Part I – Principles and Action

Guiding principles

1. Governments have the primary responsibility for enforcing the right to education for all children, and the elimination of the worst forms of child labour. The social partners and other civil society organizations, and international organizations have important roles in promoting and supporting such action.
2. Government responsibility should be assumed at the highest level and with the best interests of children in mind, taking into consideration the views of children and their families, and should include due attention to the most vulnerable children and the conditions that create their vulnerability. In doing so governments should assess the impact of relevant policies on the worst forms of child labour, taking into account gender and age, put in place preventive and time-bound measures and make adequate financial resources available to fight the worst forms of child labour, including through international cooperation⁷.
3. In a globalized economy, government responsibility includes developing and strengthening policies and programmes, in consultation with social partners, that address child labour issues, in particular the worst forms, in international supply chains.
4. Government actions to combat child trafficking, prostitution, production of pornography and the trafficking of drugs should where necessary include international cooperation.
5. Governments should consider ways to address the potential vulnerability of children to, in particular, the worst forms of child labour, in the context of migratory flows.

6. All actors should work towards strengthening the world wide movement against child labour, including by using traditional and new media. They should – according to their expertise – raise awareness and sensitize the public on the rights of children to be free from child labour, the value of education and training, and the longer term costs of child labour, in terms of health, employment opportunities, persistent inequalities and intergenerational poverty.
7. There is no single policy that by itself will end the worst forms of child labour. However, evidence has shown that targeted action that simultaneously addresses the implementation and enforcement of legislation, the provision and accessibility of public services (including free, quality compulsory education, training and non-discriminatory social protection services), and the functioning of labour markets, yields high returns in the fight against child labour, including its worst forms. The elimination of child labour should therefore be integrated in broader policy frameworks at national and sub-national levels, and policy coordination should be strengthened through appropriate inter-ministerial mechanisms.

Action by governments

8. Government actions should be guided by the following policy priorities:
 - 8.1 National legislation and enforcement:
 - 8.1.1 Working towards implementation of the ILO Declaration on the Fundamental Principles and Rights at work (1998) and, for states party to the ILO Conventions addressing child labour, full implementation of those Conventions, and for states that are not party to those Conventions, consideration of ratifications, as well as the optional protocols to the UN Convention on the Rights of the Child⁸;
 - 8.1.2 Adopting and enforcing national legislation against child labour and its worst forms in particular, ensuring that these rights are respected for all children without exception, and ensuring that information on relevant legislation is widely disseminated;
 - 8.1.3 Developing and implementing cross-sectoral national action plans to eliminate the worst forms of child labour as a priority, in consultation with social partners and taking into consideration the views of other parties as appropriate. Providing adequate resources to achieve the goals so established;
 - 8.1.4 Periodically reviewing and updating national lists of hazardous work prohibited for children in consultation with social partners;
 - 8.1.5 Ensuring access to justice by children and their families, including by ensuring that justice systems and processes are child friendly;
 - 8.1.6 Enforcing appropriate sanctions against perpetrators of the worst forms of child labour, strengthening the inspection and monitoring machinery that bring these to light, and documenting court cases. Particular emphasis should be given to strengthening labour inspection, including on occupational health and safety.
 - 8.2 Education and training:
 - 8.2.1 Extending and improving access to free, compulsory, quality education for all children, with a particular focus on girls, and ensuring that all children under the minimum age for employment are in full-time education, and

including where appropriate and consistent with relevant international labour standards, in vocational or technical education;

8.2.2 Adopting strategies to remove costs that represent a barrier to education, in particular fees and school supplies;

8.2.3 Adopting strategies to (i) encourage and monitor school enrolment, attendance, retention and reintegration, through, for instance, scholarship and school meal programs to help poor families reduce the costs of education⁹, and (ii) create a child-friendly learning environment, in which children are protected from abuse, violence and discrimination;

8.2.4 Developing concrete plans and mechanisms to meet the needs of children engaged in the worst forms of child labour as per ILO Convention No. 182 and support their transition into appropriate education or vocational training.

8.3 Social protection:

8.3.1 Implementing strategies, policies and programmes that offer access to and delivery of social and health services to vulnerable and socially excluded households, hard-to-reach children, and children with special needs, where possible including a basic social protection floor;

8.3.2 Fighting discrimination that contributes to child labour;

8.3.3 Supporting families' capacity to protect their children by working towards a system of social protection through, for instance, cash transfer schemes; public works; access to credit, insurance and savings schemes; strengthening and implementing national protection frameworks to protect children from exploitation;

8.3.4 Assisting victims of the worst forms of child labour to prevent their return to child labour.

8.4 Labour market policy:

8.4.1 Taking action to foster a well-functioning labour market, as well as access to vocational training for adults and young people of working age that corresponds with the current and future needs of the labour market so as to facilitate the school to work transition;

8.4.2 Supporting employment creation and promoting decent and productive work for adults and young people of working age, that is consistent with the fundamental principles and rights at work¹⁰;

8.4.3 Working towards regulating and formalizing the informal economy where most instances of the worst forms of child labour occur, including through the strengthening of state labour inspection and enforcement systems and capacities;

8.4.4 Creating an environment, together with social partners, that aims to combat child labour in supply chains.

Action by the social partners

9. Social partners should be guided by the following priority actions:

- 9.1 Taking immediate and effective measures within their own competence for the prohibition and elimination of the worst forms of child labour as a matter of urgency including through policies and programmes that address child labour¹¹;
- 9.2 Advocating for the effective abolition of child labour, where appropriate in collaboration with other civil society organizations;
- 9.3 Advocating for effective training and education policies and for extended access to free, compulsory, quality education up to the minimum age for admission to employment;
- 9.4 Improving outreach (by workers' organizations) into the economic sectors in which child labour is prevalent, and implementing initiatives in particular sectors;
- 9.5 Working to ensure that effective systems are in place to combat child labour in supply chains, recognising the usefulness of social dialogue in the design and implementation of such systems. Publicising, promoting and learning from successful initiatives to combat child labour and in particular its worst forms, with the support, where appropriate, of governments and international organizations.

Action by non-governmental organizations and other civil society actors

10. NGOs and other civil society actors should be guided by the following priority actions:
 - 10.1 Generating support in society for the effective abolition of child labour , including by contributing to knowledge on the extent and impact of child labour, by developing demonstration projects for up-scaling by governments, and by calling upon governments to implement education for all and effective policies against child labour, especially its worst forms;
 - 10.2 Calling upon governments to respect children's rights and ensure that appropriate services are offered to vulnerable children to protect them from child labour, especially its worst forms, and assist those that have been withdrawn from child labour;
 - 10.3 Supporting multi-stakeholder initiatives in sectors of the economy that involve the worst forms of child labour;
 - 10.4 Contributing to monitoring the incidence of child labour and related issues, including through appropriate research and capacity building;
 - 10.5 Engaging children and their families in an inclusive and participatory manner so that policy makers can consider their views when developing policies.

Action by international and regional organizations

11. International and regional organizations should be guided by the following priority actions:
 - 11.1 Providing technical and where appropriate financial assistance to support governments' efforts to mainstream policies regarding the worst forms of child labour into their development strategies at national and local levels, particularly those directed at poverty reduction, health and education, child and social protection, gender equality and human development;
 - 11.2 Promoting an effective partnership across the United Nations and the multilateral system to address child labour, mainstreaming child labour into international policy and development frameworks and indicators and intensifying cooperation regarding child labour, including through the global task force on education and child labour

and other existing partnerships¹², while recognizing the lead role of the ILO in combating child labour;

- 11.3 Mobilizing additional financing for the effective abolition of child labour, especially in its worst forms;
- 11.4 Developing further methodologies and capacity to conduct research on child labour, particularly its worst forms, undertaking systematic impact assessments and evaluations of child labour interventions, including the differential outcomes for girls and boys and different age groups, and improving documentation and knowledge sharing;
- 11.5 Strengthening efforts (together with governments and other relevant partners) to address hazardous work by children particularly in sectors and occupations where child labour is most prevalent;
- 11.6 Promoting and supporting the continued development of the worldwide movement against child labour, including by supporting the work of the social partners as well as NGOs and others.

Part II – Promotion of the Roadmap and monitoring of progress

12. The promotion of action and monitoring of progress in eliminating the worst forms of child labour is to be undertaken consistent with, and complementary to the ILO supervisory system and reporting mechanisms, and to enhance progress towards the 2016 goal. Recommended actions include:
 - 12.1 The establishment, by governments, of (i) effective national follow-up mechanisms additional to their obligations under ILO Convention No. 182, to review progress to end the worst forms of child labour domestically – such as annual tri-partite meetings - and (ii) national initiatives to monitor¹³ progress in eliminating the worst forms of child labour, taking into account national action plans and other time-bound measures, and capitalizing on information available through reporting under existing obligations such as international conventions' supervisory mechanisms¹⁴ and national Millennium Development Goal monitoring systems;
 - 12.2 The founding of a “Global Leaders against Child Labour Initiative”, composed of eminent persons in order to promote the Roadmap globally and progress towards the 2016 goal;
 - 12.3 The publication of an annual World Child Labour Report by the “Global Leaders against Child Labour Initiative”, in collaboration with the Understanding Children's Work Programme¹⁵ reviewing overall progress towards meeting the 2016 goal and analysing trends and developments. The report is to be published for World Day against Child Labour.

The participants express their gratitude to the government of the Netherlands for hosting this conference pursuant to the Global Action Plan, and acknowledge the intention of the government of the Netherlands to bring this document to the attention of the International Labour Conference and the Review Conference on the Implementation of the UN Millennium Development Goals.

Roadmap adopted by acclamation at the Global Child Labour Conference 2010.

The Hague, 11 May 2010.

Endnotes

¹ This goal has been agreed upon by the ILO constituency of 183 member States and workers' and employers' organizations. It was endorsed by the ILO Governing Body in November 2006.

² This figure is taken from the 2010 ILO Global Report on child labour.

³ Child labour is work done by a child who is under the minimum age specified for that kind of work, as defined by national legislation, guided by the ILO Declaration on the Fundamental Principles and Rights at Work (1998) and ILO Convention Nos. 138 and 182.

⁴ The Worst Forms of Child Labour are defined in the Worst Forms of Child Labour Convention, 1999 (No.182) as:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Recommendation 190, accompanying Convention No.182, provides further guidance.

⁵ Including in the following instruments, documents and events:

- ILO Minimum Age Convention, No. 138 (1973);
- UN Convention on the Rights of the Child (1989);
- Copenhagen Declaration on Social Development (1995);
- International Child Labour Conferences in Amsterdam and Oslo (both 1997);
- ILO Declaration on the Fundamental Principles and Rights at Work (1998);
- ILO Worst Forms of Child Labour Convention, 1999 (No.182);
- World Fit for Children (2002), outcome document of the 2002 UNGASS on Children;
- Global Action Plan against the Worst Forms of Child Labour (2006)
- ILO Declaration on Social Justice for a Fair Globalization (2008).

⁶ See ILO 2010 Global Report.

⁷ As per article 8 of ILO Convention No. 182.

⁸ The Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography, and the Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict.

⁹ See 'Rethinking school feeding. Social safety nets, child development and the education sector', World Bank, 2009.

¹⁰ See the ILO Declaration on the Fundamental Principles and Rights at Work (1998).

¹¹ Employers can make use of the ILO/IOE guides: Eliminating Child Labour: Guides for Employers.

¹² Existing partnerships include the Understanding Children's Work (UCW) Programme, the Global Task Force on Child Labour and Education for All (GTF), the UN Global Initiative to Fight Human Trafficking (UN.GIFT), the International Partnership for Cooperation on Child Labour in Agriculture and the International Partnership for the Elimination of Child Labour in Mining and Quarrying, and the United Cities and Local Governments network (that has issued a Millennium Declaration entitled Bringing the Millennium Development Goals back home).

¹³ In monitoring, giving special attention to younger children, the girl child, hidden work situations in which girls are at special risk, and other groups of children with special vulnerabilities or needs (as per ILO Recommendation No. 190) and to child labour in agriculture.

¹⁴ The ILO Conference Committee on the Application of Standards, the ILO Committee of Experts on the Application of Conventions and Recommendations and the UN Committee on the Rights of the Child.

¹⁵ The Understanding Child Work (UCW) Programme is a joint initiative of ILO, UNICEF and the World Bank.

