

EMPLOYERS' HANDBOOK ON CHILD LABOUR

A GUIDE FOR TAKING ACTION

(Revised edition)

*In collaboration with the
Bureau for Employers' Activities and the
International Programme on the Elimination of Child Labour (IPEC)
of the International Labour Office*

INTERNATIONAL ORGANISATION OF EMPLOYERS

EMPLOYERS' HANDBOOK ON CHILD LABOUR

A GUIDE FOR TAKING ACTION

(Revised edition)

*In collaboration with the
Bureau for Employers' Activities and the
International Programme on the Elimination of Child Labour (IPEC)
of the International Labour Office*

INTERNATIONAL ORGANISATION OF EMPLOYERS

© 2001, International Organisation of Employers



INTERNATIONAL ORGANISATION OF EMPLOYERS

26, chemin de Joinville
1216 Cointrin - Geneva

Tel.: (+4122) 798 16 16

Fax: (+4122) 798 88 62

E-mail: ioe@ioe-emp.org

Website: www.ioe-emp.org

*Reproduction is authorized, except for commercial purposes,
provided the source is acknowledged.*

Printed in Switzerland. Not for sale.

FOREWORD

The phenomenon of child labour has existed for generations in virtually all parts of the world and in most countries at different times and at various stages of their development. Whether due to the pressure of poverty and underdevelopment or sheer exploitation, it has deprived the children concerned, who are the direct victims, of the opportunity for personal advancement and society of progress based on the development of its human resources.

Child labour is a priority issue at the international level and, taking cognisance of this fact, the IOE unanimously adopted a Resolution on Child Labour at its General Council in June 1996, which committed IOE member federations to work towards the progressive elimination of child labour, beginning with the immediate end to its most exploitative forms. The Resolution was followed by the preparation of a Handbook in June 1998 to serve as a guide for employers to effectively address the problem of child labour in their respective countries.

Since the publication of the Handbook, a number of significant developments have taken place on the international scene. The first of these was the unanimous adoption of the ILO Declaration on Fundamental Principles and Rights at Work by the ILO's tripartite constituents at the June 1998 session of the International Labour Conference. Concurrently, the International Labour Conference began the consideration of a Convention on the Worst Forms of Child Labour, the result of which was the adoption of a Convention and Recommendation on the Worst Forms of Child Labour at the International Labour Conference in June 1999. In addition, the U.N. Secretary-General, Mr. Kofi Annan launched a Global Compact in January 1999, which is a voluntary initiative and calls on business to support and ensure the continuation of open and free markets, while assisting in ensuring that the benefits of the global economy can be shared by all people.

In the light of these developments, as well as the fact that several more IOE member federations have initiated programmes on child labour, it was felt that it would be useful to prepare an updated edition of the Handbook. This updated version has been prepared with information provided by the ILO's International Programme on the Elimination of Child Labour (IPEC), the Bureau for Employers' Activities (ACT/EMP). A special word of thanks is due for the co-operation and assistance extended by them in its preparation and to the IOE members for their contribution.*

Geneva, June 2001.

* The handbook has been elaborated with the information of IOE members of the following countries:

Africa: Côte-d'Ivoire, Egypt, Gabon, Ghana, Kenya, Mali, Mauritania, Mauritius, Nigeria, Senegal, South Africa, Tunisia, Uganda, Zambia, Zimbabwe; **America:** Antigua & Barbuda, Barbados, Bermuda, Canada, Chile, Colombia, Costa Rica, Dominica, Ecuador, Guatemala, Guyana, Mexico, Peru, St. Lucia, Trinidad & Tobago, United States, Uruguay; **Asia:** Bahrain, Bangladesh, India, Japan, Jordan, Korea, Kuwait, Lebanon, Malaysia, Nepal, New Zealand, Pakistan, Papua New Guinea, Saudi Arabia, Sri Lanka, United Arab Emirates; **Europe:** Belgium, Croatia, Cyprus, Czech Republic, Finland, France, Germany, Israel, Italy, Latvia, Netherlands, Norway, Switzerland, Turkey, United Kingdom.

EMPLOYERS' HANDBOOK ON CHILD LABOUR: A GUIDE FOR TAKING ACTION

Table of Contents

I.	CHILD LABOUR: A CHALLENGE FOR EMPLOYERS.....	1
II.	THE INTERNATIONAL FRAMEWORK.....	5
	A. INTERNATIONAL LABOUR STANDARDS	5
	B. THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK	9
	C. INTERNATIONAL PROGRAMME ON THE ELIMINATION OF CHILD LABOUR.....	10
	D. ROLE OF THE ILO BUREAU FOR EMPLOYERS' ACTIVITIES	12
	E. OTHER RELEVANT UNITED NATIONS PROGRAMMES	13
III.	DEVELOPING AND IMPLEMENTING STRATEGIES FOR EMPLOYER ACTION.....	17
	A. PLANNING FOR ACTION AT THE NATIONAL LEVEL	18
	(1) Policies.....	18
	(2) Programmes	19
	(3) Projects	20
	B. BUILDING ALLIANCES	20
	C. KEY ISSUES IN PROJECT DESIGN	22
	(1) Problem Identification.....	22
	(2) Problem Assessment	22
	(3) Project Design and Implementation.....	23
	(4) Monitoring and Evaluation	24
IV.	EMPLOYER "BEST PRACTICE" ON CHILD LABOUR	25
	A. AWARENESS-RAISING AND POLICY DEVELOPMENT INITIATIVES	25
	(1) Employers' Confederation of the Philippines	25
	(2) National Association of Colombia Industrialists.....	27
	(3) The Federation of Nepalese Commerce and Industry - Employers' Council	29
	(4) The Ghana Employers' Association.....	29
	(4) The Federation of Egyptian Industries.....	30
	(6) National Employers' Council of Senegal	31
	(7) The Employers' Confederation of Zimbabwe	31
	(8) Confederation of Production and Trade - Chile.....	32

B.	EMPLOYER ACTION TO COMBAT CHILD LABOUR IN SPECIFIC SECTORS	32
	(1) All India Organisation of Employers	32
	(2) Federation of Kenya Employers.....	33
	(3) Association of Tanzania Employers	34
	(4) Turkish Confederation of Employer Associations	35
	(5) The Federation of Uganda Employers	36
	(6) National Confederation of Private Employer Institutions - Peru	37
C.	DIRECT SUPPORT FOR REMOVAL AND REHABILITATION OF CHILD WORKERS.....	38
	(1) Garment Industry in Bangladesh	38
	(2) Sporting Goods Industry in Pakistan.....	40
	(3) Carpet Industry in Pakistan	42
	(4) The Coffee Industry in Central America	43
	(5) Domestic Child Workers in Pakistan	45
	(6) Informal Sector in Bolivia.....	45
	(7) Coordinating Committee of Agricultural, Commercial, Industrial and Financial Associations - Guatemala	46
	(8) Costa Rican Union of Chambers and Associations of Private Enterprise	47
	(9) CONFINDUSTRIA - Italy	47
D.	CORPORATE INITIATIVES ON CHILD LABOUR.....	48
	(1) Labelling or Certification Schemes	48
	The RUGMARK International Initiative	49
	(2) Corporate Codes of Conduct.....	51
	C&A	52
	Charles Veillon, S.A.....	53
	Walt Disney Company	55
	Reebok	56
	Nike	56
	(3) Industry Codes of Conduct	58
	The World Federation of the Sporting Goods Industry.....	58
	The Toy Industry.....	59
	The Fair Labor Association	60
	The Confederation of Indian Industry.....	63
E.	IOE VIEWS ON VOLUNTARY CODES OF CONDUCT AND LABELLING	63
V.	KEY LESSONS LEARNED.....	67

APPENDICES

- APPENDIX I: IOE GENERAL COUNCIL RESOLUTION ON CHILD LABOUR
- APPENDIX II: ILO MINIMUM AGE CONVENTION (N° 138)
- APPENDIX III: ILO CONVENTION ON THE WORST FORMS OF CHILD LABOUR (N° 182)
- APPENDIX IV: LIST OF IPEC COUNTRIES
- APPENDIX IV: EMPLOYERS' FEDERATIONS WITH CHILD LABOUR PROGRAMMES

I. CHILD LABOUR: A CHALLENGE FOR EMPLOYERS

Child labour remains a serious problem in the world. According to revised estimates by the International Labour Organization (ILO), there are at least 120 million children between the ages of 5 and 14 who are working full-time in developing countries alone, and more than 250 million, if those for whom work is a secondary activity are included. Asia has 61% of the world's working children, followed by 32% in Africa and 7% in Latin America.¹ Although child labour was one of the first and most important issues addressed by the international community and was enshrined in an International Labour Organization Convention on Minimum Age in 1919, the world has not yet eliminated the many forms of abusive working conditions which children still endure today.

While the overwhelming majority of working children are found in developing countries, children routinely work in all countries. In both developed and developing countries, the nature of the work that children do determines whether or not they are harmed by it. And while child labour in the manufacture of goods imported by developed countries has captured the most media attention, only about 5% of all child workers are estimated to work in export-sector industries.²

It is undisputed that children have been working for generations for a variety of reasons: acute poverty; the lack of basic education facilities; and the lack of legitimate alternatives to work. In this context, it is easy to understand why many families in developing countries see no option other than to send their child to work, and why some employers feel that they are actually doing children a favour by providing them an opportunity to earn an income.

While child labour is widely agreed to be a consequence of poverty, it also perpetuates poverty: a working child often foregoes education and grows into an adult inevitably trapped in unskilled and poorly paid jobs. In fact, the vicious poverty-child labour cycle results in scores of under-skilled, unqualified workers. Employers, perhaps most affected by the demands of an increasingly competitive global market, are acutely aware of the long-term negative impact that this detrimental cycle has on economic development. As a result, employers in many countries are increasingly responding to the problems posed by child labour and becoming leaders in national efforts to combat it, as described in the following chapters of this guide.