Annexes

Annex 1 - Children Now! *

(Lyrics: Anne-Marie Verbaan/Music: Jochem Fluitsma)

All the money in the world, all the things
that we buy
Profit that we have to make
The price is much too high
Children working in factories and mines
All the dangers that they face
Paying with their lives

Refrain:

Children first, children now
It's too late for when and how
People we must understand
Child labour it has to end
Raise our voices, let's all shout
Children first!

Children now, children now
Children now, children now!

Children of the world have the future in
their hands
But if they cannot read or write
They don't stand a chance
They have a right to play outside, a right
to go to school
To be a child like any child
And not be someone's tool

(Refrain)

Every child that can be saved
is like a brand new star
Darkness will be blown away
and the light will shine so far
Every day a better day
No work and no more pain
All the tears will wash away
like a summer rain

(Refrain)



Presented by Dutch children's choir 'Children for Children' during the opening of the Global Conference on 10 May 2010

Annex 2 – Workshop proceedings

Youth Employment and Child Labour Technical Workshop under Policy Integration

Chair:

Mr. Nath Bunroeun, Secretary of State, Ministry of Education,
Youth and Sport, Cambodia

Panellists:

Mr. Furio Rosati, UCW
Ms. Mariela Buonomo Zabaleta, ILO
Mr. Rekson Silaban, Workers, Indonesia

Rapporteurs:

Mr. Yaw Ofosu, ILO
Ms. Annerieke Fransen, MSZW

The session was chaired by Mr. Bunroeun and moderated by Ms. Susan Gunn from the ILO. After a brief introduction focusing on Cambodia's commitment to the elimination of the worst forms of child labour by 2016, Mr. Bunroeun invited the panelists to speak.

Mr. Rosati's presentation focused on the linkages between child labour and youth employment and the need for integrating policies in these areas. On the one hand, child labour prevents children from acquiring the necessary education that would enable them to secure decent youth employment. Child labour and compromised education are associated with an increased likelihood of ending up, as a young person, in unpaid family employment or poorly-paid employment in the informal economy, and with greater job insecurity, lower productivity and lower wages as adults. In turn, as adults, former child labourers are thus more likely to depend on their children's labour to supplement household income, thereby perpetuating the child labour-poverty cycle. On the other hand, rampant youth unemployment can serve as a disincentive for parents to invest in their children's education earlier in the life-cycle, and lead them to send their children to work prematurely instead of to school. Increasing employment opportunities can contribute to an increased demand for education, as has occurred in countries like India with the proliferation of call centres.

Adequate policy responses to these issues include, firstly, investment in skills development and "second chance" education to equip former child labourers with the skills needed on the labour market. This can be through interventions improving the relevance of basic education, scaling up "second chance" learning schemes, and youth-training programmes. Secondly, interventions are needed to strengthen the incentives for household investment in children's education by improving the functioning of the labour market. Policy options in this regard include the promotion of youth entrepreneurship and decent work in the informal economy, the strengthening of labour market institutions, and raising awareness about the positive returns to education.

In her presentation entitled "Linking efforts to eliminate child labour and promote decent work for youth", Ms. Buonomo from the ILO's Youth Employment department also promoted a life-cycle approach to child labour and decent work. Child labour affects employment outcomes later in the life cycle, through compromised education and mental and physical development. For example, child labour leads to increased school failure, lower educational attainment, and lower earnings later in life. It also has negative effects on health, which may become apparent during adulthood. Again, this situation calls for an integrated approach in eliminating child labour and promoting

decent work for youth that addresses the specific disadvantages faced by former child labourers and by the increasing numbers of adolescents engaged in hazardous work.

A first set of interventions should endeavour to prevent the engagement of adolescents in hazardous work through the ratification of ILO Conventions Nos. 138 and 182 and their effective implementation through the enforcement of national legislation.

A second set relates to the improvement of working conditions based on safety and health standards and, where such improvements are not feasible, the withdrawal of adolescents from the relevant activities. The effective monitoring of general working conditions is an important element of this effort, which requires strengthening the work of labour inspectors and the involvement of the social partners.

A third set of interventions focuses on strengthening the employability of adolescents withdrawn from hazardous work and of those at risk of engaging in such activities, and facilitating their access to alternative employment, as a means of supporting the transition to decent work. Strategies for enhancing employability include improving the relevance and quality of education, remedial literacy and numeracy skills programmes and “second chance” education, as well as skills development through apprenticeships, skills training and “learning by earning” schemes. These must be well-targeted, meet the specific requirements of the intended beneficiaries, be based on a careful analysis of the local employment situation and linked to the demand for real jobs, and they must be complemented by active labour market policies and programmes. To be effective, these strategies must be comprehensive and must be linked to a broader framework of national integrated responses, including macroeconomic policies that promote job-rich economic growth, a focus on both labour supply and demand issues, and consideration of both the quantity and the quality of employment. They also require strong collaboration between government departments and the social partners. Moreover, they must be subjected to rigorous assessments for the purpose of building knowledge to facilitate programme improvements and replication.



On behalf of the Confederation of Indonesian Labour Unions (KSBSI), Mr. Silaban discussed the role of trade unions in preventing children from entering the labour market and promoting youth employment, sharing experiences from Indonesia on approaches and challenges. After a brief introduction to the labour market situation in Indonesia, including the high level of youth unemployment, Mr. Silaban highlighted some of the problems faced by young workers, such as short-term contracts without social security benefits, low wages, and poor

prospects for advancement through training. “Once an ordinary worker, always an ordinary worker”, he said. Trade union actions in favour of the youth in Indonesia have included a campaign for the protection of young people working in the informal economy, and another entitled “Decisions for life” aimed at raising awareness among young female workers in the services industry about, inter alia, their employment opportunities and career possibilities. At the policy and programme level, challenges in the area of youth employment include developing effective ways of training young people, including the identification of promising sectors for future jobs.

The Chair provided further information on child labour and youth employment programmes in Cambodia. Cambodia is finalising its own Roadmap for the elimination of worst forms of child labour by 2016. Strategies include the scaling up of “second chance” programmes for former child labourers and other out-of-school youths and renewed efforts to achieve the Education For All goal by 2015. Efforts are also being made to promote small and medium-size enterprises (SMEs), create jobs and improve working conditions. There are special programmes targeting women, children, people with disabilities, victims of human trafficking, and victims of natural disasters.

The Moderator facilitated discussions on the importance of collaboration between the ministries of labour and education in the design of child labour and youth employment policies, how formal and “second chance” education programmes can work together, and the best ways to influence family decisions on whether to invest in children’s education or put them to work.

The contributions from the floor included brief overviews of successful youth employment schemes in Morocco (such as the National Action Plan on Youth Employment, including a placement bureau with social workers who can assist adolescents, and individualized skills training), Mexico (through improving the conditions of young workers and providing them with work-study opportunities), and Jamaica (through a combination of occupational training and life skills training, including remedial schemes to provide basic literacy and numeracy skills and a scheme to wean recipients off a cash-transfer programme through skills training). The challenge of providing vocational training to those who lack basic literacy and numeracy skills was also highlighted.

A representative of the FAO highlighted the need to bring other ministries on board to address youth unemployment and child labour, including the ministries of agriculture and fisheries, as well as the need to focus on youth employment programmes in the context of rural employment. She pointed out that reducing domestic burdens relating to fuel, wood and water collection can enhance both education and employment prospects and outcomes in rural areas, and the need to combine occupational skills training with life skills for adolescents, to build, for example, their negotiation skills.

A representative of Building and Wood Workers International raised a number of issues requiring attention. These included the difficult position of young woodworkers and children working in forests, the fact that apprenticeships often served as hidden employment involving abuses, and the need to give a voice to young workers (investing in the organization of young workers and giving them a chance to contribute to the improvement of their working conditions). He highlighted the importance of strengthening life-long learning schemes, as well as that of studies to predict the upcoming needs of industries, noting that it is difficult to provide training without knowing the future areas of demand.

A participant called for the inclusion of a statement in the Roadmap urging countries to ratify and implement the two optional protocols to the Convention on the Rights of the Child relating to (i) the sale of children, child prostitution and child pornography, and (ii) the involvement of children in armed conflict.

In the light of the importance of quality education, there was a call for countries to meet the minimum international standard on expenditure on education, which was reported to be 6 percent of Gross Domestic Product.

The Chair brought the discussions to an end after highlighting the importance of establishing well-functioning labour markets, with a system of vocational training in accordance with the age parameters stipulated in ILO Convention No. 138, and the need to work towards the regulation of the informal economy.

Education and Child Labour

Technical Workshop under Policy Integration

Chair:

Mr. Bram Ojik, Ministry of Foreign Affairs, Netherlands

Panelists:

Ms. Jo Boyden, Director of the Young Lives, at the University of Oxford

Mr. Kamanda Bataringaya, Minister of State Education, Uganda

Rapporteurs:

Mr. Patrick Quinn, ILO

Ms. Ghislaine Widera, MSZW

The chair of the session, Mr. Bram Ojik welcomed participants and introduced the main themes of the discussion: child labour as an impediment to Education for All (EFA), and how EFA can contribute to the elimination of child labour. He said that the issue of the connections between child labour and education had been discussed at an expert meeting in The Hague on 5 November 2009, at which the multiple push and pull factors in children's work and schooling were highlighted.

Ms. Jo Boyden, Director of the Young Lives project at the University of Oxford gave an introductory statement on the theme of child labour and education. She explained that the Young Lives research project involved a longitudinal survey (2000-01 and 1994-95) of nearly 12,000 children in four countries: Ethiopia, India (Andhra Pradesh), Peru and Vietnam. The research showed a high level of interdependence between different areas of children's lives, for example between life-skills learning, school education, economic activities and the availability of services.

UNICEF data reveals huge swathes of populations in some countries with multiple indicators of disadvantage: poor services; no birth registration; poor health and stunting in children, etc. In these communities there is no social protection, and it is often necessary for all household members who can do so to work. Therefore, schooling involves significant opportunity costs in addition to the direct costs (education is seldom free; even when there are no fees, children must often pay for supplies, uniforms and transportation).

Families make judgments about which children should go to school and for how long, and work is one of the factors influencing these choices. Whilst safe, age-appropriate work can be a way of gradually introducing children into basic life, family and social responsibilities and skills, there is agreement by all concerned that hazardous work should be prevented at all costs.

There are clear indications that in many contexts the quality of schooling represents a significant barrier to education and provides no incentive for families to send children to school. Quite simply, why would families send children to school if they do not learn, and if education does not provide the chance of a better life in the future? If poor quality results in non-attendance, children are quite likely to drift into child labour.

The research from the Young Lives project pointed to a substantial expansion of pre-school and primary education. However, it also suggested that current policies for education are missing harder-to-reach children, for example rural children and ethnic and linguistic minorities. It was also said that instances were coming to light of inappropriate sanctions being applied against children and families for non attendance at school, and this should be guarded against.

The research also suggested the importance of social protection. Recent Young Lives research on social-protection measures showed many positive findings. In India, the National Rural Employment Guarantee Scheme cushions households during drought and the poorest households are benefiting (including lower castes). Also in India, school meals are increasing school attendance, though with related pressure on schooling quality due to high student–teacher ratios. In Peru, there were also concerns about the increased demands on teachers following increases in class size. Whilst social protection has positive benefits, it can also lead to pressure on services, which needs to be planned for in advance.

In conclusion, it was said that it was important that education be truly free, inclusive, relevant and of high quality. In addition, it needs to be flexible enough to adapt to the diversity of circumstances experienced by especially disadvantaged groups of children and involve specific measures to encourage and support their attendance.

Mr. Kamanda Bataringaya provided a presentation highlighting progress being made in Uganda's education system, but referred also to the major challenges that remain.

He said that the removal of school fees had driven a huge increase in primary school enrolment, from 2.7 to 8 million children. This had placed major pressures on the education system and class sizes, which remained high. However, the government had a target of achieving a teacher-pupil ratio of 1-40. Other measures taken by the government to boost enrolment included relaxing the requirement to provide birth registration information.

Despite the progress made the country still faces major challenges. These include dealing with the impact of HIV/AIDS on families and within education. There were also major challenges in expanding education in rural areas, including a lack of trained teachers in such areas. However the country was committed to meeting these challenges and taking forward its efforts to provide quality education for all children.

The workshop then broke into four smaller groups, each of which discussed one of four priority actions on education and training listed in the draft Roadmap. The text of each is provided below, and indicated in italics are the suggestions which the four small working groups proposed to reword the text of the Roadmap.

6.2 Education and training. Priority actions include:

6.2.1 Extending and improving access to and retention in free, compulsory, quality and relevant education as a matter of a human right for all children and ensuring that all children are in full-time education and/or training for at least 10 years starting from 5 years-old, which is consistent with international standards.

6.2.2 Abolishing school fees and adopting strategies to ensure that the indirect costs of schooling, such as school supplies, uniforms, and transportation, are not a barrier to education, particularly for disadvantaged groups.

6.2.3 Adopting strategies to (i) ensure enrolment, (ii) encourage and monitor school attendance and retention through, for instance, scholarship and school meal programs to help poor families defray the costs of education, and (iii) create a child-friendly learning environment, in which children are protected from abuse, violence and discrimination.

6.2.4 Developing concrete plans and mechanisms to identify children involved in the worst forms of child labour and support their transition into appropriate education or training combined with regular health checks.

Social Protection and Child Labour Technical Workshop under Policy Integration

Chair:

Mr. Antwi-Boasiako Sekyere, Deputy Minister of Employment
and Social Welfare of Ghana

Panelists:

Ms. Rosilene Cristina Rocha, National Secretary on Social Assistance, Brazil
Mr. Michael Cichon, ILO

Rapporteurs:

Ms. Simrin C. Singh, ILO
Mr. Onno Brinkman, MSZW

The workshop chair, Deputy Minister Antwi-Boasiako Sekyere, provided information on the steps taken by the Government of Ghana to end child labour, as well as on several social protection schemes in the country such as capitation grants for school children, a national health insurance scheme, and a Livelihood Empowerment Scheme (LEAP). He noted challenges in the areas of capacity, coordination, funds, targeting of beneficiaries, and enforcement.

Ms. Rosilene Cristina Rocha, the National Secretary on Social Assistance of Brazil described through her presentation the various social protection schemes implemented by Brazil, including PETI, Bolsa Familia, and the development of an integrated Family Accompaniment Scheme that puts social assistance schemes under a single system. She noted that regional variations in vulnerability and outreach are a challenge.

Mr. Michael Cichon of the ILO's Social Protection Department described the concept of the "social protection floor", emphasising the need to integrate child labour concerns into social protection floor policies so that there is a longer lasting and effective "package impact." He argued that offering a nation's citizens a social protection floor is both necessary, as social transfers are key economic stabilisers, and that they are affordable too, accounting for only roughly 3-4% of gross domestic product to reach everyone.

The discussion that followed these presentations was limited due to time constraints. However, one crucial point with regard to the draft Roadmap was raised: the term "social safety net" should be replaced with "social protection floor." Support from the floor was also expressed for the point that a social protection floor is financially feasible. Another participant requested further information on Brazil's social assistance schemes, and wondered whether these had helped keep families together. Ms. Rocha provided further information on the targeting, scope, and institutional mechanisms to monitor and implement the schemes that are to become universally available throughout Brazil in 2011. She also pointed to the role of social workers and psychologists that form part of the monitoring mechanisms that has contributed to keeping families together.



Globalization, Human Rights and Child Labour Technical Workshop under Policy Integration

Chair:

Mr. Bernard Wientjes, Chair of the Confederation of Netherlands Industry and Employers

Panelists:

Mr John Morrison, Executive Director, Institute for Business and Human Rights

Mr. Tim Noonan, International Trade Union Confederation

Ms. Assetou Keita, Ministry of Labour of Mali

Rapporteurs:

Mr. Ben Smith, ILO



As Chair, Mr. Bernard Wientjes, opened the workshop. He stated that globalization offers many opportunities for development, and multinational enterprises can help. However it is not realistic to hold them responsible for their entire supply chains, which are very long in many cases. Employers' federations support companies' efforts to set policies and provide learning and peer support.

There are many relevant initiatives that can be helpful to business, such as the Fair Wear Network, the Business and Human Rights Network, and the Global Compact Netherlands network. The Netherlands, as a country famous for its "merchants and preachers", is well suited to be at the forefront of Corporate Social Responsibility.

A level playing field would exist in a perfect world, but in the meantime, companies should do what they can. Governments can organize peer pressure on fellow States to do more, and the ILO campaign is an example of this. However governments should not go beyond their jurisdiction.

Mr. John Morrison of the Institute for Business and Human Rights then presented the Ruggie Framework. He noted that most child labour does not occur in global supply chains. However suppliers must adapt to rapid changes, and the use of migrant labour and subcontracting are a risk for companies.

Mr Morrison pointed out that whereas the debate on the "UN Norms for MNEs" was quite polarized, the UN Special Representative for Human Rights and Transnational Corporations, John Ruggie, has achieved wide support thus far on his framework "States Duty to Protect, corporate responsibility to Respect human rights, and the need for effective Remedies".

Mr. Morrison then provided more detailed analysis of the Ruggie Framework. Regarding States' duty to protect, the main challenge is related to governance gaps. However States need to make sure their own policies do not undermine their ability to protect against human rights abuses by third parties through policies on export credit guarantees or bilateral investment treaties.

Corporate responsibility to respect requires exercising due diligence. This involves setting a strategy and policy, doing an assessment, integrating the policy into management and control systems, and tracking performance, keeping humans at the center.

Access to remedies involves effective grievance mechanisms, but these should be more aligned with human rights standards. They can be non-business mechanisms such as the OECD National contact Points. When dealing with children it is important to keep in mind the power differential between corporations and children.

Of 80,000 MNE, many from the global south, only 7,000 are members of the Global Compact, and of these only 500 have publicly stated human rights policies. More can be expected to develop them, mostly because governments want them to.

Mr. Morrison used the case of Gap Inc. to illustrate due diligence. In response to child labour allegations in Cambodia in the 1990's a process of due diligence was done, Gap joined multi-stakeholder initiatives, engaged a Global Union Federation, assessed its compliance and issued warnings of points of vulnerability—including production in the informal economy. When child labour was discovered in Gap supply chain in India in Oct. 2007, the GUF defended GAP and the scandal did not do lasting damage to Gap's reputation. The offending supplier in India is now one of Gap's best. The lesson being, do not simply cut off suppliers when child labour crops up, but share the burden of remediation and capacity building to improve performance going forward.

Mr. Tim Noonan, of the International Trade Union Confederation, then followed and stated that the oft-repeated claim that only 5% of child labour is connected with global markets is a gross underestimate, particularly given the links present in agriculture. Globalization can do a great deal more in contributing to social development. Voluntary approaches will always be undermined by competitors' will to engage in a race to the bottom on workers' rights. In these voluntary initiatives, too often ILO standards are left to one side.



However, Mr. Noonan then pointed at some positive aspects to the OECD guidelines for business, and the IFC is doing well in establishing safeguards and social criteria for lending. Multi-stakeholder initiatives based on social dialogue with NGO involvement have been helpful. There are now more than 100 International Framework Agreements in place.

Trade unions have broken some of the most high profile cases of corporate complicity in child labour abuses. Reaction from companies typically goes through four stages: denial, partial recognition, claims that it occurred but is not the companies' fault, and full engagement in resolving the problem.

The Ruggie framework is important in that it is a move toward hard law from soft.

The best guarantee against child labour is a good school, and communities committed to education. Trade unions in the workplace are also a guarantee, including in the informal economy; they improve incomes and can support monitoring efforts.

In concluding, Mr Noonan argued that more effort is needed: "governments need to live up to their commitments, companies can certainly do more and must have an openness to social dialogue, and trade unions have a challenge to organize and ensure combating child

labour is a priority. There is a need to leverage globalization to formalize the informal economy.”

The final presentation was by Ms. Assetou Keita of the Ministry of Labour of Mali. Ms. Keita stressed that poverty is the main cause of child labour in Mali, and that there are important gaps in education coverage, with only 40% of children aged 5-14 enrolled. A large informal economy also is an important contributing factor to the problem. The ILO has been helpful in generating a statistical base, supporting the creation of a national plan, and implementing direct action projects. Mali also adopted a list of hazardous work in 2009.

Mali has set up institutional structures to tackle child labour, though these need to be strengthened. There are regional child labour focal points that report to the National Steering Committee against Child Labour and carry out awareness raising. Mali has committed to the elimination of worst forms of child labour by 2020, with benchmark targets along the way.

Workshop Discussion

In the ensuing discussion, the reach of corporate responsibility was discussed. The need to move the debate beyond the number of steps down the supply chain that companies should be addressing was discussed. What is most important in determining corporate responsibility is the impact, direct or indirect, that a company's actions have on human rights, regardless of where on a supply chain or community those impacts may occur.

The importance of considering the full range of corporate impacts was discussed, including for example, the economic and social “footprints” of companies that operate in export processing zones. Promising new initiatives, such as an emerging alliance of garment retailers such as Gap, Inc. in India that seeks to cover the entire supply chain were discussed.

Innovative Finance and Economic Recovery

Technical Workshop under Financing Needs

Chair:

Ms. Alette van Leur, ILO

Panelists:

Mr. Frank Hagemann, ILO

Ms. Nicole Brown, UNICEF

Ms. Wendy Cunningham, World Bank

Rapporteurs:

Ms. Vera Perdigao, ILO

Mr. Henk van der Stelt, MSZW

Ms. Alette van Leur, Director of the ILO's Department of Partnerships and Development Cooperation introduced the workshop theme and presented the four discussion questions that would be addressed:

1. Are there enough resources (within the countries and worldwide) to fight child labour, and what is the role here for international cooperation, including among international organizations?
2. How can the present economic crisis be turned from an obstacle into an opportunity in the fight against child labour?
3. What is the potential for integrating child labour concerns into large-scale global education and health funding?
4. What new financial instruments can be used to fund the fight against the worst forms of child labour?

Mr. Frank Hagemann from IPEC focused on the global trends of child labour, how the current financial crisis may result in an increase in the incidence of child labour, and how to explore existing structures for funding future actions.

In terms of global trends, Mr. Hagemann highlighted the following facts: During the period from 2000 to 2008, there has been a decrease in child labour among children aged 5-17, but the decline flattened over the period 2004-2008, compared to observations in 2000-2004; For the 15-17 year-old age group, there was an increase in the number of boys engaged in child labour; The total number of girl children engaged in child labour decreased; At the Regional level, all regions have experienced a decline except for sub-Saharan Africa, where the number of or children in employment increased from 49.3 million in 2004 to 58.2 million in 2008.

Empirical evidence from proxy indicators from previous crises suggests the effects of the crisis on child labour may include negative effects on education, in particular in poor regions with pressure on household income and national budgets, and on the labour market, such as a tendency for an increase in the relative size of the informal economy.

In order to address these issues, there is a need to find funds to close the resource gap. These can come from domestic funds or external sources. In this context, the Global report places an emphasis on the Global Public-Private Partnership to combat child labour. Additionally,

there is a need to assess funding gaps, partner more closely with leading groups, and explore how to link-up existing and up-coming initiatives on education and health in order to better tackle child labour.

Ms. Wendy Cunningham from the World Bank addressed the present economic crisis and how it can be turned from an obstacle into an opportunity in the fight against child labour. She started by stating that the impact of the crisis on child labour has not been uniform. In some countries child labour has increased, while in others there has been no impact. In terms of schooling, there is no evidence of the relationship between (increased) school attendance and a decrease in child labour. However, during crisis times, school attendance is in danger, as household income is negatively impacted by the crisis. A crisis is an opportunity to address education and household poverty. One measure could be conditional cash transfers to combat child labour and increase education. However, it must be said that this measure does not necessarily imply an increase in children's learning. The provision of school meals increases attendance and nutrition, but there it is challenging to provide healthy food and also to reach those really in need. In her final point, Ms Cunningham highlighted the importance of identifying the right skills for youth employment, so children who have obtained the minimum age for employment can access work.



Ms. Nicole Brown from UNICEF addressed the potential for integrating child labour concerns into large-scale global education and health funding. She pointed out that 200 million children in child labour are children who will not develop their full potential. She stated that it is good to have commitments, but without funding no action can be taken. In the search for funding, there is a need to avoid creating parallel structures, which frequently happens when new mechanisms are put in place. She also called attention to

the need to link with other development agendas, in particular national agendas and the MDGs, and that the new mechanisms should be linked with experienced organisations that can deliver. Finally, she added that in order to have the greatest impact, there is a need to invest in cycles; for example, investment in education should cover the whole system, from early childhood to primary and secondary education.