¹ *Child Labour: Targeting the Intolerable*, (Geneva, International Labour Office), Report VI (I), 1998.

² UNICEF. 1997. *The State of the World's Children*, (Oxford University Press).

In addition the media, consumers, investors, governments and trade unions are becoming increasingly vocal and are questioning the labour practices of business in developing countries. The mere accusation that a company is using child labour in its operations, either directly or indirectly, can lead to an immediate blow to its reputation and the threat of consumer boycotts. Individual enterprises have often responded either by dismissing child labourers or by coming up with new arrangements to prevent children's direct or indirect involvement in the manufacturing of its products. Dozens of well known companies involved in international trade have adopted "codes of conduct" or "sourcing guidelines" both to deflect criticism and negative media attention and to prevent abuses. Some codes are specifically aimed at eradicating child labour, whereas others have broader objectives, including the protection of human rights standards in the workplace or the protection of the environment. Numerous labelling schemes have also been developed for a variety of products produced in countries where child labour is seen as a problem.

Corporate initiatives to address child labour are also in part a reflection of increasing regulatory pressures which employers face. For example, the European Commission operates a Generalized System of Preferences (GSP) to regulate trade relationships. In January 1995, the Commission approved a GSP provision stipulating that preferential treatment may be suspended if beneficiary countries are found to be using forced labour, child labour, or prison labour in the production of goods for foreign markets. As of 1 January 1998, the European Commission began offering special GSP incentives to countries able to provide proof that they have adopted and enforced the standards laid down in ILO Conventions concerning basic workers' rights, including the right to organize and to bargain collectively, and the enforcement of a minimum age of employment. The United States' GSP provisions also include a link between the level of trade privileges and respect for minimum workers' rights. There have been parallel efforts in the US Congress to introduce legislation to ban the imports of products from countries and industries where child labour is used.

At the international level, there has been considerable discussion on whether global trade rules should include provisions relating to the enforcement of basic international labour standards, including a prohibition on child labour. The World Trade Organization, at its meeting in Singapore in December 1996, debated the issue of a "Social Clause," whose inclusion into international trading arrangements would result in the imposition of trade sanctions on countries that do not observe core labour standards as defined by relevant ILO Conventions. The issue was raised by various trade unions and was supported by several governments from the industrialised north.

Despite sharply divergent views on the Social Clause, a broad consensus has emerged in the international community on the need for intensified action to combat the most exploitative forms of child labour. In the light of mounting international attention on child labour, employers and their organisations have a great role to play in the broad, grass-roots social mobilization required to arrive at sustainable strategies. National employers' federations have a great potential for:

- *influencing the development of national policies on child labour;*
- *assisting in the development of guidelines for sectoral industrial associations and small to medium sized enterprises;*
- *working with NGOs in the design of relevant vocational training programmes for working children;*
- *affecting public perception on the rights of children and the relationship between skill upgrading and national socio-economic development.*

In particular, the International Organisation of Employers (IOE) has shown an increasing commitment to the elimination of hazardous and exploitative child labour. After playing a leading role in the major international conferences on child labour held in 1997, the IOE made a commitment to take an active part in the formulation of a new international labour Convention on the most intolerable forms of child labour. The IOE's concrete action in the area of child labour follows the political will of its members as expressed in the Resolution on Child Labour adopted at its June 1996 General Council meeting. This Resolution calls on IOE members to raise awareness of the human, economic and social costs of child labour, and to develop policies and action plans to contribute to the international campaign for its elimination (see Appendix I).

The IOE's 1996 resolution was also the basis for this employers' manual on child labour, first published in June 1998, the purpose of which was to guide national employers' federations in the formulation of policies and programmes to actively contribute to national and international coalitions against child labour. In fact, a number of IOE member federations have already implemented action programmes on child labour within the framework of the ILO's International Programme on the Elimination of Child Labour (IPEC). This updated manual includes information on developments since then and offers guidance in the design of employer programmes on child labour, and illustrates some of the various actions which national employers' federations and sectoral business associations have already taken. Practical information is included relating to the following subjects:

- › Content of *international standards* on child labour;
- › Explanation of existing *international programmes* to combat child labour;
- › Examples of *concrete action taken by national employers' organisations*;
- › Examples of *corporate and sectoral initiatives* to combat child labour;
- › Description of *various codes of conduct and labelling initiatives*;
- › *Guidance in the development of policies and programmes* to effectively combat child labour.

Employers' organisations are therefore well positioned to provide more specific and concrete information on the incidence of child labour in various sectors, including in the informal sector. Because of their broad membership, these organisations are able to convey to large numbers of employers, employees and their families, the importance of promoting children's education; of protecting children against work hazards; and of keeping children as much as possible from premature engagement in the labour market. The steps recommended and the examples of practical action provided in this manual are illustrative but not exhaustive, and are intended to guide policy and the implementation of appropriate measures to combat child labour.

The IOE has produced this manual to provide guidance for heightened initiatives by its global membership. As economic, political and social pressures to take action against child labour intensify, this manual offers a framework for individual employers and their organisations to develop their own approaches to respond to the particular challenges which they may face.

II. THE INTERNATIONAL FRAMEWORK

The United Nations (UN) and a number of its specialised agencies have developed strategies to address the problem of child labour. This chapter gives a broad overview of some of the programmes and policies developed through the UN system, particularly by the International Labour Organization (ILO). By gaining a more complete understanding of the existing international framework to advance the elimination of child labour, employers wishing to take a more active role in this area will be better prepared to readily identify available sources of technical support.

A. INTERNATIONAL LABOUR STANDARDS

One of the major objectives of the ILO is the abolition of child labour. The ILO set this as a key goal in 1919, the year of its creation, through the adoption of the Minimum Age (Industry) Convention, 1919 (No. 5), prohibiting work performed by children of less than 14 years of age in industrial enterprises.

The employers' group is one partner in the ILO's tripartite structure, which also includes governments and workers. As such, employers' organisations have been active in the development, negotiation and approval of numerous sectoral Conventions and Recommendations on the minimum age for admission to employment adopted after 1919. These sectoral Conventions were followed by two ILO instruments on the subject, the Minimum Age Convention, 1973 (No. 138) and Recommendation, 1973 (No. 146).

ILO Convention No. 138 (full text in Appendix II) requires member States to:

- pursue a national policy designed to ensure the effective abolition of child labour;
- set a minimum age for admission to employment or work; and
- raise the minimum age progressively to a level consistent with the fullest physical and mental development of young people.

This minimum age must not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years. It should be noted that Convention No. 138 applies to work done by children both for another person (wage employment) and on their own behalf (self-employment). Convention No. 138 also sets a higher minimum age of 18 for hazardous work, "which by its nature or the circumstances in which it is carried out is likely to jeopardize the health, safety or morals of young persons".

Convention No. 138 is a flexible instrument. This flexibility is illustrated by provisions that:

- permit employment or work by children in light work from 13 years of age;
- allow for lower minimum ages (14 years in general and 12 years for light work) in the case of countries whose economy and educational facilities are insufficiently developed (for as long as this situation lasts);
- permit exclusion from the Convention's application limited categories of employment or work in which special and substantial problems arise (for as long as these problems persist);
- authorize member States whose economy and administrative facilities are insufficiently developed to initially limit the scope of application of the Convention, provided that it should be applicable as a minimum to:
 - mining and quarrying;
 - manufacturing;
 - construction;
 - electricity, gas and water;
 - sanitary services;
 - transport, storage and communication;
 - plantations and other agricultural undertakings mainly producing for commercial purposes; and
 - hazardous work.

Convention No. 138 and Recommendation No. 146 also contain provisions to protect those young persons who are permitted to work. These apply only in those cases which are provided for in the Convention, namely:

- light work;
- limited categories of employment or work excluded because application of the Convention would give rise to special and substantial problems;
- branches of activity and types of enterprise excluded pursuant to the option granted to member States to initially limit the scope of application of the Convention.

These provisions basically concern conditions of work (remuneration, hours of work, rest and leave, social security, and occupational safety and health).³

Moreover, there are a wide range of ILO Conventions related to forced and hazardous child labour. The great majority of the ILO's member States have ratified at least one of the eleven ILO Conventions concerning the minimum age of admission to employment or work, and have made a formal commitment to

³ Child Labour: Targeting the Intolerable (International Labour Office)

undertake measures addressing some aspects of child labour in general or in specific branches of activity.

In addition, the General Conference of the International Labour Organization adopted a Resolution in 1996, underlying the shared responsibility of governments, employers, workers and their organisations, and society at large to work for the progressive elimination of child labour.

As a follow-up to the Resolution, the tripartite constituents of the International Labour Organization proposed the adoption of new international legal instruments to serve as the cornerstone of international efforts to eliminate child labour, beginning with its most intolerable forms. The overriding purpose of the new instruments was to ensure that children in all countries, irrespective of their level of development, were protected from the worst forms of child labour. Following a first discussion at the International Labour Conference in June 1998, a new Convention (No. 182) and Recommendation (No.190) on the Worst Forms of Child Labour, 1999 was unanimously adopted at the International Labour Conference in June 1999 (full text in Appendix III).

THE MAIN FEATURES OF CONVENTION NO. 182

The Convention:

- › Covers children under the age of 18 years;
- › Requires immediate and effective measures for the prohibition and elimination of the worst forms of child labour as a matter of urgency;
- › Requires effective enforcement, including penal and/or other sanctions;
- › Requires measures for prevention, removal, rehabilitation and social integration as well as access to free basic education;
- › Requires taking into account the special situation of girls and other children at special risk;
- › Requires monitoring mechanisms and programmes of action; and
- › Provides for international cooperation and/or assistance.

The new Convention complements Convention No. 138 and is the only instrument that focuses on the worst forms of child labour. It calls for the immediate and unconditional elimination of such forms as a priority for national and international action towards the total abolition of child labour. The Con-

vention and Recommendation apply to all children under the age of 18 years. However, unlike Convention No. 138, the new instruments apply to all sectors of economic activity without exception.

THE MAIN FEATURES OF RECOMMENDATION 190

The Recommendation encourages member States to:

- Adopt national programmes of action which:
 - identify and denounce the worst forms of child labour;
 - protect the very young, girls, children in hidden work situations and other especially vulnerable children;
 - include measures for prevention, removal, rehabilitation and social integration; and
 - raise awareness and mobilise society;
- Consider given criteria in determining hazardous work;
- Establish monitoring mechanisms to ensure effective implementation;
- Compile data;
- Provide for appropriate penalties and remedies;
- Designate certain activities as criminal offences;
- Consider a wide range of measures aimed at the elimination of the worst forms of child labour; and
- Cooperate with international efforts and enhance cooperation and/or assistance among members.

In respect of its interpretation, “the worst forms of child labour” consist of:

- All forms of slavery and practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom as well as forced/ compulsory labour, including the forced or compulsory recruitment of children for use in armed conflict;
- The use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- The use, procuring, or offering of a child for illicit activities, in particular for the production and trafficking of drugs; and
- Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of the children.

The Convention provides that governments are to determine, after consultation with employers and workers, which types of work are considered to be dangerous and which should be prohibited for children, taking into account relevant international standards, particularly paragraphs 3 and 4 of the Recommendation.

B. THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

As globalisation spread during the 1990s, public attention became increasingly focused on violations of fundamental labour rights, in particular the problem of child labour. In response, the Employer Members of the ILO Governing Body proposed that, in line with the ILO's Constitutional mandate, the ILO Conference should draw up a Declaration by which constituents would re-commit themselves to observing the fundamental Principles and Rights at work.

The IOE supported the concept of the Declaration and also the choice of Principles and Rights that underpin the core labour standards. The Declaration does not impose on member States the detailed legal obligations of international labour Conventions that have not been ratified, sometimes for justifiable technical reasons.

Consequently, in June 1998, the International Labour Conference unanimously adopted a Declaration on Fundamental Principles and Rights at Work. The Declaration and its related Follow-up, which became operational in 2000, represent an important new promotional and practical tool at the ILO's disposal to promote social progress and to address persistent failures to respect fundamental rights at work. The emphasis will be on identifying specific needs in member States and working together to find solutions rather than passing judgement and engaging in collective condemnation. In this regard, the ILO will undertake technical co-operation projects designed to assist members States to promote and respect the Principles and Rights contained in the Declaration.

The IOE has published a Guide for Employers' Organisations to explain the significance of the Declaration and the role employers can play in its Follow-up.

THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

The Declaration contains a set of Principles and Rights that are derived from the ILO Constitution. Hence, all ILO member States, irrespective of their level of economic development or whether they have ratified the detailed fundamental Conventions, have the obligation, due to their membership of the ILO, to respect and promote the following set of principles and rights at work:

- Freedom of Association and the effective recognition of the right to Collective Bargaining;
- The elimination of all forms of forced and compulsory labour;
- The effective abolition of child labour;
- The elimination of discrimination in respect of employment and occupation.

These principles and rights have been further developed in the ILO's fundamental Conventions on:

- Freedom of Association and the Protection of the Right to Organise (No. 87) and Application of the Principles of the Right to Organise and to Bargain Collectively (No. 98);
- Forced Labour (No. 29) and the Abolition of Forced Labour (No. 105);
- Minimum Age (No. 138);
- Equal Remuneration (No. 100) and Discrimination (Employment and Occupation) (No. 111).

C. INTERNATIONAL PROGRAMME ON THE ELIMINATION OF CHILD LABOUR

The objective of IPEC is the progressive elimination of child labour worldwide, emphasising the eradication of the worst forms as soon as possible as provided for in Convention No. 182. It works to achieve this in a number of ways: through country-based programmes, which promote policy reform and put in place concrete measures to end child labour and through international campaigns intended to change social attitudes as well as promote the ratification and effective implementation of the Child Labour Conventions of the ILO. These activities are complemented by in-depth research, legal expertise, policy analysis and programme evaluation carried out in the field and at the regional as well as international levels.

The political will and commitment of individual governments to address child labour, in alliance with employers' and workers' organisations, non-governmental organisations and other civil society actors, is the foundation for ILO-IPEC efforts. IPEC relies on a coalition of nearly 100 partners, comprising of member countries who have invited IPEC to set up local programmes, donor governments and other contributing governmental and non-governmental organisations. Since its inception in 1992, IPEC programmes in more than 60 countries have had considerable impact both in removing hundreds of thousands of children from the workplace and raising general awareness of the scourge of child labour.

Country-based programmes

IPEC has a strong presence in the three regions most affected by child labour – Africa, Asia and Latin America. IPEC works with local partner organisations to develop and implement measures which aim at preventing child labour, withdrawing children from hazardous work and providing alternatives to them and their families, and improving working conditions as a transitional measure towards the elimination of child labour. An important thrust of its programmes is the expansion of local governments' capacities to build on and duplicate successful programmes. IPEC programmes also rely on the expertise and contributions of professionals from many disciplines to attack the root causes of child labour and ensure that the solutions are sustainable.

Research, Policy Analysis and Evaluation

Demand for child labour research and policy analysis has risen in recent years along with the increased political will to act against it. IPEC is responding to this need by undertaking a number of issue-specific research projects. It also collaborates with other institutions, such as UNICEF, the World Bank and the Asian Development Bank. IPEC's statistical research on the scope of child labour is the responsibility of the Statistical Information and Monitoring Programme on Child Labour (SIMPOC). This programme carries out child labour surveys in member countries and provides technical assistance to them to improve data collection methods.

Policy reform: ratification of Convention No. 182 on the worst forms of child labour

The policy framework for IPEC is based on the Declaration on Fundamental Principles and Rights at Work, adopted in 1998, along with the Minimum Age Convention No. 138 (1973) and the Worst Forms of Child Labour Convention No. 182 (1999). Eradicating the worst forms of child labour is an important first step in the wider effort to eradicate all child labour and, thus, a principal concern and focus of IPEC.

IPEC was mandated to lead the worldwide campaign for swift and universal ratification by ILO member States of Convention No. 182. The pace of ratification has been the fastest in ILO history, with 71 ratifications registered within a period of less than two years after its adoption, and IPEC's objective is for over half of ILO's member States to ratify it by the end of 2001.

Follow-up to the Ratification of Convention No. 182: Time-bound Programmes

Upon ratification of Convention No. 182, member States must put in place national laws, policies and programmes to fulfil their commitment to prohibit and eliminate the worst forms of child labour. Here, IPEC is assisting member countries through the development of Time-bound Programmes that formulate concrete policies and programmes to implement the eradication of the worst forms of child labour within a defined period of time. IPEC is helping member States to:

- Create a comprehensive framework for countries to determine which are its own hazardous forms of child labour and understand the underlying causes;
- Assess the importance of the various parameters for preventing children from falling into the worst forms and rehabilitating those who are already its victims;
- Develop a monitoring and evaluation system, including targets and indicators, for assessment of the impact, cost effectiveness and sustainability of the programme; and
- Promote monitoring and enforcement of national legislation.

D. ROLE OF THE ILO BUREAU FOR EMPLOYERS' ACTIVITIES

The ILO's Bureau for Employers' Activities (ACT/EMP) is a specialized unit within the ILO which can also be of assistance to employers' organisations in the area of child labour. The Bureau's task is to maintain a close relationship with employers' organisations in member States to make available to them the resources of the ILO, and to keep the ILO constantly aware of employers' views, concerns and priorities. ACT/EMP works in close collaboration with the IOE and serves as a gateway through which national employers' organisations can gain access to ILO information, advice, assistance and training opportunities.

With the help of resources made available by the international donor community, the Bureau runs a programme of assistance to employers' organisations in developing countries, countries in transition to a market economy, and countries emerging from situations of conflict. The programme helps employers' organisations in these countries to develop services which are

useful to enterprises in their membership, based on a study of needs in their specific context. ACT/EMP provides assistance in the form of training to the staff of employers' organisations, to enable them to provide new or improved services. It has also developed advisory and technical programmes designed to meet the needs of employers and their organisations in integrating action on the child labour problem into the broader goals and objectives of employers' organisations. For example, ACT/EMP is currently implementing a Regional Project to assist IOE member federations in Africa (Ghana, Senegal, Uganda and Zimbabwe) and Latin America (Colombia, Costa Rica, Guatemala and Peru) in combating child labour.

Within the framework of the "Active Partnership" policy, which aims to bring the ILO closer to its constituents, senior specialists for employers' activities have been posted in regional multidisciplinary teams (MDTs). These specialists are in an excellent position to provide assistance to employers' organisations wishing to take action in the area of child labour.

E. OTHER RELEVANT UNITED NATIONS PROGRAMMES

The ILO has a leading, but not an exclusive, role to play in the struggle against child labour. Some of the actions required to attack the underlying causes of child labour (poverty, insufficient economic growth and deficiencies in the education system) fall within the sphere of the World Bank, the United Nations Development Programme (UNDP), the United Nations Children's Fund (UNICEF), the Office of the High Commissioner for Human Rights (UNHCHR) and the United Nations Educational and Scientific Organisation (UNESCO). UNICEF, as the primary agency concerned with children, is addressing the child labour issue within the framework of its programme for Children in Especially Difficult Circumstances (CEDC). This programme was adopted over ten years ago by the UNICEF Executive Board to provide special protection for children who live under especially difficult circumstances which prevent them from enjoying their basic rights. In recent years, this programme targeted children living in extreme poverty and those who are exploited, abused, abandoned, neglected, disabled or deprived of their liberty. The target group has enlarged over the last ten years, and now includes the commercial exploitation of children and issues of child labour. UNICEF is also collaborating closely on child labour with the ILO. Employers interested in developing a child labour programme should, through their national organisations, also approach UNICEF national offices to find out about potential sources of assistance.