Points raised during the discussion included the following:

There is a need to mention collective bargaining and decent wages, which can support jobs during the times of crisis;

There is a need for a clear division of roles between UNICEF, the ILO and the World Bank in order to better use the comparative advantages of each agency;

There is a need for social budgeting and revising national budgets so that funds are shifted from military expenditures to social sectors;

The financial crisis has been blamed, but it seems that governments have been more concerned with restoring the financial system than supporting actions against child labour;

There is a need to bring child labour issues within sectoral discussions. As evidence has shown that the largest number of children are in the agriculture sector, there is a need to invest in this sector in order to have an impact in the long run;

What is the degree to which employers can ensure minimum labour standards in their supply chain?

It was also suggested that one of the best ways to mobilize internal funding could be to apply taxes to the informal economy, but the question of how to do that remained. The possibility of raising national taxes for use in combating child labour without losing decent wages or collective bargaining was also mentioned. Concerns were also expressed that in the Roadmap there is no reference to how resources will be mobilized. In that respect, participants agreed that there is a need for innovative financing. It was suggested that tax collection for child labour be institutionalized not only at the donor level but also at the national level.

In conclusion, the panelists stressed the need to assess the funding gap to be met to eliminate child labour and to link the resource mobilisation process with existing mechanisms, as a way of ensuring efficiency.

The workshop recommended that in order to obtain the resources needed to tackle child labour:

- At the national level there could be reprioritising towards the social sectors such education and health, better targeting of the sectors in need, and enforcement of taxes and their use for child labour issues;
- At the international level, innovative financing could be institutionalized;
- Resource mobilisation should integrate existing fundraising mechanisms already available for social sectors such as education and health.

Action against Child Slavery

Technical Workshop under Political Awareness

Chair:

Mr. John Bande, Vice-Minister of Labour and Vocational Training, Malawi

Panelists:

Professor Gary Craig, Wilberforce Institute, University of Hull, UK

Mr. Joachim Theis, UNICEF

Rapporteur:

Mr. Yaw Ofosu, ILO

Mr. Onno Brinkman, MSZW

Mr. Bande opened the workshop with an introduction of actions undertaken by Malawi in the fight against child labour. Malawi has ratified the Convention on the Rights of the Child, ILO Conventions Nos. 138 and 182. The Malawi constitution prohibits the economic exploitation of children in hazardous work. The Employment Act prohibits work by children below age 13, and restricts children aged 13-18 years to light work. A National Child Labour Policy and a National Action Plan for eliminating child labour have been formulated, and a National Child Labour Committee established. Child labour projects have been implemented with support from the ILO, UNICEF, Denmark and Plan Malawi. The introductions of a Free Primary Education policy, school-lunch programmes and the abolition of school uniforms have led to big increases in school enrolment rates. There is political will to eliminate the worst forms of child labour by 2016, demonstrated by, inter alia, the allocation of funds in the national budget.

Mr. Craig gave an overview of important issues relating to child slavery and slavery in general. He began by noting that the struggle against child slavery is part of a wider struggle against slavery, and that in order to move forward, a number of structural issues must be addressed.

The resources needed are modest. What is needed is that resources are better used and better targeted. For example, needed interventions cover not only the release of children from slavery, but also the provision of psychological support, economic empowerment of communities (e.g. in the form of poverty programmes), action against discrimination, and action against political and economic corruption. We also need to recognize more children's agency, and therefore to provide support to organizations trying to give children a voice. We should also think about the gender dimensions of child slavery: girls are more disadvantaged. Overall, there is a need to use resources more effectively.

Mr. Craig pointed out that in the Focus on Africa session, we learned that virtually all countries in the region have ratified ILO Conventions Nos. 138 and 182 and the Convention on the Rights of the Child. "There is a legal framework in place that countries can use to end child slavery. Therefore, we do not necessarily need more laws on slavery, but laws that are acted on." He then gave the example of India, which has had laws against forced labour since 1976, "but for various reasons, they are not effective. We need to make laws effective." Laws should also focus on the rights of the victim, the child, rather than on other political priorities such as immigration (for example, in the United Kingdom). Laws should also uphold the fact that the rights of children are far more important than profits.

Mr. Craig also stated that we need common verifiable systems, with agreement on conceptual boundaries (definitions), along with wide dissemination of data collected and research findings. We need to make the invisible visible. All concerned institutions should be aware of the problems and the possible solutions, with responsibilities clarified (e.g. in the context of National Action Plans). In general, available knowledge should be used to make all policies child labour proof. In addition, making use of the available information, Trade Unions can make substantial contributions to ending slavery.

He highlighted the need for much more international cooperation. There are examples of creative work being undertaken between countries on trafficking and exploitation that have shown much promise. For example, cooperation between Italy and Nigeria yielded valuable results, though this has sadly come to an end.

Public education is also crucial. The Blue Blindfold campaign in the United Kingdom emphasises that trafficking is happening all over the world and that it is often the public that can observe and take the first steps to helping make the invisible visible.

There is a role for regional organizations such as the African Union and ASEAN, for example, they can help disseminate good practices. Indeed, there is a role for everyone, from presidents down to the ordinary individual, to help end child slavery.

However, we do not yet listen to the voice of the child, and child labour does not yet have a high enough priority. Mr. Craig concluded by saying that IPEC work requires greater recognition and resources.

In the second presentation, in order to highlight additional issues that require attention in the fight against child slavery Mr. Joachim Theis discussed the case of the Talibés in the Sahel region and of children in armed conflict. Talibés, are pupils in informal Islamic schools who spend some time begging (as one means of remunerating their teachers), and though originally a rural phenomenon, it has now spread into urban areas. In Senegal, many Talibés come from the frontier area of Guinea Bissau. Mr. Theis then addressed the following key points:

There is a need to strengthen family and community protection mechanisms. Social norms play a very important role; involvement in the worst forms of child labour is not just caused by poverty, but also by social norms. Therefore, there is a need to promote positive social change while avoiding inflammatory language (for example, the use of the term “slavery” may elicit negative reactions in some contexts).

There is a need for political will and leadership. “We need to understand the various links between the practice of Talibé with other areas of social and religious organization of society.”

There is a need to move from projects to systems, to adopt a systems approach to fighting child slavery and other worst forms of child labour. “For example, instead of isolated projects, we need to put in place a system of policy integration involving functioning education, child-welfare and justice systems.”

There is a need to strengthen justice systems for law enforcement. “For example, in the Gambia, the enforcement of laws on Talibé has led to a lower incidence of the practice. It must be noted that law enforcement does not work in environments where the justice system does not work.”

Mr. Theis concluded with an overview of UN efforts towards ending impunity in armed conflict, including through the establishment of a Monitoring and Reporting Mechanism (MRM) for UN Security Council Resolution 1612. The MRM is being implemented in 14 conflict-affected countries. The UN and its partners have a responsibility to support governments and communities in preventing and fighting violence against children.

In the discussion that followed, it was pointed out that most major countries have arms industries whose products are used against children. This is disgraceful. The argument that the workers of such industries need the jobs is shallow – workers can be retrained to produce other things. As a minimum, protective measures, including action against arms trafficking, need to be put in place by the UN Security Council. For example, regional organizations can be supported to provide protection (as was done in the ECOWAS interventions in Liberia and Sierra Leone), hence this does not always require UN forces, but there is a need to strengthen their capacities in this regard.

One participant shared that talks are taking place on an additional protocol to the Convention on the Rights of the Child that would create a mechanism for children and child-oriented civil society organizations to bring complaints before the Treaty Bodies in Geneva. This will give an added voice to children.

A point was raised that child labour should not be regarded as a local issue; it is often part of international supply chains. Hence, there are avenues for bringing complaints before international bodies. There must be avenues for remedy, and companies ought to be able to investigate and address abuses. However, there are complicated issues that cannot be solved by 2016 unless we all recognize that we are all part of the process at some point. The debate about global supply chains lacks coherence.



It was pointed out that child trafficking is recognized by the OSCE as a priority problem. “Not a single leaf from a tree falls down without the silent consent of all the other leaves.” We have many treaties and bodies, but a huge gap still exists in ending trafficking. There is a lack of ownership. We need to promote the idea of national ownership, including the idea of national rapporteurs on trafficking. (One exists in the Netherlands, and about 30% of OSCE countries have such structures, which have proved effective).

Other points raised include making a case for public education on child slavery as the child slavery problem is not yet understood by the public, and there must be more agreement focusing on a few key issues, instead of dispersing ourselves on many issues as the problem of child slavery is widespread.

To conclude the discussion, Ms. Caroline O’Reilly from the Declaration department of the ILO shared the following perspectives: Regarding supply chains and detecting exploitation, there is an increasing interest on the employers’ side to look at the issue of forced labour of children and adults, including consideration of the idea of a Business Alliance Against Forced Labour. There is an interest in global supply chains, but corporate bodies need to show more interest in human rights issues. On the issue of data, after recognizing the need for better data at the national level, the ILO is supporting surveys. More could be done, but information is beginning to become available.

Action against Commercial Sexual Exploitation of Children (CSEC) and the Use of Children in Illicit Activities

Technical Workshop under Political Awareness

Chair:

Mr. Tariq Iqbal Puri, Federal Secretary, Ministry for Labour,
Manpower and Overseas Pakistanis, Pakistan

Panelists:

Ms. Theresa Kilbane, UNICEF Mozambique
Ms. Simrin Singh, ILO Subregional Office for East Asia

Rapporteurs:

Mr. Joost Kooijmans, ILO
Ms. Annerieke Fransen, MSZW

After a brief introduction by Mr. Puri, a presentation by Ms. Kilbane explained the concept of Commercial Sexual Exploitation of Children (CSEC) and related forms of exploitation such as trafficking and domestic service. An estimated one million children are involved in CSEC each year (mostly girls). Sexual exploitation of children in pornography is also a growing business. Principal causes or contributing factors for sexual exploitation are poverty, social norms, loss of parents and caregivers, humanitarian crises and conflict. CSEC is a crime, but it is important not to criminalize the victims. Children and adolescents should be protected and be given proper care and attention. CSEC violates children's rights. A number of lessons have been learned in the field of prevention (e.g., awareness, data collection), protection (rescue and reintegration) and prosecution (legislation, enforcement and ensuring accountability). However, greater effort needs to be placed on strengthening the national and local child protection systems to effectively protect children from sexual exploitation. Ms. Kilbane called on States to ratify the Convention on the Rights of the Child's Optional Protocol on the sale of children, prostitution and pornography.



Ms. Singh provided a presentation on the use of children in illicit activities, which is a hidden worst forms of child labour about which much is not yet known, however, it involves children used by adults in illicit and criminal activities. She mentioned that often there was a dysfunctional relationship between children in crime and the (juvenile) justice system, where children were often not protected as victims. Often drug addiction is an additional concern. The phenomenon is mostly, but not exclusively, urban, affecting both boys and

girls, and present in all countries, whether developing or industrialized. She presented some responses taken by governments in cooperation with ILO-IPEC (e.g. Balkan region, Indonesia and South Africa). It is important to note that addressing children in crime is not solely the responsibility of labour ministries, but a multi-departmental task. It is necessary to further develop the knowledge base, share good practices, and developing a standard for legislation. At the country level, prevention programmes are important, as well as good training and tools for national services involved in dealing with children in illicit activities.

A lively debate followed. Mr. Puri stressed the importance of data collection, governmental commitment and public awareness and emphasized that we were dealing with the worst of the worst forms of child labour. Participants shared experiences on information sharing on CSEC in West Africa that generated useful data. Apart from trafficking, the entrustment of children by their parents to third parties and voluntary prostitution are significant causes of CSEC. Providing better information to parents and caregivers is crucial for effective prevention. The problem of the increasing role of cyberspace in the production and distribution of child pornography was mentioned. A new amendment in the Polish penal code granted more effective powers to the police to act against such crimes. Sex tourism was also signalled as a problem. Effective responses in certain countries simply led sex tourism to change its routes, thus pointing to the need for regional and global level responses and coordination. The Code of Conduct on sex tourism focused largely on high end hotels. Ancillary services, smaller tourist locations and communities need to also be targeted with preventative programmes. An experience from Costa Rica with the implementation of a code of conduct against sex tourism was shared which included hotels, travel agencies, taxi services, and capacity building activities. However, it was emphasized that the greatest demand for CSEC was domestic and within the country. Sexual abuse at home was also mentioned as a root cause of CSEC. It is important to include this element in the typology of CSEC and towards prevention and protection programmes.

Workshop recommendations:

- We need to mount more effective awareness-raising campaigns.
- The application of laws needs to be strengthened and needs to include effective penalties.
- Poverty and the lack of sustainability of the household needs to be recognized as a core problem to be addressed to combat sexual exploitation of and engagement in illicit activities.
- There should be better sharing of experiences and lessons learnt, especially at the regional level.
- Governments need to show greater commitment and attention to these issues.

Action against Child Labour in Agriculture

Technical Workshop under Political Awareness

Chair:

Ms. Eve Crowley, FAO

Panelists:

Mr. Felix Blay Kenyah, Ministry of Food and Agriculture, Ghana

Ms. Sue Longley, International Union of Food, Agricultural, Hotel Restaurant,
Catering, Tobacco and Allied Workers associations (IUF)

Mr. Hellmut Hans Teja Förtsch, President of the Agricultural Employers' Association, Namibia

Rapporteurs:

Ms. Paola Termine, ILO

Mr. Jordy van Honk, Ministry of Agriculture, Nature and Food Quality of The Netherlands

Agriculture is the sector with the highest number of workers. The workshop reviewed the scope and nature of child labour from industrial plantations to household farms, from fishing to forestry and discussed some of the current challenges and opportunities specific to eliminate child labour in agriculture.

Ms. Eve Crowley, Deputy Director of the Gender, Equity and Rural Employment Division of the Food and Agriculture Organization (FAO) provided a global overview of the prevalence of child labour in agriculture, fisheries, and livestock and the particular challenges that these related sub-sectors pose for eliminating child labour, given the predominance of poverty in rural areas. She also presented FAO's role in the fight against child labour, offered options for addressing child labour in agriculture and underscored the importance of partnerships to address the complexity and magnitude of the problem.

Ms. Crowley stated that "poverty and child labour interact in a vicious cycle and are mutually reinforcing". In rural areas, there is a need to fight poverty and hunger in order to fight child labour. Most child labour occurs in agriculture, and it mostly occurs in subsistence, family-based and small-scale farming. Agricultural employment is informal, hazardous, unpaid, invisible and with limited outreach from unions. Child labour in agriculture is not homogenous; there are different issues in farming, fisheries and aquaculture, and raising livestock. The main causes of child labour in agriculture are: poverty, few livelihood alternatives, inadequate education systems, seasonality of work, migratory lifestyles, cultural practices, low levels of awareness, absence of appropriate national policies, inadequate or unenforced labour laws, weak capacities to inspect and enforce application of labour laws and few channels for legal assistance/appeal.

Ms. Crowley concluded by presenting some recommendations for tackling child labour in agriculture. These included: to promote cooperation and achieve policy coherence, by working towards integrated UN responses and through cross-sectoral engagement/coherence in national action plans, policy formulation and implementation; to create awareness and mainstream child labour concerns in agricultural and rural development policies and programmes; to promote operational activities to improve rural livelihoods by strengthening programmes for livelihoods diversification, labour saving technologies, and training for health and safety; to promote opportunities for decent rural youth employment through building entrepreneurial skills and rural youth organizations; and to promote operational activities to eliminate hazardous work in agriculture, by identifying the worst forms in agriculture through informed risk assessment, identifying

substitutes for hazardous substances, technologies and practices, and developing more relevant school curricula and promoting alternative vocational and life-skills trainings.

In his presentation, Mr. Felix Blay Kenyah from the Ministry of Food and Agriculture (MOFA) of Ghana focused on the experiences and challenges of MOFA in the implementation of child labour prevention programmes in Ghana. As part of an IPEC project in 2003, the Ministry of Employment and Social Welfare invited a representative of MOFA to join the National Steering Committee on Child Labour. MOFA thus increasingly became involved in child labour issues and is a member of the Technical Working Group of the National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa. In addition, Regional and District Desk Officers on Child Labour were appointed and trained. The main challenges that remain are the acceptance of child labour as an issue under MOFA's mandate and the mobilization of resources.



Ms. Sue Longley, from the International Union of Food, Agricultural, Hotel Restaurant, Catering, Tobacco and Allied Workers associations (IUF) focused her presentation on action by trade unions to eliminate child labour in agriculture, and suggestions for policy coherence concerning sustainable agriculture, food security and the elimination of child labour in agriculture. IUF represents 377 affiliated unions in 122 countries and is part of the International trade union

confederation. Specific unions' actions against child labour include: explicit commitments in collective bargaining agreements (e.g. in the Uganda tea sector); awareness raising and community mobilization; organizing self-employed workers (e.g. Ghana's Agricultural Workers' Union); organizing small farmers (e.g. the National Confederation of Agricultural Workers of Brazil); promoting occupational health & safety; and organizing and/or providing services to migrant workers in agriculture. Specific IUF actions include: International Framework agreements - e.g. Chiquita; engaging transnational corporations in food processing; the Elimination of Child Labour in Tobacco Foundation & International Cocoa Initiative; and participation in the Partnership for cooperation on child labour in agriculture (whose members include the ILO, IFAD, IFAP, FAO, IFPRI/CGIAR & IUF). Ms Longley stressed that IUF calls for a new approach to agriculture that places the right to food and decent work in agriculture at its centre, that does not rely on child labour but rather has a skilled, trained and fairly-remunerated workforce, and that is environmentally sustainable.

Mr. Hellmut Hans Teja Förtsch, President of the Namibian Agricultural Employers' Association, presented some challenges in addressing child labour in agriculture in Namibia. Inter-ministerial coordination and cooperation is often ad-hoc, low level and lengthy. Namibian legislation addressing child labour is hidden in various laws and regulations. Few officials (such as extension officers, police and teachers) dealing with the rural (farming) community are informed about child labour and can take action; other issues like HIV/AIDS receive far more attention and donor support. Trade Unions are only active in the formal work places (urban and commercial farming), and the sparse population density and distances between workplaces in Namibia make their outreach a challenge.

Challenges also vary depending on the type of farming. Commercial (Freehold) Farmers face political and marketing pressures to comply with legislation in general. Subsistence (Communal) Farmers face other issues, such as not being registered as employers'

organizations, varying levels of educational and operational levels, and traditional farming methods that rely on the use of child labour. Additional challenges stem from the fact that farm workers are generally illiterate or educated only up to the primary school level, normally live with their families and colleagues in relative isolation on their employers' farms, and are to a large extent dependent on their employers' infrastructure (e.g. for transport and medicine).

Mr. Förtsch concluded by mentioning that there have been some good practices to address child labour in Namibia, such as the establishment of the tripartite Namibia Agricultural Labour Forum (NALF), an inclusive body accommodating also the non-registered subsistence farmers. Since 2002, a negotiated minimum hourly wage has been in place, which accommodates the ad-hoc labour needs of subsistence farmers.

The ensuing discussion centred on the following questions and led to the subsequent recommendations:

1. How can ministries of agriculture and ministries of labour better coordinate to step-up action against child labour in agriculture? Which concrete actions can governments promote within the next two years that will penetrate the informal economy and help reach the goal of eliminating the worst forms of child labour in agriculture?

- Global coherence (at national and international levels) and continued action are needed.
- Cross-sectoral efforts are essential both at the global and national level.
- A broad-based holistic development approach that targets poor rural households is essential (including measures such as cash transfers, rural employment schemes, infrastructure development, school meals, incentives for rural teachers, innovative extension services and decentralized approaches). The Junior Farmer Field and Life School has proved to be successful and could be scaled-up.
- It is critical to develop a model of agriculture that is sustainable and that includes the elimination of child labour. Green jobs are an opportunity to make agriculture more dynamic and take this forward. There are a number of existing tools and guidelines with which to work, for example a code of conduct for responsible fisheries, good agricultural practice frameworks, and voluntary guidelines for the right to food.
- The Partnership to eliminate child labour in agriculture will need to include a wider range of stakeholders in agriculture (such as the World Bank, donors, producer organizations, employers organizations) if it is to be successful in six years.
- We may need to begin to look beyond 2016 to try to tackle child labour more generally, not only in its worst forms. This is an on-going process and will take time.

2. What are effective ways of mobilizing social partners, cooperatives and other rural institutions, including informal farmers' and workers' associations, towards the elimination of child labour in agriculture? How to improve outreach of social partners in small-scale agriculture, fisheries and forestry?

- A wider range of stakeholders, such as ministries of health, farmer organizations, churches and companies is needed.

- In rural areas, the definitions of child labour/work are not well understood. Society at large needs to understand the long-term costs of child labour.
3. How can labour legislation and core labour standards be effectively applied to agriculture, especially in small-scale and informal undertakings?
- Simply formalizing the informal economy is not going to get us there in 6 years. This process is too slow and the share of child workers in the informal economy is too large.
 - Attention needs to be paid to child labour occurring in agriculture in developed countries, such as in the United States, as per the report issued by Human Rights Watch.
4. How can national governments in developing countries and donors best contribute resources to reaching the goal of eliminating the worst forms of child labour in agriculture? Should efforts focus on better governance of global value chains or on ensuring adequate returns to small scale producers in general?
- Resources should be allocated proportionately to the share of the problem. There have been many years of underinvestment in agriculture (by donors, countries and international funds), which contributed to increasing poverty and child labour in rural areas. Investment in agriculture to increase its productivity and sustainability is the first step to eliminate child labour in agriculture.
 - Agriculture is diverse. It includes both informal and more-organized work attached to global value chains. Child labour is concentrated in small, informal, labour-intensive agriculture (mechanization and rural labour saving technologies help to reduce it). However, the importance of value chains as sub-sectors where quick wins in the elimination of child labour can be obtained needs to be considered.
 - Agriculture can be part of the solution to big global issues such as climate change, water shortage and food security. Child labour should be included in these discussions.
 - There has been more success in fighting child labour in secondary industries (food processing) than in primary industries (food production).
 - The private sector plays a key role in stimulating agricultural suppliers to increase sustainability in general and elimination of child labour in particular. The example of the cacao value chain is promising and should be followed.
 - Corporate social responsibility policies and codes of conduct can help on the road towards the elimination of the worst forms of child labour in agriculture.

Action against Hazardous Child Labour

Technical Workshop under Political Awareness

Chair:

H.E. Mr. Khandaker Mosharraf Hossain, Minister of Labour and Employment, Bangladesh

Panelists:

Dr. Yuka Ujita, OSH Specialist, SafeWork, ILO

Mr. Paul Huijzendveld, former Director, Netherlands Labour Inspectorate, and former Secretary General, International Association of Labour Inspectors (IALI)

Mr. Peter Dorman, Professor of Economics, Evergreen State College, Washington

Rapporteur:

Susan Gunn, ILO

Minister Khandaker Mosharraf Hossain of the Government of Bangladesh opened the session by explaining that children are still being exposed to extremely dangerous work in construction, mining, metal- and woodworking, and services of many kinds, including domestic work. He noted that Bangladesh has been undertaking a variety of policy actions to identify and address hazardous child labour, demonstrating that even in the face of economic challenges, it is possible to make progress in eliminating hazardous child labour.

Ms. Ujita started her presentation by clarifying the scope of discussion and referring to how hazardous child labour is defined in the ILO Conventions. She emphasized the importance of putting priority on eliminating hazardous child labour under 15 and providing decent work for youth. Then she explained that child workers were particularly vulnerable to safety and health risks due to the fact that they were in a state of rapid physical and mental development. Referring to some key findings from the new global estimates on child labour, Ms. Ujita concluded her presentation by showing the types of actions that can be taken and some of the tools that are already tested and available. This includes conducting mapping exercises, establishing a monitoring mechanism and the development of time-bound programmes. In the following Q&A session, Ms. Ujita emphasised the involvement of communities as an effective approach to domestic child workers.