The *United Nations Convention on the Rights of the Child (CRC)* entered into force in 1990. It is the most comprehensive treaty on the rights of children (defined as persons under the age of 18, unless the age of majority is attained earlier), and has been ratified by all countries with the exception of the United States and Somalia. The CRC sets out the full range of children's rights, including the right to protection from economic exploitation and from any work

that is likely to be hazardous or to interfere with their education or to be harmful to their health or physical, mental, spiritual, moral or social development. It requires ratifying countries to take legislative, administrative, social and educational measures to ensure implementation.

**EXCERPTS FROM THE UNITED NATIONS CONVENTION
ON THE RIGHTS OF THE CHILD**

Article 32 recognises the right of the child to be protected from economic exploitation and any work that is likely:

- To be hazardous; or
- To interfere with the child's education; or
- To be harmful to the child's health or physical, mental, spiritual, moral or social development.

Other relevant articles include:

- Article 38, granting a child's right to education;
- Article 33, requiring States parties to take measures to prevent the use of children in illicit production and trafficking of narcotic drugs;
- Article 34, requiring protection against sexual exploitation;
- Article 35, preventing the abduction, sale and trafficking of children for any purpose;
- Article 36, requiring protection against all other forms of exploitation prejudicial to any aspects of the child's welfare; and
- Article 39, providing for measures to promote the physical and psychological recovery and social integration of child victims.

The application of the CRC is monitored by the Committee on the Rights of the Child, which reviews the reports submitted by ratifying countries on the progress they have made with implementation. Following the World Summit on Children in 1990, many countries have designed national programmes for its implementation. An NGO Group for the Convention on the Rights of the Child, established in 1979 to bring pressure on government delegations in the drafting of the Convention, has been following implementation of the Convention since 1991. Employers' organisations may find it helpful to contact these national coalitions to assess the scope of actions already taken in their respective countries in the area of child labour.

The Global Compact

The Global Compact is a Voluntary Initiative launched by U.N. Secretary-General Kofi Annan in January 1999, and is a call for business to help build the social and environmental framework to support and ensure the continuation of open and free markets while assisting in ensuring that the benefits of the global economy are shared by all people.

The Global Compact encompasses Nine Principles drawn from:

- › The Universal Declaration of Human Rights in respect of human rights;
- › The ILO Declaration on Fundamental Principles and Rights at Work on labour issues; and
- › The Rio Principles on Environment and Development on environmental issues.

THE NINE PRINCIPLES OF THE GLOBAL COMPACT

- **HUMAN RIGHTS**

Business should:

1. support and respect the protection of internationally proclaimed human rights; and
2. make sure they are not complicit in human rights abuses.

- **LABOUR STANDARDS**

Business should uphold:

3. the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour (this principle is directly linked to ILO Convention No. 182 on the Worst Forms of Child Labour and should be considered in this context. It is another effort to give effect to the work of the ILO); and
6. the elimination of discrimination in respect of employment and occupation.

- **ENVIRONMENT**

Business should:

7. support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
- 9 encourage the development and diffusion of environmentally friendly technologies.

All the three instruments have been accepted by most national governments around the world and, hence, are often referred to as “Universal Principles”. The Global Compact **is not a Code of Conduct** nor is it a prescriptive instrument. It is, instead a “learning model”. It is about what business can do to show its employees and the community that it is a responsible citizen in the way in which it operates its business. How or whether it seeks to display this commitment is **purely voluntary**.

While the Declaration is an obligation on ILO member States, the Global Compact provides a mechanism through which employers can identify means by which they can, voluntarily and within their own spheres of influence, work towards achieving the aspirational goals set out in it.

III. DEVELOPING AND IMPLEMENTING STRATEGIES FOR EMPLOYER ACTION

As a follow-up to its 1996 Resolution on Child Labour, the IOE sent out a questionnaire to assess the scope of their member federations' activities in the area of child labour. The IOE sought information on the many activities enterprises and business associations are already undertaking both to combat child labour and to improve the working and living conditions of children. The IOE was interested in the broadest possible range of employer initiatives in the area of child labour, including attempts to gather more information, to interact with other groups addressing child labour, to initiate educational and awareness-raising activities and to develop and implement policy.

Among those employer organisations identifying child labour as a national problem, the majority indicated that it primarily occurs in the informal sector. Most of the respondents stressed that where child labour does exist, one must take into account the underlying social, economic and cultural causes, and that any attempts to combat it must also provide real sustainable solutions to the children concerned and to their families.

The majority of employers' organisations are involved to some degree in the issue of child labour as part of regular consultations with their respective governments on the application of national legislation pertaining to the minimum age for entry into employment. The majority of responses received from employers' organisations in Asia, Africa and Latin America indicated that, even in the absence of direct action on the issue, they had engaged in informal consultations and information exchanges on the nature of the problem in their respective countries. An important motivating factor for this action was reportedly the increasing international media attention on child labour, and the concern that child labour problems might be linked to international trading arrangements.

Employers' organisations in industrialised countries have frequently had indirect exposure to the issue of child labour both through their involvement in international conferences on this subject and through their participation in smaller seminars organised by non-governmental organisations. A number of IOE members in developed countries have participated in seminars to discuss the development of sourcing guidelines or "labels" to eliminate child labour in subcontracting arrangements.

A. PLANNING FOR ACTION AT THE NATIONAL LEVEL

A number of IOE members have already implemented programmes on child labour within the framework of the ILO's International Programme on the Elimination of Child Labour, which is mandated to provide assistance to governments, employers and workers and their organisations, as well as to other non-governmental organisations (NGOs) in their efforts to proactively address the child labour problem. Employers' organisations play a critical role on the National Steering Committees established in each IPEC member country, and are well positioned to get involved in the development of IPEC programmes at the ground level so as to exert maximum influence on the formulation of the national policy framework and the scope of activities envisaged. In countries which have not yet joined IPEC or where the national employers' organisation has not been fully involved in existing IPEC programmes, it will be necessary to take small initial steps in programme development.

A clear distinction between the terms *policies*, *programmes* and *projects* should be drawn when designing concrete action by employers' organisations in the area of child labour. Although these components are closely linked, differentiation is crucial to the strategic progression of initiatives⁴.

(1) Policies

An employer policy on child labour should ideally constitute a public commitment to work towards the elimination of child labour. This policy should set out clear objectives and priorities, and should contain measures to ensure its effective implementation. The ILO's Minimum Age Convention, 1973 (No. 138), along with its supplementary Recommendation (No. 146), and Convention 182 with its accompanying Recommendation (190), provide guidance to employers in establishing a policy on child labour.

Convention No. 138 stipulates that the minimum age for employment must not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years. It should be noted that Convention No. 138 applies to work done by children both for another person (wage employment) and on their own behalf (self-employment). Convention No. 138 also sets a higher minimum age of 18 for hazardous work which, by its nature or the circumstances in which it is carried out, is likely to jeopardize the health, safety or morals of young persons.

Convention No. 182 stipulates that ratifying States are to apply the Convention to children under the age of 18, take immediate and effective measures to prohibit and eliminate the worst forms of child labour, establish monitoring mechanisms and ensure effective enforcement, including penal or other sanctions. They should also adopt programmes of action, take all necessary measures to prevent the engagement of children in the worst forms of

⁴ Fyfe, A. *Child Labour: A Guide to Project Design*. (International Labour Office).

child labour and provide appropriate assistance for their removal from such forms as well as for their rehabilitation and social integration. In addition, they should ensure access to free basic education, take account of the special situation of girls and take steps to assist each other through international cooperation and/or assistance.

Whatever the level of development of the country, the first and foremost priority should be the identification and prohibition of hazardous work, which, in addition to domestic service and the informal sector, can also be found in areas such as agriculture and urban-based industries, where the direct action of national employers' organisations could have a potentially large impact. Through their standard advocacy work, employers' organisations can also influence their governments to make a policy commitment to the long-term goal of eliminating child labour, coupled with short-term measures which protect working children.

To this end, employers can, among other things, encourage governments to ratify the Conventions, develop policies and initiate programmes, and institutionalise the activities by setting up a focal point in their organisation, thereby ensuring visibility, commitment and sustainability. Furthermore, they can campaign for policies with conviction and vigour to ensure their translation into national legislation, which in turn can facilitate ratification and help in the design and implementation of monitoring mechanisms. They could also survey existing Codes of Conduct and Labelling Schemes in order to provide, on request, assistance in the preparation of voluntary codes and document examples of "best practice" to serve as a guide for other companies wishing to initiate programmes on child labour.

(2) Programmes

While policies are the first step for employers' organisations, they should be followed wherever possible by concrete programmes. Some of the areas where employers' organisations could initiate comprehensive programmes which would make a unique and important contribution to national efforts to eliminate child labour are as follows:

- › ***designing basic education and vocational training programmes;***
- › ***developing human resource/skill development programmes;***
- › ***initiating enterprise creation/income generation activities;***
- › ***devising schemes to improve the working conditions of children as a transitional measure.***

Employer initiated programmes on child labour should generally either target several sectors within a particular community with a high incidence of child labour, or provide a framework for a sectoral approach involving many companies. In designing specific programmes on child labour, national employers' organisations should build on their strong links with sectoral

business associations and industry groups. A programme approach requires, however, that the employers' organisation concerned enlist other partners to assist in project implementation, such as experienced NGOs, workers' organisations and various social ministries (labour, education, health and welfare).

(3) Projects

Projects should be the building blocks of employers' programmes on child labour. Employer projects on child labour should ideally select a specific target group, in a particular sector, using one or a selected range of interventions over a fixed period of time. The next chapter will highlight the role of employers' organisations in the successful implementation of child labour projects addressing a wide variety of concerns. Most of these projects focus on child labour in specific economic sectors, such as the tea, coffee and sisal estates in Africa, the manufacture of steel, footballs and carpets in Asia, and the footwear and citrus fruit industries in Brazil.

Projects vary in terms of objectives and/or types of activities undertaken. Some provide a range of services to improve working conditions as a transitional measure, for example, through the provision of protective clothing for working children, or through a reduction of working hours coupled with the provision of basic education for children working in rural sectors. Two of the most promising examples of employer projects at the grass-roots level are those concerned with expanding the access of working children to education and training, and those whose primary objective is the provision of protection at work and income-earning opportunities.

B. BUILDING ALLIANCES

There are no "quick fixes" to the complex problem of child labour, which is closely linked with the level of economic and social development in a given country. Economic disparities between countries make it entirely unrealistic to expect developing countries to afford the same facilities for their children as industrialised ones. Similarly, employers' organisations in developing countries face very real constraints in terms of available resources and institutional capacity, and should therefore not be expected to fulfil the responsibility incumbent upon governments to provide, as a minimum, basic social services. Nevertheless, employers' organisations do have unique strengths on which they should capitalize, particularly in the areas of advocacy, awareness-raising and policy development. Employers and their organisations should build on these strengths by forging alliances with other concerned stakeholders who have a proven track record in combating child labour and who share the same objectives. Many non-governmental organisations (NGOs), for example, have shown themselves to be innovative and dynamic in the struggle against child labour in an economic development context. Where possible, employers should

work closely with NGOs and trade unions as part of a civil society response to child labour.

As with any new activity, the first action steps are crucial in programme development. The key initial goal should be to place child labour on the policy agenda of employers' organisations. One effective way of going about this is by raising the problem of child labour - its characteristics, causes and consequences - before the board or management of the national employers' organisation in each country as an issue with wide ramifications on national economic, social and human resource development. All employers' organisations will appreciate the broad negative consequences of the poverty cycle which leads to child labour, whether or not their own members have encountered this problem directly.

In countries which have not yet joined IPEC or where the national employers' organisation has not been fully involved in existing IPEC programmes, small steps should initially be taken in programme development. An employers' organisation interested in joining national efforts to combat child labour should, before any direct programmes on child labour are undertaken, identify one member of its staff to serve as a "child labour focal point." In IPEC countries, this person should be encouraged to play an active role on the National Steering Committee and in national networks on the elimination of child labour. Initial activities undertaken by employers' organisations should be modest, and should aim primarily at information gathering and at increasing the awareness of the national problem of child labour amongst its own members, other sectoral business groups, and society at large. Initially, employers' organisations are encouraged to work alongside and support other groups working in the area of child labour, rather than embarking on the implementation of a major programme alone. The checklist below might be useful for employers in identifying potential partners.

BUILDING ALLIANCES:

*Who are the possible partners concerned about
child labour in your area / region?*

1. National and Local Government
2. Chambers of Commerce
3. Individual Companies
4. Children's NGOs
5. Women's Rights Organisations
6. Schools and Educational Institutions
7. Trade Unions
8. Consumer Associations
9. Human Rights Bodies
10. Media

C. KEY ISSUES IN PROJECT DESIGN

Programmes should be designed which are consistent with the mandate of employers' organisations to improve the national business environment. The following action steps should guide the development of any project:

- › *identify the specific problem;*
- › *assess the scope of the problem (situation analysis);*
- › *design the project;*
- › *implement the project;*
- › *evaluate and monitor progress.*

Each of these areas needs to be developed in detail and a logical framework applied for follow-up action⁵.

(1) Problem Identification

Problem identification involves the identification of the needs of a specific target group. The three major elements of problem identification are:

- › the definition and description of the problem. This step requires an accurate assessment of the scope of the child labour problem in a given area, such as the geographic distribution, the age, sex, class and ethnic distribution of child workers, the family and social context, and the wider social and economic context;
- › an assessment of actions which have been taken in the past to address the problem;
- › an evaluation of what remains to be done.

(2) Problem Assessment

Prior to any action, it will be necessary for employers' organisations to assess the problem and the existing framework in which it can be addressed. This step requires time and structured research, but is essential in avoiding the duplication of action which other groups have taken. The information required to properly assess the scope of child labour in a specific industry or region should include statistics identifying the numbers of working children between the ages of five and 14, as well as local school enrolment figures and drop-out rates. This information is likely to be already available from official government sources and local NGOs. The following checklist may be useful for problem assessment:

⁵ Fyfe, A. *Child Labour: A Guide to Project Design*

A Resource Checklist:

1. What is the legal framework relating to child labour?
2. What statistics are available?
3. How reliable are the existing statistics?
4. What action is already being carried out?
5. Who is involved?
6. Which are the sectors that might pose the most serious problem?
7. What action can employers' organisations take alone?
8. What action can employers' organisations take as partners in a coalition?
9. Does the country concerned have an IPEC National Steering Committee?
10. Is there a UNICEF representative in the country?

(3) Project Design and Implementation

The next step in programme development is the design and implementation of a project with clear indications of effective strategies to reach working children. If a project is intended to provide non-formal basic or vocational education to child workers, the views of these children and their families should be taken into account. Project implementation may involve either the provision of direct support to working children, or indirect institutional support to other partners (e.g. community groups, local NGOs) who themselves work with the children concerned and their families.

Once the project has been clearly drawn up and the roles of each partner defined, a budget should be carefully and realistically drawn up. The details of the budget should be made available so that potential donors, including IPEC and the ILO's Bureau for Employers' Activities, can understand the specific allocations for project support, including equipment, supplies, volunteers and salaries. The IOE can also assist members in finding potential donors.

Long-term sustainability of employer action on child labour will require national employers' organisations to give institutional support to these programmes and to integrate them into the broad umbrella of action programmes in other areas. The focal points in each employers' organisation may find it useful to plan regular team meetings with colleagues within the organisation and with the partners assisting the organisation in implementing action on child labour. This will contribute to a more effective integration of child labour matters into the strategic agenda of each employers' organisation, and will provide the framework for a smoothly operating programme.

(4) **Monitoring and Evaluation**

Stock-taking action should be carried out at regular intervals to evaluate achievement, success and failures. Any necessary modifications to project implementation should ideally be made during the course of the project. It will also be useful for employers' organisations to evaluate and assess their projects during their final stage. This information is useful to the ongoing work of the IOE to identify "best practices" to guide employers embarking on new programmes.

Below are ten suggested steps to improve the participation of employers and their organisations in the campaign against child labour. The steps provide a logical framework for action, although many of the activities described can and should be carried out simultaneously. The ten steps constitute a series of actions which could be constructively taken by employers and their organisations to combat child labour. The nature and scope of direct action taken by these groups will depend to a great extent upon their institutional capacity and available resources.

TEN STEPS TO ENHANCE EMPLOYER ACTION ON CHILD LABOUR

Institutional Development: Designate officials in national employers' organisations and sectoral business organisations to serve as child labour focal points.

Investigation: Collect detailed and reliable country-level data about the exact magnitude, nature or effects of child labour in specific sectors or industries.

Awareness-Raising: Conduct awareness-raising events aimed at particular sectors and the sensitisation of society at large.

Policy Development: Develop policy recommendations on child labour to which employers' organisations and their members can subscribe.

Coalition Building: Form partnerships to carry out direct action in cooperation with NGOs and, where appropriate, trade unions.

Action Prioritization: Based upon the information collected, select particular industries in which comprehensive programmes on the elimination of child labour can be launched. Action should be guided by a focus on the most exploitative forms of child labour.

Direct Support to Working Children: In partnership with coalition members, develop the role of employers' organisations in broad-based efforts to provide alternatives to working children, such as apprenticeships, education and training.

Monitoring and Evaluation: Establish systematic processes to work with focal points in specific industries to measure progress in progressively eliminating child labour.

"Best Practice" Information Compilation: Compile positive initiatives undertaken by local enterprises and organisations in combating child labour.

Communications Policy: Develop a systematic approach to publicising action taken by employers (e.g. newsletters, media campaigns, public merit awards).

IV. EMPLOYER “BEST PRACTICE” ON CHILD LABOUR

Although the range of action on child labour taken by employers and their organisations to date is varied, the initiatives can be broken down into the following categories:

- › *general awareness-raising and policy development initiatives;*
- › *action to prevent child labour in specific sectors;*
- › *direct support for initiatives aimed at the removal and*
- › *rehabilitation of child workers;*
- › *corporate and industry codes of conduct;*
- › *certification schemes for specific goods.*

The concrete examples provided below are illustrative of the types of action which could be contemplated for organisations which have not yet developed policies and programmes in the area of child labour.

A. AWARENESS-RAISING AND POLICY DEVELOPMENT INITIATIVES

The first action step recommended to employers and their organisations in combating child labour involves problem assessment, the establishment of a policy framework for future action, and sensitisation initiatives aimed at raising the awareness of the characteristics, causes and consequences of child labour amongst members of the organisation and society at large. Although direct action programmes removing children from working situations tend to draw greater international attention, the value of general awareness-raising and policy development should not be underestimated, as such initiatives are crucial to bringing about long-term shifts in attitude. Below are examples of the types of action along these lines which were taken by employers in Colombia, Nepal and the Philippines.

(1) Employers’ Confederation of the Philippines

In June 1997, the Employers’ Confederation of the Philippines and the ILO’s IPEC Programme initiated “An Action Programme of Employers against Child Labour in the Philippines”. The major achievements of the project are:

- Creation of an ECOP Focal Committee on Child Labour and the articulation of the ECOP Policy Statement on Child Labour

The Policy Statement stipulates that ECOP would:

- › campaign for the outright elimination of the most hazardous forms of child labour;
 - › urge member companies to adopt voluntary codes of conduct and encourage them to undertake programmes that will benefit poor children and their families;
 - › document “best practices” among companies on action against child labour; and
 - › establish networks with government, workers’ organisations and NGOs both at the local and international levels to develop technical and financial cooperation.
- Advocacy on Child Labour issues with the business sector.