Mr. Paul Huijzendveld affirmed the importance of a strong labour inspectorate as crucial for identifying and dealing with child labour. In terms of solutions he pointed at practical strategies for eradicating child labour including:

- Where and how to find worst forms of child labour
- Elements of a good plan of action
- Role of labour inspectorate and community child labour monitoring
- Elements needed in a practical, realistic child labour eradication project

Mr. Peter Dorman addressed the knowledge gap with regard to hazardous work of children. He noted that hazards are task-specific (and related also to age, household circumstances, etc.). Studies may underestimate the impact of work on children's health due to selection effects such as the "healthy worker effect" (the child workers may appear more healthy than their non-working peers because the families have selected the strongest children to go out to work) and because effects may not be evident for many years afterward. Measurement is also hampered due to the cost of producing clinical evidence. Research is now increasing, but most of the studies are limited to identifying the risks in a particular environment. Few are able to show a connection between exposure to that risk and particular health outcomes. Mr. Dorman recommends that children's work risks should be measured relative to that of adults' and that more studies on occupational safety and health of young workers are needed in developing world contexts.



He added that from the standpoint of action, it is safe to assume that any task that is hazardous for adults is more hazardous for children and that child workers are likely to be at greater risk than adult workers to be injured.

Mr. Dorman concluded by stating that the most hazardous industry is mining, with agriculture and construction tied for second place. Those industries where neurotoxin exposure (especially lead) is likely are of priority for action because of the extremely damaging effects on development. Finally, psychosocial impacts are often serious, but because they tend to be invisible are often overlooked.

Social Dialogue as an Instrument to Fight Child Labour

Technical Workshop under Tripartite Action

Chair:

Ms. Agnes Jongerius, Dutch Trade Union Confederation FNV

Panelists:

Mr. Deniz Zubeyde Çelebioglu, Turkish Confederation of Employer Associations

Mr. Leonardo Soares de Oliveira, Ministry of Labour and Employment, Brazil

Mr. Simon Steyne, ILO

Rapporteurs:

Ms. Akky de Kort, ILO

Mr. Henk van der Stelt, MSZW



Ms. Agnes Jongerius highlighted the fact that social dialogue is part of the Decent Work Country Programme agenda and presented a new publication from FNV: "Let parents earn and children learn". She explained that there is a lack of decent work for adults, and in relation to that, fighting child labour is a key issue. She provided examples of trade union involvement in dealing with supply chain issues, in social dialogue for collective bargaining, and in global agreements that should include strategies to tackle child labour. Another example is on improving working conditions in the garment industry that resulted in a code of conduct that includes child labour. In concluding her introduction Ms. Jongerius stated that "The whole fight to reduce child labour requires a multi-sectoral approach."

Mr. Deniz Zubeyde Çelebioglu stated that "the most important step towards combating child labour is the commitment towards ending child labour and involving others through social dialogue." The employers in Turkey have been involved in this effort from the start and have carried out awareness-raising campaigns, contributed to the Time Bound Programme and established a centre for children in an area where many migrants end up in child labour. The statistics in Turkey show a decline in child labour, especially in agriculture. He concluded by emphasizing that ownership building and social dialogue are key to combating child labour in the informal economy, and that these have worked well in Turkey.

Mr. Leonardo Soares de Oliveira affirmed that social mobilization around the child labour issues in Brazil is strong, and there is ownership of the child labour problem. Several Commissions were established in parts of the country and contributed to the development and monitoring of the National Action Plan (NAP), the list of hazardous work, and the verification of national legislation especially relevant to ILO Conventions Nos. 138 and 182. The informal economy is also covered under the different confederations, and they all have sub-committees to work on the mentioned issues. All sub-committees are tri-partite and multi-sectoral. Brazil is also instrumental in the South-South Cooperation that also includes some African countries and this component is part of the NAP.

Mr. Simon Steyne from IPEC asserted that social dialogue in combating child labour is possible, and pointed to evidence. He also highlighted the following key points: Social corporate responsibility is very important in the child labour debate. Child labour takes mostly place in the informal economy and in households. Child labour is more common in the informal economy when there is no organized and constructive social dialogue. The rule

of law is important and in many countries weak. The best strategies are the DWCP when well coordinated. There are some good entry points that need to be explored further, like the integrated area-based approach and child labour free zones.

Several questions were posed in the discussion that followed.

Regarding trafficking, one participant raised the question of what should be done with criminal actions, since social dialogue will not solve the problem anymore. The response was that forced labour, trafficking, prostitution, and illicit activities are usually already criminal acts, and that social dialogue is necessary to make sure the adult perpetrators are being prosecuted and the exploited children receive rehabilitation. The question of whether we need more emphasis on mining, as it is a worst form of child labour, was also raised. Someone responded that mining is being acknowledged as a worst form of child labour and agreements are signed with mining companies on child labour issues. A final statement came from Mr. Çelebioglu: "Do initiate child labour activities jointly and the government will be supportive!"

Workshop conclusions:

- Social dialogue is very important to propel the child labour and DWCP agenda in the different countries;
- When social dialogue is used constructively, like the examples from Brazil and Turkey, the government commitment will become stronger and more supportive;
- Private sector involvement is very important, for example through corporate social responsibility and initiatives like Eliminating Child Labour in Tobacco;
- A multi-stakeholder approach is required in order to also reach the informal sector where most child labour takes place;
- Child labour and criminal acts like trafficking, prostitution, illicit activities need to be addressed carefully. Children involved need to be protected, rescued and properly rehabilitated in the human rights framework. Adult perpetrators need to be prosecuted.

Labour law, Inspection and Corporate Social Responsibility Technical Workshop under Tripartite Action

Chair:

Secretary of State Norberto José Ciaravino,
Ministry of Labour and Social Security, Argentina

Panelist:

Ms. Cecilia Brighi of the Italian Confederation of Workers' Unions CISL, Italy

Rapporteurs:

Ms. Iselin L. Danbolt, ILO
Ms. Ghislaine Widera, MSZW

The workshop centred on five questions that formed the focus of the workshop discussion:

- 1) How does tripartite consultation in the development of law and public policy contribute to the effectiveness of law and the fight against the worst forms of child labour?
- 2) In what ways can state labour inspection be improved in order to reach the large number of children in the worst forms of child labour that are working in the informal economy?
- 3) How can companies and public services work together to promote compliance with labour law and effective remediation services for former child labourers?
- 4) In what ways could the creation of sector-specific codes of conduct contribute to the elimination of child labour, and what are the possibilities for regulation/enforcement of these codes?
- 5) How can codes of conduct prohibiting the use of child labour be implemented, taking into account the best interests of the child?

After the workshop was opened by its chair Argentine Secretary of State Norberto José Ciaravino, Ms. Brighi from CISL began her presentation. She expressed that the guideline questions prepared for the workshop were interesting, but that one should note that the roles of social partners need to extend beyond that of mere consultations. She shared that a joint action plan for social partners on labour inspection and corporate social responsibility (CSR) is very much needed, as labour laws are generally consulted and agreed upon in parliament. She also touched on the fact that workers (and workers' groups) must be involved and present in these processes, although, in many countries, there is a lack of freedom of association. Workers from certain key sectors in the fight against child labour (such as domestic work and agriculture) are excluded from social dialogue, because of the informal and/or hidden nature of work in the sectors. She argued that specific action plans for each sector should be developed where all relevant institutional actors are present. In her native country, Italy, this would be particularly relevant for migrant child labour.

Ms. Brighi also discussed in her presentation how to address and punish labour law violations. She argued that training and support for the inspectors to combat child labour is very much needed. There should be an open and "good" relationship between schools and inspectorates to create a system of reintegration for children. Inspectorates should also be independent and neutral actors. For this to happen, Ms. Brighi argued that a change in the

roles of inspectorates and in their organizational culture is needed, along with strengthened links to workers' and employers' organizations and adequate funding. National budgets need to be shifted for this purpose. In the case of migrant work, factors such as differing languages and cultures need to be included in the planning for the strengthening of the inspectorates. Local authorities need to be included at all levels and a joint strategy to combat child labour should be created.



Addressing the workshop question regarding the role of CSR, Ms. Brighi felt that a real difference between philanthropy and CSR should be made. CSR, she explained, is a form of corporate self-regulation integrated into a business model, where communities of multinational enterprises (MNEs) address issues in all supply chains and can deal with violations. She felt that North-South cooperation is essential to achieving the fundamental principles of CSR, but that Chinese MNE involvement in Africa, may not be the best example of such cooperation. She ended her presentation by saying that MNEs can tackle the source of child labour at the same time as meeting new dimensions of international competition. Workers and workers' organizations are important partners in this work. There are pre-existing governing instruments that can be utilized, such as the Declaration of Principles concerning MNEs,³ but some governments still pose obstacles to the realization of these principles.

The chairperson, Mr. Ciaravino responded to some of the remarks by Ms. Brighi and agreed that there are indeed many inequalities in countries' (access to) tripartite structures. In drafting legislation, it is particularly important to emphasize the roles of social partners. He also stressed the importance of having true and genuine representatives of the tripartite bodies to ensure that all groups follow through on promises and display true commitment to end child labour and the attainment of decent work. One should make sure that legislation is applicable and enforced, and the labour inspection is the only real mechanism to ensure this. He also explained that many companies do not wish to employ child labourers, but it may be difficult to identify instances of child labour, as one has to examine the entire supply chain.

Mr. Ciaravino stated further that the Government in Argentina has launched a new initiative to reduce and eliminate child labour. By giving 50 USD per child to each family, it aims to ensure adequate health care and school attendance. A national commission on child labour has also been established in Argentina. Mr. Ciaravino concluded by arguing that it is particularly important to work on the legal framework and legal aspects of the fight to end child labour.

A participant from Mongolia took the floor to share his initial comments and questions to the participants and panelists. He explained that in his country the labour inspectorate belongs to the government and that there are more than 60,000 registered companies but only 43 labour inspectors. He asked for tools and guidance in the fight to control and monitor child labour in Mongolia.

³ See: Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, adopted by the Governing Body of the International Labour Office at its 204th Session (Geneva, November 1977), as amended at its 279th Session (Geneva, November 2000).

A participant from the Stop Child Labour campaign asked the participants to keep in mind that many countries lack adequate frameworks to address child labour in agriculture and in domestic work, as these two sectors are often excluded in the definitions of the worst forms of child labour. He also stressed that it is important for school and labour inspectors to cooperate and there have been cases of such partnerships. Such coordination has also taken place through community groups.

In response, Ms. Brihi responded that Italy has seen many partnerships of this kind (partnerships with trade unions, social security bodies, schools etc.). A mapping was undertaken and the information shared. She also explained some key factors and differences between North and South Italy, as both have seen incidences of child labour. As Small and Medium-sized enterprises (SMEs) are a part of the foreign direct investment (particularly in the fashion industry), the regional government of Tuscany entered into a partnership to create further links with Tirupur district in India to help combat child labour. The labour inspectorate, SMEs and workers and employers were all partners in this work.

A participant from the Kenyan Ministry of Labour stated that the most critical outcome of this Conference (and thus the workshop) was the Roadmap. However, he expressed concern over the ability to implement and enforce the conclusions of the Roadmap. He was also curious about the cost element and/or implications of the Roadmap, as most Ministries of Labour have inadequate funding. With regard to the previous points discussed in the workshops, he expressed that sometimes the labour inspectorates can be ineffectual. He asked about the role of technical cooperation funding from the ILO. He was also not convinced that measures such as increasing taxes to introduce more labour inspectors was a good idea.

Mr. Ben Smith of IPEC responded to the Stop Child Labour campaign that when ratifying ILO Convention No. 182 on the Worst Forms of Child Labour, countries need to develop a hazardous work list (in consultation with workers' and employers' organizations). However, this is a complicated area, as agriculture itself is not a prescribed worst form of child labour, but rather many tasks and working conditions often associated with it, such as long working hours, toxic pesticides, the occupational safety and health dangers, heavy loads etc. fall under hazardous work.

Mr. Smith also shared that Brazil and El Salvador have made efforts, with assistance from trade unions, to enforce labour law, especially in the sugar cane and citrus sectors, and there has been much improvement. Mr. Smith argued that one reason for this is because these measures moved beyond just enforcement and made strong links to schools. Bolsa Familia is an excellent example, as is the sugar association in El Salvador and its involvement in child labour monitoring systems. To the Kenyan participant, Mr Smith also explained that IPEC was not the solution and that the ILO was not in a position to give financial support to national ministries, but that training and capacity building is a possibility.