ECOP has conducted briefing sessions, roundtable discussions and seminars for employers to update them on the latest developments on the issue of child labour and the steps that they can take to support the campaign against child labour.

- Participation in major activities in the national campaign against child labour, particularly in the signature campaign for the ratification of ILO Convention No. 182, and in national as well as regional fora on child labour.
- The launching of a “Child-Friendly Firms Recognition Programme” in 1999, the objective of which is to recognise policies and activities developed by companies for the benefit of children.
- The design and development of information and promotional materials (flyers, brochures and videos) highlighting employer initiatives on child labour.

In a new project entitled “Intensified Employers’ Involvement and Action against Child Labour”, which commenced in 2000, ECOP aims to broaden its child labour advocacy through:

- › Intensified promotion of the child friendly programme in four industry sectors and geographical areas. Memorandums of Agreement will be forged with sectoral industry associations and local chambers of commerce of the selected sectors and areas. Project screening committees will be established for each sector and area;
- › The development of guidelines for the implementation of programmes suited to the specific needs and characteristics of the selected areas and industries. In order to create a sense of ownership for the child-friendly recognition programme, ECOP will develop the guidelines jointly with the concerned organisations;

- › The formulation of a comprehensive management self-assessment tool to enable companies to evaluate their workplace practices with respect to the hiring and recruitment of children;
- › The provision of technical business services for member companies seeking to obtain recognition as child-friendly firms;
- › Documentation of best practices, including the profiling of firms that have been recognised as child-friendly, as well as the production and use of innovative promotional materials.

(2) National Association of Colombia Industrialists

As the cornerstone for their awareness-raising activities, a number of employers' organisations have adopted policies for their organisations in the area of child labour. One example is a resolution adopted by the National Association of Colombia Industrialists (ANDI) in December 1996 (see below). Such statements serve the dual purpose of bringing greater attention to the issue of child labour and of providing policy guidance to individual companies. The commitment of ANDI in adopting this resolution deserves special commendation, as it was formulated in a country facing challenging internal problems and a negative international image.

ANDI has also extended support, with assistance from the ILO's Bureau for Employers' Activities (ILO-ACT/EMP), to the Universidad Pontificia Bolivariana of Medellin for students to develop audio-visual material and documentation designed to eliminate child labour. In addition, it is providing the children with the necessary material for their studies and facilitating access for them to education and vocational training in five regions. It is also working with four local NGOs in the implementation of sub-projects targeted at the removal of children from work, which will benefit 100 children.

Resolution on Child Labour

The Board of Directors of the National Association of Colombia Industrialists (ANDI)

Considering:

- (a) that it is the Association's duty to foster the application and respect of ethical values among the employer community and society as a whole;
- (b) that in every work relationship respect for individual dignity must prevail;
- (c) that the rights of children and young people must be upheld, so that they are protected against economic exploitation and against performing any work which may be dangerous or which interferes with their education, their leisure, or their physical, mental, spiritual, moral or social development in general;
- (d) that the lack of education and technical training among children and young people prevents them from enjoying better working and social conditions in a world which requires people to be increasingly qualified; and
- (e) that, despite the difficulties in evaluating the extent of the problem, recent studies indicate that at least 2,447,000 youngsters between the ages of 9 and 17 work in our country - that is, almost 90% of the children and young people in that age group, who are suffering from poverty and misery, are performing some kind of work.

Resolves:

- 1) That its members will not engage for work any individual of less than eighteen years of age.
- 2) To invite its members to check whether those people with whom they have contracts - such as contractors, clients, distributors, agents, subcontractors, etc - do not employ any persons of less than eighteen years of age.
- 3) To request that, when they have dealings with community or cooperative type enterprises, whose activities encompass work which involves family groups, including youngsters of less than eighteen years of age, enterprises ensure that the rights of those children and young people are not violated and that their working time allows for education and recreation.
- 4) To request the Executive President of the Association to continue supporting efforts to abolish the employment of children and young people in other sectors of Colombia's economy, and to assist in the design and implementation of rehabilitation, training and recreation programmes for displaced children and youngsters.

(3) The Federation of Nepalese Chambers of Commerce and Industry - Employers' Council

The Federation of Nepalese Chambers of Commerce & Industry (FNCCI) has been involved in efforts to combat child labour in Nepal since 1997 when it launched an Action Programme aimed at mobilising employers against child labour. The primary components of the programme consisted of sensitisation and public awareness raising activities, including the publishing of supplementary pages on child labour in the FNCCI Newsletter, as well as conducting studies in one industry in each of five development regions to identify the causes of child labour and solutions to the problem. In addition, it organised four sub-regional workshops to identify and elaborate the role that employers could play in combating child labour.

In June 1999, FNCCI began implementing, with IPEC assistance, an Action Programme entitled "Towards a Child Labour Free Area" in the Pokhara Valley. The objectives of the programme are to:

- Create awareness among parents, employers, law enforcement authorities and the general public of the problem of child labour;
- Remove 500 working children from small-scale industries, hotels, restaurants and other hazardous occupations;
- Prepare the children for entry into the formal education system and skill development training; and
- Develop capacity for self-employment at the community level.

Under the Programme, a survey was first conducted to identify the source of child labour and case histories of over 750 children were prepared. Awareness-raising activities have been conducted through the media as well as through the preparation and distribution of materials such as posters. Educational assistance in the form of reading and writing materials as well as uniforms have been provided to a number of children and 20 non-formal education programmes are being run for working children. In addition, 50 children have been enrolled for vocational training. The programme has also assisted in the creation of mothers' groups to whom financial assistance has been provided to undertake income-generating activities.

(4) The Ghana Employers' Association (GEA)

Realising the need to create awareness of the dangers of the worst forms of child labour in Ghana, the Ghana Employers' Association, with assistance from ILO-ACT/EMP, organised four national awareness raising workshops in mid-2000 in selected cities to sensitise employers on specific and often ignored aspects of child labour as well as to identify solutions to combat the phenomenon. The participants, who were mostly representatives of trade

associations from the commercial trading, agricultural, building and construction and small-scale mining sectors were sensitised on:

- › The meaning, scope and characteristics of child labour;
- › The causes and factors responsible for child labour, its consequences and why it should be eliminated; and
- › Possible programmes for the elimination of child labour in Ghana.

As a follow-up to these workshops, the GEA has planned to implement a range of activities designed to combat the worst forms of child labour, among which are:

- (a) Strengthening its capacity to implement programmes on child labour;
- (b) Improving its knowledge base on the extent and nature of child labour in informal sector activities such as garages, small-scale mining and fishing;
- (c) Developing a team of trainers to conduct child labour seminars and workshops;
- (d) Formulating policy guidelines for the selection, training and utilisation of apprentices by informal sector employers;
- (e) Influencing government to step up its poverty reduction programmes so as to provide income-generating opportunities for adult family members of the working children;
- (f) Continue to conduct extensive awareness raising programmes on the worst forms of child labour, particularly for informal sector employers.

(5) The Federation of Egyptian Industries (FEI)

The FEI is actively involved in awareness raising and policy initiatives in the area of child labour. Since April 2000, it has been implementing an IPEC-assisted Action Programme, the activities of which include:

- › Six country-wide awareness raising workshops;
- › The publication of a booklet on “ILO-IPEC Standards and Action on the Elimination of Child Labour”;
- › Establishing a child labour focal point in the federation; and
- › The preparation of a training kit on child labour for its members.

(6) National Employers' Council of Senegal (CNP)

With the assistance of ILO-ACT/EMP, the CNP conducted a study in August 1999 on the contribution it could make towards the elimination of child labour, which served as the basis for the preparation of an action plan.

In April 2000, it organised a sub-regional workshop to define a strategy for employers to eliminate the worst forms of child labour and for the promotion of Convention No. 182. The key output was a strategy document, outlining models for action that were developed from a review of employer initiatives on child labour. The models include identification of the magnitude of the problem, proposed employers' policy statements on child labour, sensitisation, defining targets and priorities, developing networks and implementing micro-projects. Suggested micro-projects focussed on revising the legal framework, communication campaigns, teacher training, training of officials, promoting access to education, improving working conditions, shelters for homeless children and promoting access to health care.

(7) The Employers' Confederation of Zimbabwe (EMCOZ)

As part of its activities to combat the problem of Child Labour, EMCOZ began by organising an awareness-raising seminar in March 1999 as a participating organisation in the ILO-ACT/EMP Action Programme on Assisting Employers to Combat Child Labour. The purpose of the workshop was to examine the current situation of child labour in the country, raise awareness, ensure commitment to eradicate child labour and identify the role of employers in this endeavour. One of the key findings was that child labour was primarily in the agriculture sector (cotton, tea and tobacco), as a result of which it was recommended that a survey of children working in this sector should be undertaken.

The findings of the survey were presented at a national workshop in October 1999 along with possible plans of action that could be developed by the stakeholders. One of the conclusions that emerged from the workshop was that employers needed assistance in correctly interpreting the legal provisions relating to child labour as a first step in addressing the problem. Work was, therefore, undertaken to compile an Employers' Guide to Legislation Pertaining to Working Children, which was completed during the course of 2000.

A workshop to discuss the Guide was held in mid-October 2000, which was attended by representatives from relevant ministries, non-governmental organisations and U.N. agencies. The Guide will serve as a basis for EMCOZ to try to influence government to enact appropriate legislation as well as workers to ensure that the problem of child labour is dealt with in a realistic manner rather than in an emotive way. It also contains a section providing information on frequently asked questions and requests from employers on various aspects of child labour.

(8) Confederation of Production and Trade (CPC) – Chile

The CPC has been actively involved in efforts carried out by the Government of Chile to eliminate child labour. An example of such cooperation was the setting up in 1996 of the National Committee for the eradication of child labour and the protection of the minor worker.

The CPC also played an active role in lobbying for the ratification of ILO Convention No. 182 on the Worst Forms of Child Labour, which was ratified by the Government of Chile on 17 July 2000. Similarly, it supported a new law which modified the National Labour Code to include a ban on the employment of workers under the age of 15 years. In addition, it encourages the administrative authorities to implement the highest standards in labour inspection to prevent children under the legal age from working.

Considerable emphasis has also been placed on awareness raising and education as tools to combat child labour. In this regard, 13 educational foundations established by companies that are members of employers' organisations are responsible for the management of 61 schools. Around 46.5% of the alumni of these schools have been hired by the enterprises where they have carried out internships while 41.7% have been successful in securing employment within a period of six months after completing their studies.

B. EMPLOYER ACTION TO COMBAT CHILD LABOUR IN SPECIFIC SECTORS

Once an employers' organisation has established a general policy framework on child labour, it is possible to follow-up with more focused activities in particular sectors (including the informal sector) where child labour may pose a particular challenge. As indicated above, this type of action should be preceded by an information-gathering stage in which sectors and representative business associations are identified as partners in the design of direct programmes to prevent child labour.

(1) All India Organisation of Employers

The All India Organisation of Employers (AIOE), a constituent of the Council of Indian Employers (CIE), implemented a project on child labour under IPEC during the period 1996 – 98. The principal objective of the project was to sensitise employers and modernise industries where there was a prevalence of child labour. The sectors selected to take part in this activity were the bangle industry, the stainless steel industry, the bidi industry, the hotel industry and small automobile garages and workshops. The project was implemented in five towns (Hyderabad, Pune, Sagar, Chennai and Ferozabad) with the help of Regional Chambers of Commerce.

In a second phase of the project, the AIOE has formulated a comprehensive programme which aims to remove and rehabilitate 500 working children from selected industries within a time frame of two years. The activities to be implemented under the programme include:

- The identification of one industry each in the states of Madhya Pradesh, Rajasthan and Tamil Nadu to sensitise employers, workers, opinion leaders and parents on the problem of child labour in the industry concerned and motivate them to work towards its elimination;
- The identification of 500 children, with the assistance of their parents, employers and NGOs, in the towns of Sagar (Madhya Pradesh) and Chennai (Tamil Nadu) and their placement in education and training programmes;
- Working with employers in the selected industries to modify their production processes to make them unviable to employ children;
- Preventing the further entry of children for work in these industries; and
- Establishing linkages between various institutions and organisations to develop a holistic and more focussed approach to the elimination of child labour.

(2) The Federation of Kenya Employers

The Federation of Kenya Employers (FKE), under an IPEC Action Programme entitled “Enhancement of the capacity of the Federation of Kenya Employers in Combating Child Labour”, implemented a project in commercial agriculture with particular emphasis on coffee, rice and sugar plantations. The objectives of the project were to :

- enhance the capacity of the FKE to deal with child labour issues;
- assist selected companies in formulating and implementing policies and an action plan on child labour;
- provide technical advice and support to selected companies willing to initiate measures to combat child labour;
- identify feasible measures and activities for selected employers in the fight against child labour;
- collaborate with the government, trade unions, NGOs and other interested parties in fighting child labour.

To ensure programme sustainability, a child labour unit was also established by the FKE to address, on a regular basis, issues pertaining to child labour. Employer guidelines on child labour were issued and the federation is active in monitoring their implementation.

Currently, the activities of the FKE include:

- Advising employers on various aspects of child labour;
- Sensitising employers on the negative impact of child labour with particular emphasis on the provisions and implementation of Convention No. 182 on the Worst Forms of Child Labour;
- Formulating enterprise-based guidelines to combat child labour in selected plantations;
- Strengthening and expanding the activities of Child Labour Consultative Committees to other plantations, including the preparation of plans of action to combat child labour in identified plantations.

Consultations between the social partners on existing legislation on child labour, working children's rights and their working conditions is an on-going process, with special emphasis on the worst forms of child labour.

FKE also plans, with IPEC assistance, to focus on direct assistance to the children through the expansion and improvement of educational facilities to increase the intake of children.

(3) Association of Tanzania Employers

The Association of Tanzania Employers (ATE) carried out its first action programme with IPEC assistance in 1995. Its initial programme consisted primarily of an action programme for sensitising and raising the awareness of the extent of child labour on the sisal estates

ATE is currently implementing a Child Labour Programme entitled "Enhancing Plantation Employers' Initiative to combat Child Labour in Commercial Agriculture Plantations". The objectives of the programme include:

- Identifying pockets of hazardous Child Labour on plantations in Commercial Agriculture with a view to its elimination;
- Awareness raising and sensitisation of Plantation Managers and Supervisory staff as well as teachers and community leaders on the adverse effects on child workers;
- Assisting owners of Commercial Agriculture Plantations, parents and community in developing viable alternatives to child labour;

- › Urging owners to support local initiatives to reduce poverty in rural families and to support efforts for rehabilitating and improving the infrastructure in primary schools.
- › Urging the owners to provide a safe work environment and non-hazardous activities in which children between the ages of 15 and 18 years can work as well as receive non-formal education in the workplace.

In order to achieve maximum cooperation and support for its programme, ATE is working through Sectoral Associations such as the Sisal Association of Tanzania (SAT), the Tea Association of Tanzania (TAT), the Tanzania Coffee Growers’ Association (TCGA) and the Tanganyika Association of Agriculture Employers (TAAE).

Some of the main achievements of the programme so far are:

- › Plantations covered by the programme have included, as part of their corporate policy and plans, actions for the elimination of child labour and the identification of viable alternatives;
- › Estates covered by the ATE Child Labour Programme are assisting surrounding communities to formulate poverty reduction and self-help projects and supporting their efforts to improve the infrastructure in primary schools;
- › Owners of some of the plantations have offered their employees tenant schemes, enabling them to increase their earnings, and have also assisted them in setting up savings and credit schemes;
- › Day Care Centres are being provided for the children of plantation employees.

(4) Turkish Confederation of Employer Associations

The Turkish Confederation of Employer Associations (TISK) has carried out extensive work with IPEC support since as early as 1993. During the period 1993 – 97, it successfully implemented three Action Programmes. The first of these, implemented during 1993–94 raised awareness among employers in large-scale enterprises while the other two, which were implemented from 1995–97, specifically targeted small- and medium- sized enterprises in the metal industry, which was considered one in which children were at most risk. The first programme in the industry was to raise awareness among employers on child labour issues while the second was a direct action programme to improve working conditions in the enterprises.

To consolidate on the knowledge and experience it had gained from the programmes implemented in the metal industry, TISK established a “Child Labour Unit” under a fourth action programme initiated in July 1998 in order to

bring about a better focus in its child labour activities. This programme was also targeted at the metal industry and implemented in an Industrial Site in Pendik (Istanbul), with health issues being a principal component. Activities included a seminar on first aid, health and safety and nutrition and 330 children were given medical checkups, with reports on their health status being submitted to their employers for further action. The programme was also a model of cooperation between organisations as it involved the Pendik Industrial Site Employers, the Faculty of Health Education of the University of Marmara, the Fisek Institute of Science and Action Foundation on Child Labour and the Pendik Apprenticeship Training Centre of the Ministry of National Education in the implementation of the activities. The TISK Child Labour Unit now continuously monitors the situation of working children with a view to developing further support programmes on the basis of identified needs.

A fifth Action Programme was initiated in April 2001 to strengthen the capacity of the Child Labour Unit to undertake direct measures to prevent and eliminate child labour in the metal industry in Pendik and neighbouring industrial areas as well as to rehabilitate the children removed from work. The objectives of the programme are to:

- Develop the capability of the Unit to implement child labour programmes without external support;
- Improve working conditions, the quality of psycho-social as well as educational programmes and vocational training for 200 children under the age of 15 years who are working full-time in the Pendik industrial estate and 1,800 apprentices between 15 – 18 years in the surrounding industrial areas. In addition, fresh entrants below the age of 15 years will be prohibited and 50 parents will receive assistance in the form of counselling and through the provision of social services;
- Withdraw children below the age of 15 years from all forms of work and those between 15 – 18 years from hazardous work; and
- Sensitise policy makers, employers and supervisory staff in the industry, the families of the children and the general public on the problem of child labour and conduct advocacy programmes at various levels.

(5) The Federation of Uganda Employers (FUE)

The FUE is developing strategies, with assistance from ILO-ACT/EMP, to combat child labour in the tea industry, with priority being given to the training of counsellors to provide advice to parents of working children, which will be followed-up by activities to withdraw the children from work.

The activities undertaken by the federation included:

- › The preparation of a child labour training manual and awareness raising posters;
- › Two training of trainers workshops in May 2000, in which 33 trainers were provided training. The trainers are now capable of training change agents, which include members of company management, parents and local leaders in areas where the tea states are located;
- › Four regional awareness raising workshops were held in July and August 2000, which were attended by 100 owners and managers of tea estates. The workshops were intended to impress on employers the need to take positive steps in the effort to remove children from work on the estates.
- › An awareness-raising seminar for FUE staff and council members, 33 sensitisation workshops for middle and junior management staff and 48 sensitisation seminars for change agents aimed at workers and teachers.

(6) National Confederation of Private Employer Institutions (CONFIEP) - Peru

As part of its activities on child labour, CONFIEP, with the assistance of ILO-ACT/EMP, first conducted a country-wide programme to mobilise employers to work towards the elimination of child labour. It also published various articles on the subject in a number of industry newsletters and magazines.