A Dutch labour inspector shared some points he felt particularly important in the fight against child labour. A monitoring and mapping of child labour cases setting priorities in terms of enforcement is necessary. In this work, cooperation with NGOs and workers and employers is particularly important. Gaps in laws and legislation should be examined and

children withdrawn from labour need to be followed-up with, as shown in a case study from Pakistan. For further assistance, the ILO helpdesk was also mentioned as a place for participants (and beyond) to address queries.

A participant from the Lebanese Ministry of Social Affairs asked how to make it compulsory for governments and parliament to consult with workers and civil society in the drafting of legislation and adoption. She also asked if labour inspectors (and their work) are well respected in the “community” and whether they receive child labour training. She stressed the importance of codes of conduct (for civil servant etc.) as these codes show commitment. She also stated that it was particularly important to talk to children themselves rather than just speaking on their behalf.

A Namibian labour inspector explained to the participants that social dialogue occurs before laws are passed in parliament, at the drafting stage. He also asked what employers do to ensure self-regulation as child labour denotes employment. Labour inspectors need to break this employment relationship where there are cases of child labour. Social partners should be able to report to the inspectorate.

A Jordanian participant was of the opinion that labour laws are not sufficient and that further incentives are needed to ensure decent work. As Jordan has signed up to Better Work (a partnerships between the ILO and the World Bank), these principles are compulsory for all companies.

An Ethiopian Ministry of Labour participant stressed that there has been a lot of discussions at the Conference and in the workshop about the formal sector, but the informal economy is perhaps the most important and most difficult ‘sector’ to regulate. He argued that the necessary steps to combat child labour for all projects include an integrated approach of identifying, withdrawing, rehabilitating and reintegrating children. The labour inspectorates alone, he exclaimed, cannot identify child labourers, but rather they must work with the community and its structures. He also shared with the group that in some past instances the employers attempted to “hide” the children. In addition, many children who have been withdrawn from child labour want to go back to work because of the (albeit low) remuneration they receive. Therefore, public awareness and mobilization is essential.

An employer participant from Honduras agreed with previous speakers that the focus of the Conference and the workshop should be on the informal economy. She also stated that one should look at the different types of inspectors (and inspectorates) including labour, social, education inspectorates. In addition, she suggested that a list of the most hazardous and worst forms of child labour should be created by social partners, to ensure agreement on this matter. In Honduras, the different inspectorates identified cases of commercial sexual exploitation of children and ensured that these “franchises” were shut down. She also stressed that CSR is not a homogeneous phenomenon and to end child labour one needs to look at both prevention and implementation. Parallel systems of this must be avoided. For the worst forms of child labour, it is important to speak to the public prosecutor, the Justice Department/Ministry, and to focus on professional training.

Mr. Ciaravino ended the workshop by concluding that effective labour inspection requires working with the rest of society to ensure cooperation and coordination in order to meet the goal of eliminating the worst forms of child labour by 2016.

Annex 3 – Conference Programme

Monday 10 May

08.00-09.00h	Registration	
09.00-10.30h	<p>High-level Opening</p> <p>Opening addresses by the conference chair Mr. Donner (Minister of Social Affairs and Employment, the Netherlands), Mr. Nitte Manjappa Adyanthaya (Worker Vice-Chairperson) and Mr. Dagoberto Lima Godoy (Employer Vice-Chairperson)</p> <p>Presentation of the ILO Global Report for 2010, with new global statistics and an analysis of child labour trends, by Mr. Kari Tapiola (ILO)</p> <p>Presentation of a technical report prepared by Understanding Children's Work (UCW), an inter-agency research project of the ILO, UNICEF and the World Bank, by Mr. Arup Banerji (World Bank), Ms. Susan Bissell (UNICEF), Ms. Constance Thomas (ILO) and Mr. Furio Rosati (UCW)</p> <p>Conference moderator: Ms. Zohreh Tabatabai, managing director of Quince Partners and former director of communication of the ILO</p>	
10.30-11.00h	Coffee break	
11.00-12.30h	<p>High-level Opening, continued</p> <p>High-level speeches and a high level panel to discuss the 2016 goal and the challenges and suggested solutions to achieving it</p> <p>Speakers:</p> <p>Ms. Marcia Helena Carvalho Lopes (Minister of Social Development and Fight Against Hunger, Brazil);</p> <p>Mr. Diakaria Diaw (Minister of Public Services, Labour and Professional Organizations, Senegal);</p> <p>Mr. Shri A.C. Pandey (Joint Secretary, Ministry of Labour & Employment, India).</p> <p>Panelists:</p> <p>Mr. Saad Y. Houry (UNICEF);</p> <p>Mr. Kailash Satyarthi (Global March);</p> <p>Mr. Olav Seim (UNESCO).</p>	
12.30-14.00h	Lunch break (Separate high-level lunch)	
14.00-14.45h	<p>Policy integration (semi-plenary session)</p> <p>Child labour is all too often analysed and dealt with in isolation. Yet the issue is deeply linked to key social outcomes and welfare indicators. If well synchronised with economic and social policies at large, efforts aimed at the elimination of child labour have the ability to decisively contribute to poverty alleviation and educational upgrading, and vice versa.</p> <p>Chair:</p> <p>Mr. Nitte Manjappa Adyanthaya (Worker Vice-Chairperson of the conference).</p>	<p>Financing needs (semi-plenary session)</p> <p>The cost of comprehensive national programmes to fully end (the worst forms of) child labour is high, yet affordable, given the means of most countries and the assistance provided by the international community and international financial institutions. This session addressed the financing needs to end (the worst forms of) child labour, keeping in mind the effect of the financial crisis.</p> <p>Chair:</p> <p>Mr. Dagoberto Lima Godoy (Employer Vice-Chairperson of the conference).</p> <p>Panelists:</p>

	<p>Panelists:</p> <p>Mr. A.K. Khandker (Minister of Planning, Bangladesh);</p> <p>Mr. Gamini Lokuge (Minister of Labour Relations and Productivity Promotion, Sri Lanka);</p> <p>Mr. Jaap Doek (Professor of Law);</p> <p>Mr. Bob Prouty (Fast Track Initiative);</p> <p>Mr. Haji Muhammad Javed (Employers' Federation of Pakistan).</p>	<p>Ms. Tugsjargal Gandi (Minister of Social Welfare and Labour, Mongolia);</p> <p>Mr. Immanuel Ngatjizeko (Minister of Labour and Social Welfare, Namibia);</p> <p>Mr. Peter Dorman (Economist);</p>
14.45-16.00h	<p>Parallel technical workshops under policy integration</p> <p>1. Youth employment and child labour</p> <p>The session focused on the relationship between child labour and youth employment outcomes and integrating policies in these areas.</p> <p>Chair:</p> <p>Mr. Nath Bunroeun (Secretary of State of the Ministry of Education, Youth and Sport, Cambodia).</p> <p>Panelists:</p> <p>Mr. Furio Rosati (UCW);</p> <p>Ms. Mariela Buonomo Zabaleta (ILO);</p> <p>Mr. Rekson Silaban (Confederation of Indonesian Labour Unions)</p> <p>2. Education and child labour</p> <p>The session explored child labour as an impediment to achieving Education for All (EFA), and how EFA can contribute to the elimination of Child Labour. It considered initiatives in this area and plans for scaling-up work.</p> <p>Chair:</p> <p>Mr. Bram Ojik (Ministry of Foreign Affairs, The Netherlands).</p> <p>Panelists:</p> <p>Mr. Kamanda Bataringaya (Minister of State Education, Uganda);</p> <p>Ms. Jo Boyden (Young Lives).</p> <p>3. Social protection and child labour (Yangtze 1)</p> <p>The session focused on the effectiveness of various social protection schemes in fighting child labour, including cash transfers programmes.</p> <p>Chair:</p> <p>Mr. Antwi-Boasiako Sekyere (Deputy Minister of Employment and Social</p>	<p>Technical workshop under financing needs</p> <p>1. Innovative financing and the economic recovery</p> <p>The session discussed possible new and creative approaches to mobilizing funding for child labour elimination efforts, in particular from non-state actors, as well as the impact of economic shocks on child labour and how policy initiatives for economic recovery should be shaped to also address child labour.</p> <p>Chair :</p> <p>Ms. Alette van Leur (ILO).</p> <p>Panelists:</p> <p>Ms. Nicole Brown (UNICEF);</p> <p>Mr. Frank Hagemann (ILO);</p> <p>Ms. Wendy Cunningham (World Bank).</p>

	<p>Welfare, Ghana)</p> <p>Panelists:</p> <p>Mr. Michael Cichon (ILO);</p> <p>Ms. Rosilene Cristina Rocha (National Secretary on Social Assistance, Brazil).</p> <p>4. Globalization, human rights and child labour</p> <p>The session explored the complex interplay between the rapid expansion in international trade and investment and global trends in child labour and discussed ways to tap the potential of globalization in the elimination of child labour.</p> <p>Chair: Mr. Bernard Wientjes (Chair of the Confederation of Netherlands Industry and Employers)</p> <p>Panelists:</p> <p>Mr John Morrison, Executive (Director, Institute for Business and Human Rights)</p> <p>Mr. Tim Noonan (International Trade Union Confederation)</p> <p>Ms. Assetou Keita (Ministry of Labour of Mali)</p>	
16.00-16.30h	Coffee break	
16.30-18.30h	<p>Discussion of the draft Roadmap</p> <p>Presentation of the draft Roadmap to 2016, the envisaged main outcome document of the Global Child Labour Conference by Mr. Ad Melkert (Rapporteur for the Roadmap to 2016 and current UN Secretary-General Special Representative for Iraq and Jordan), followed by reactions from the conference vice-chairs and comments from the participants</p>	
20.00-22.00h	Dinner	<p>High-level dinner</p> <p>Speakers:</p> <p>Mr. Frits Huffnagel (Alderman for international affairs of the city council of The Hague);</p> <p>Mr. Piet Hein Donner (Minister of Social Affairs and Employment, the Netherlands);</p> <p>Ms. Erlinda Hándal (Vice-Minister of Science and Technology, El Salvador);</p> <p>Mr. Gilles de Robien (Minister of Labour, France);</p> <p>Mr. Ricardo Andrés Echeverri (Vice-Minister of Labour Protection, Colombia).</p>

Tuesday 11 May

9.00-10.00h	<p>Focus on Africa</p> <p>No other region has a higher rate of child labour than Africa. Child labour in Africa is exacerbated by wars, civil strife, disease and governance problems. However, the child labour situation in the region is far from homogeneous. A few countries have made important progress. Others are ready to follow in their footsteps.</p> <p>Speakers:</p> <p>Mr. Donner (Minister of Social Affairs and Employment, the Netherlands);</p> <p>Mr. Marc Atibu Saleh Mwekee (Congolese Federation of Businesses);</p> <p>Mr. Robert James D. Mkwezalamba (Secretary General of the Malawi Congress of Trade Unions);</p> <p>Mr. Membathisi Mphumzi Shepherd Mdladlana (Minister of Labour, South-Africa);</p> <p>Mr. Jamal Rhmani (Minister of Labour and vocational training, Morocco);</p> <p>Mr. Milton M. Mahanga (Vice-Minister of Labour, Employment and Youth Development, Tanzania);</p> <p>Ms. Wambui Njuguna (African Network for the Prevention and Protection against Child Abuse and Neglect).</p>	
10.00-10.45h	<p>Political awareness (semi-plenary session)</p> <p>While attention to child labour and its detrimental impact has markedly increased over the last twenty years, there is a need now to fight “child labour fatigue” and keep the issue high up on national agendas and in the international development and labour debate.</p> <p>Chair:</p> <p>Mr. Andreas Storm (Parliamentary State Secretary of Germany);</p> <p>Panelists:</p> <p>Ms. Alma Lorena Cortés Aquilar (Minister of Labour and Labour relations, Panama);</p> <p>Ms. Marta Santos Pais (Special Representative of the UN Secretary-General on Violence against Children);</p> <p>Mr. Aidan Mc Quade (Anti-Slavery International).</p>	<p>Tripartite action (semi-plenary session)</p> <p>Action against child labour calls for strong alliances based on social dialogue. Industry and trade union action is most effective if carried out in tandem, reaching down the value and supply chains to the informal economy.</p> <p>Chair: Mr. Kari Tapiola (ILO).</p> <p>Panelists:</p> <p>Ms. Eugenia Ganea (Moldovan National Federation of Employers);</p> <p>Ms. Cecilia Brighi (Italian Confederation of Workers’ Unions)</p> <p>Mr. Rajeev Sharma (Building and Woodworkers International)</p>
10.45-11.15h	Coffee break	
11.15-12.30h	<p>Parallel technical workshops under political awareness</p> <p>1. Action against slavery</p> <p>The session discussed children’s vulnerabilities to forced and bonded labour, trafficking, armed conflict and begging, including specific ways to assist the hardest-to-reach children and address root causes.</p>	<p>Parallel technical workshops under tripartite action</p> <p>1. Social dialogue for effective responses to child labour</p> <p>This session discussed social dialogue - from workplace to global agreements - as a vehicle for change in the formal and informal economies, including in agriculture; how business practices affects child labour from</p>

<p>Chair: Mr. John Bande (Vice-Minister of Labour and Vocational Training, Malawi).</p> <p>Panelists: Mr. Gary Craig (Professor); Mr. Joachim Theis (UNICEF).</p> <p>2. Action against commercial sexual exploitation of children & illicit activities The session discussed children's vulnerabilities to sexual exploitation, organized crime, organized begging and drug trafficking, specific ways to assist hardest to reach children, and ways to address root causes.</p> <p>Chair: Mr. Tariq Iqbal Puri (Secretary of the Federal Ministry for Labour, Manpower and Overseas, Pakistan)</p> <p>Panelists: Ms. Theresa Kilbane (UNICEF); Ms. Simrin Singh (ILO)</p> <p>3. Action against child labour in agriculture Agriculture is the sector with the largest number of child workers. This session reviewed the scope and nature of child labour from industrial plantations to household farms, from fishing to forestry and discussed some of the current challenges and new opportunities.</p> <p>Chair: Ms. Eve Crowley (FAO).</p> <p>Panelists: Mr. Felix Blay Kenyah (Ministry of Agriculture, Ghana); Ms. Sue Longley (International Union of Food, Agricultural, Hotel Restaurant, Catering, Tobacco and Allied Workers associations); Mr. Hellmut Hans Teja Förtsch (President of the Agricultural Employers' Association, Namibia).</p> <p>4. Action against hazardous work Children are still being exposed to extremely dangerous work in construction, mining, metal- and woodworking, and services of many kinds, including domestic work. This session, will present research on effects of hazardous work on children and adolescents and suggest some practical</p>	<p>global value chains to local economies; and the role of cooperatives and multi-stakeholder initiatives.</p> <p>Chair: Ms. Agnes Jongerius (chair of the Dutch Trade Union Confederation).</p> <p>Panelists: Mrs. Deniz Zübeyde Celebioglu (Turkish Confederation of Employer Associations); Mr. Leonardo Soares de Oliveira (Ministry of Labour and Employment, Brazil); Mr. Simon Steyne (ILO).</p> <p>2. Labour law, inspection and Corporate Social Responsibility This session discussed the role of tripartite consultation in developing good law and public policy; enforcement through (state) labour inspection; and the role of public services and Corporate Social Responsibility initiatives in promoting a culture of compliance and supporting remediation.</p> <p>Chair: Mr. Norberto Jose Ciaravino (Secretary of State, Ministry of Labour and Social Security, Argentina).</p> <p>Panelists: Ms. Cecilia Brighi (Italian Confederation of Workers' Unions).</p>
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	<p>strategies for action.</p> <p>Chair: Mr. Khandaker Mosharraf Hossain (Minister of Labour and Employment, Bangladesh).</p> <p>Panelists:</p> <p>Ms. Yuka Ujita (ILO);</p> <p>Mr. Paul Huijzenveld (Occupational Safety and Health Agency, Trinidad and Tobago).</p> <p>Mr. Peter Dorman (Professor of Economics, Evergreen State College, Washington)</p>	
12.30-14.00h	Lunch break	
14.00-16.30h	<p>High-level Closing</p> <p>Pledges were given by:</p> <p>The Netherlands by Minister Verhagen (Ministry of Foreign Affairs);</p> <p>Bangladesh by Minister Khandker (Ministry of Planning) and Minister Hossain (Ministry of Labour and Employment);</p> <p>Cambodia by Secretary of State Bunroeun (Ministry of Education, Youth and Sport) ;</p> <p>Romania by Ms Izabella Popa (Ministry of Labour, Family and Social Protection);</p> <p>FNV (Dutch Workers organisation) by Agnes Jongerius;</p> <p>Germany by Minister Donner on behalf of the German Ministry of Labour;</p> <p>Netherlands (€160.000) by Minister Donner on behalf of the Dutch Ministries for the creation of a worldwide Enterprise Network against child labour;</p> <p>UNICEF by Mr. Saad Y. Houry;</p> <p>Panama by Minister Alma Lorena Cortes Aguilar and Vice Minister Louis Ernesto Carles Rudy (Ministry of Labour and Labour relations);</p> <p>Sri Lanka by Mr. Upali Sriyananda Athukorala on behalf of Minister Gamini Lokuge (Ministry of Labour relations and Productivity Promotion);</p> <p>Argentina by Secretary of State Ciaravino (Ministry of Labour and Social Security).</p> <p>Global March by Mr. Khailash Satyarthi;</p> <p>Morocco by Minister Jamal Rhmani (Ministry of Employment and Vocational Training).</p> <p>Welcoming of Her Majesty Queen Beatrix by Minister Donner</p> <p>Video message from Ms. Awa Niang (former child labourer, Senegal)</p> <p>Speech and interview with Mr. Kinsu Kumar (former child labourer, India)</p> <p>Video message from Ms. Hilary Rodham Clinton (Secretary of State, United States) and Ms. Hilda Solis (Secretary of Labour, United States)</p> <p>Adoption of the Roadmap to 2016 by participants, after an introduction by Mr. Melkert</p> <p>Closing addresses by Mr. Dagoberto Lima Godoy, Mr. Nitte Nanjappa Adyanthjaya, Mr. Kari Tapiola and Mr. Donner</p> <p>Invitation to Brazil to host a follow-up conference and acceptance by Ms. Marcia Helena Carvalho Lopes, (Minister of Social Development and the Fight Against Hunger, Brazil)</p>	
16.30-17.30h	Reception	

Annex 4 – Participants List

SPECIAL GUEST

Her Majesty Queen Beatrix of the Netherlands

RAPPORTEUR FOR THE ROADMAP

Mr. Ad Melkert
Special Representative of the United Nations Secretary General to Iraq, Jordan

MODERATOR

Ms. Zohreh Tabatabai
Quince Partners, Switzerland

GOVERNMENTS

Albania
Ms. Brunilda Halili
Ms. Suela Janina
Ms. Ilda Rusha

Afghanistan
Mr. Fazel Ahmad Bahrami

Algeria
Ms. Amina Rahmoune

Argentina
Mr. Norberto José Ciaravino
(Secretary of State)
Mr. Raúl Eugenio Comelli

Australia
Mr. Greg Vines

Bangladesh
Mr. Khandker Mosharraf Hossain (Minister of Labour and Employment)
Mr. Abdul Karim Khandker
(Minister of Planning)
Mr. Rokebul Haque
Mr. Muhammed Mowla
Mr. Mizanur Rahman

Belgium
Ms. Lea Claes
Ms. Sonja Keppens
Mr. Michel Tilemans

Bolivia
Ms. Eva Udaeta Velásquez

Botswana
Mr. Mabedi Motlhabani
Mr. Luckey Tebalebo Moahi

Brazil
Ms. Márcia Helena Carvalho Lopes
(Minister of Social Development and Fight against Hunger)
Ms. Rosilene Cristina Rocha
(National Secretary)
Mr. José Akcell Zavala
Mr. José Artur Denot Medeiros
Mr. Valdomiro Luis Sousa
Ms. Roberta Ozon Caldo
Mr. Leonardo Soares de Oliveira

Burundi
Mr. Pascal Karikurubu

Canada
Ms. Andrea Khan
Ms. Michelle Sinclair

Cambodia
Mr. Nath Bunroeun (Secretary of State, Ministry of Education, Youth and Sports)
Mr. Sokim Phan

China
Ms. Guohui Duan
Ms. Xiaoping Lu

Costa Rica
Mr. Illa Jiménez Bonilla
Ms. Rosibel Méndez Briceño

Côte d'Ivoire
Mr. Bi Djehiffé Desire Bollou

Denmark
Ms. Liza Lund Hojgaard Jensen
Mr. Rune Petersen
Ms. Marie Wibe

Dominican Republic
Ms. Heidi Knorn Mejilla
Ms. Daysi Mercedes Garcia de Pelegrin
Mr. Daniel Rondon Monegro

Egypt Ms. Somaya El Alfy	Kenya Mr. Geoffrey Omondi Mr. Peter Wamoto
El Salvador Ms. Erlinda Hándal Vega (Vice-Minister of Education)	Lebanon Ms. Alice Keirouz
Ethiopia Mr. Solomon Demissie Yimer	Madagascar Ms. Tina Soloarisoa Rakotoarimanana Mr. Jean Jacques Rakotoarison
Finland Ms. Heli Mikkola	Malawi Mr. John Chimwemwe Bande (Minister of Labour) Mr. Paul Gondwe Ms. Hyacinth Kulemeka-Kishindo
France Mr. Gilles de Robien (former Minister of Education) Ms. Carine Parra	Mali Mr. Assétou Keita
Germany Mr. Andreas Storm (Parliamentary State Secretary) Mr. Ralf Büchholz Mr. Romeo Deischl Mr. Klaus Guenther Ms. Ulrike Hügler-Peiseler Mr. Kristian Tangermann Mr. Constantin Zelenty	Maldives Mr. Ahmed Shahid
Ghana Ms. Sekyere Antwi-Boasiako (Deputy Minister of Employment and Social Welfare) Mr. Felix Blay Kenyah Ms. Rita Owusu-Amankwa	Mongolia Ms. Tugsjargal Gandi (Minister of Social Welfare and Labour) Mr. Munkh-Orgil Lkhaasuren
India Mr. Anup Pandey (Joint Secretary, Ministry of Labour & Employment) Mr. Saini	Morocco Mr. Jamal Rhmani (Minister of Employment and Professional Development) Mr. Mohammed Baallal Mr. Jaouad El Himdi Mr. Said Safi Mr. El Mostapha Trifaia
Indonesia Ms. Shanti Damayanti Mr. I Gusti Made Arka Mr. Henk Saroinsong Mr. Laurend Sinaga	Namibia Mr. Immanuel Ngatjizeko (Minister of Labour) Mr. Lisony Inaani Kahikuata Mr. Isaiah Kavendjii Mr. Felix Musukubili Ms. Alberthina Peneyambe Nangolo
Jamaica Mr. Robert Chung Ms. Marva Pringle-Ximinnies	New Zealand Ms. Tessa Thompson
	Nigeria Ms. Theresa Braimah Mr. Joseph Jacob Daniel

Norway Ms. Kaja Kristensen	Mr. Lesley Kettledas Mr. Kgomotso Letoaba Ms. Lindiwe Mokate Ms. Nozuko Nonjojo Ms. Busisiwe Sokupa
Pakistan Mr. Tariq Iqbal Puri (Federal Secretary) Mr. Muhammad Ashraf Mr. Aizaz Chaudhry Mr. Shahrukh Nusrat	Sri Lanka Mr. Gamini Lokuge (Minister of Labour Relations and Productivity Promotion) Ms. Grace Asirwatham Mr. Athukorala
Panama Ms. Alma Lorena Cortés Aguilar (Minister of Labour and Labour Development) Ms. Carmen Lidia Boyd Marciacq Mr. Luis Ernesto Carles Rudy Mr. Ivan Antonio Gantes Castillo Mr. Hernan Garcia Aparicio	Sweden Mr. Christer Eriksson Ms. Sandra Karlsson
Philippines Ms. Teresa Soriano	Tanzania Mr. Milton Mahanga (Vice-Minister of Labour, Employment, and Youth Development) Mr. Frans Hakkenberg Mr. Nestory Mloka Mr. Mkama Nyamwesa
Poland Mr. Rafal Lew-Starowicz	Thailand Ms. Suvichit Sataman
Portugal Ms. Teresa Quentina Pargana	Timor Leste Ms. Maria Auxiliadora de Gusmao Gutteres
Qatar Mr. Ali Al Khulaifi	Turkey Mr. Sahabettin Aksahin
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