CONFIEP is currently working with three local NGOs for the removal of child labour in the following industries:

- › the brick kiln industry;
- › garbage recycling;
- › the vending of fruits and vegetables.

Initial efforts focussed on the brick kiln industry and, during 2000, the programme in the industry provided income support for 100 families and enabled 350 children to attend school. CONFIEP also provides legal expertise and support to draw up marketing and sales arrangements for products produced under the project.

In addition, CONFIEP is raising awareness among its members through the regular publication of its activities in its in-house journals. The focal point on child labour in the confederation is a member of the CONFIEP Committee on Social and Labour Issues.

C. DIRECT SUPPORT FOR REMOVAL AND REHABILITATION OF CHILD WORKERS

The examples provided above have demonstrated how employers can be involved in policy advocacy and in the design and implementation of action to prevent child labour in specific sectors. Employers' organisations and their members have also been at the centre of direct action programmes to remove and rehabilitate children working in a particular industry. Because these types of interventions are generally very complex, significant resources and a broad social mobilisation are required to ensure that the best interests of the children are safeguarded. Below are examples of direct removal and rehabilitation initiatives launched by employers in Bangladesh, Pakistan and Bolivia, and of the support which the Italian social partners have lent to such activities.

(1) Garment Industry in Bangladesh

Since July 1995, the Bangladesh Garment Manufacturers and Export Association (BGMEA), under a Memorandum of Understanding (MOU) with the ILO and UNICEF, has been working towards the elimination of child labour in the garment industry and the provision of credible alternatives.

In implementing the MOU, the ILO took the lead in setting up the monitoring and verification system and the compensation system, while UNICEF concentrated on establishing educational facilities near the children's homes. A project entitled "Verification and Monitoring System on the Elimination and Prevention of Child Labour in BGMEA Factories and the Placement of Child Workers in School Programmes" was launched, the core elements of which were as follows:

- › conducting, during 1995, a survey to identify the children working in the garment industry;
- › developing and implementing an experimental monitoring and verification system to remove child workers under the age of 14 from garment factories and to prevent other children from entering employment in garment factories;
- › withdrawing 10,546 children under the age of 14 from work in garment factories and enrolling them in special education programmes;
- › paying partial compensation to the children and their families for the loss of income and to enable the children to participate in the education programmes (monthly payment of 300 Taka = US \$7.50 per child);
- › Micro-credit and entrepreneurship training.

The BGMEA has collaborated closely with the ILO on a comprehensive and effective monitoring and verification system to ensure that BGMEA factories and their subcontractors do not employ children under the age of fourteen years. Twenty-eight people were carefully selected and trained by the ILO to work as child labour monitors, responsible both for the regular inspection of factory sites in Dhaka and Chittagong, and for monitoring the school attendance of the children. The monitoring scheme consists of one Government inspector, one BGMEA and two IPEC monitors. Monitoring is undertaken daily and at random.

To oversee and coordinate the implementation of the MOU, a local Steering Committee was set up comprising of representatives from the BGMEA, UNICEF and the ILO. The objective of the Committee is to ensure close coordination and to deal effectively with non-compliance and impose punitive measures.

A close collaboration has been successfully forged between the ILO, the BGMEA and the Government of Bangladesh. In the event of an infraction of the BGMEA agreement, the name of the violating manufacturer is reported to BGMEA for further action. The penalty for an infraction can either be a fine of US \$1,000 or, in the case of a repeat violation, a temporary withdrawal of the manufacturers' export licence.

Among the project's achievements are:

- › More than 8,200 former child workers have received non-formal education while 2000 children continue formal education.
- › Factories using child labour have been reduced from 43% in 1995 to 3% by the end of 2000.
- › 680 former child workers have received vocational training and another 180 are undergoing training.
- › A database has been developed by IPEC, which provides a system for the selection of factories to be visited at random each day.

This programme highlights the importance of a broad support base. UNICEF has been closely involved in the design and support of the non-formal educational areas, which are operating effectively through close collaboration with respected local NGOs such as the Bangladesh Rural Advancement Committee (BRAC).

The project has also served as a model for projects in Pakistan, Thailand, the Philippines, Indonesia, Costa Rica, Guatemala and Honduras.

(2) Sporting Goods Industry in Pakistan

The Partners' Agreement, signed by the Sialkot Chamber of Commerce and Industry, the ILO and UNICEF on 14 February 1997 with a view to the gradual elimination of child labour in the production of soccer balls, is another positive example of an industry-based employer initiative on child labour. This is an historic agreement which marks the first time that an entire industry has cooperated so closely with the ILO to phase out child labour and to ensure that credible alternatives are provided. The proactive approach of the industry in appealing to international organisations such as the ILO for assistance when it came under consumer pressure could be considered as a model for other industries.

The ILO, which is directly responsible for the external monitoring system component of this programme, has established a system on the ground which uses the same monitoring principles and concepts as in the BGMEA child labour project (see above). The prevention and monitoring programme on child labour in the agreement concerning Sialkot can be divided into two elements, an internal monitoring system and an external monitoring system.

The purpose of the internal monitoring system is to provide data which is cross-checked by the external monitoring system. Participating manufacturers have each appointed a senior manager to supervise the company's internal monitoring. The internal monitors are responsible for collecting and providing data on their stitching centres and workers on a regular basis to IPEC for independent monitoring by the external monitors.

The participating manufacturers were required to shift 100% of their production to stitching centres, which could be effectively monitored, within a period of 18 months.

All stitchers younger than fourteen years of age are to be placed in the social protection programme, and a qualified member of the family will be offered to take the place of the child worker.

The external monitoring component is being carried out by the ILO under the supervision of an international expert, who reports to the Project Coordinating Committee (PCC), comprising of the ILO, UNICEF and the SCCI. The monitoring system is composed of a team of 15 monitors headed by a team leader. The fifteen monitors operate in teams of two, which visit the stitching centres unannounced and on a regular basis to verify the information provided by the manufacturers.

The ILO is working closely with its partners UNICEF, Save the Children UK, and two local Pakistani NGOs - Bunyad and Bait ul Mal - to ensure the success of the monitoring component and the equally important social protection programme. The social protection programme is designed to ensure that

children and their families do not suffer adverse consequences after being withdrawn from work.

Social Protection Programme in Sialkot, Pakistan

- › **Savings and Credit Scheme:** The families of children stitching footballs have been organised into village organisations which manage relatively small amounts of money as capital to start new income generation projects. Vocational training and training in managing credit and savings is being provided so that families can develop new skills.
- › **Education:** Two local NGOs - Bunyad and Bait u Mal - are working closely with UNICEF and Save the Children UK and have established 185 Village Education and Action Centres to provide non-formal education and primary education. UNICEF aims to achieve 100% enrolment of all children in the 4 – 7 age group in primary schools. School Management Committees in each village will determine the needs of the respective villages and will increase community involvement in schools.
- › **Women’s Stitching Centres:** Save the Children UK is working with football manufacturing companies to establish women’s groups to stitch footballs near their homes. This is necessary as women are often unable, because of cultural norms, to travel to large stitching centres away from the villages. This will ensure that women retain their earning power and family incomes are protected.
- › **Health:** 185 teachers engaged by the Bunyad Literacy Community Council (BLCC) for the non-formal education centres have been provided with first-aid training. Teams of doctors also visit the centres for medical examination of the enrolled children. The children are also provided with indoor medical treatment.
- › **Social Monitoring:** This component is distinct from the ILO’s independent monitoring which inspects the production facilities. Instead, the social monitoring seeks to follow children and their families during the time of the project to assess the impact of changes in the industry on them. It will keep a record of family income, changes in attitude to education, school attendance, etc.
- › **Awareness-raising:** UNICEF is engaged in a programme to raise awareness about child labour in rural communities.

In September 1999, an external independent evaluation was undertaken, on the basis of which it was decided to initiate a second phase of the project for a period of two years. This is intended to consolidate on the achievements made and make the project sustainable. In this phase, as an incentive to attract all soccer ball manufacturers, the SCCI has reduced the fee for new entrants to the projects from approximately US\$ 1,700 to US\$ 250, which evoked a very positive response from small manufacturers with over 65 joining in 2000. IPEC is now monitoring 100% of production in over 1,800 stitching centres as well as initiated area-based monitoring and is issuing individual identification codes to all participating manufacturers. These are printed inside the ball and helps in identifying any transfer of stitching work to unregistered workplaces and allows IPEC to gather information on those manufacturers who have not yet joined the programme.

(3) Carpet Industry in Pakistan

Another direct employer action programme targeting child labour in a specific industry was launched in 1995 by the Pakistan Carpet Manufacturers & Exporters Association (PCMEA), in close cooperation with Bunyad, a major Pakistani NGO. This project, called "Training Education of Carpet Weaving Children (TECC)", was a community-based rehabilitation and prevention programme which aims at raising the awareness of the children, the parents, the employers and the community as a whole to the dangers of child labour, and at mobilizing the children and their families to participate in the activities and services offered under the programme. The major objectives of the project were:

- establishing and making operational a model centre for carpet weaving children as a transitional measure to facilitate their removal from the industry;
- creating awareness within the community about the developmental needs of children and the value of education;
- developing an intervention model for adoption by employers in other economic sectors.

The 200 children targeted by the TECC were mostly girls between six and 15 years of age, belonging to poor and large families who are dependent on small agricultural holdings, manual labour, or other low income occupations.

The project involved identifying target communities, conducting a survey of these communities, and launching an outreach and motivation phase to mobilize these communities for action. Community-based committees were established to aid in the selection of local teachers and in enrolling target group children. The non-formal education provided consisted primarily of basic literacy skills health, and hygiene. Training facilities in sewing, cutting and embroidery were established at the two pilot locations, and training workshops were

periodically run by organisations such as the Pakistan Council of Appropriate Technology. The children in the programme were also given periodic medical check-ups which were carried out by the local health services.

In October 1998, the PCMEA and the ILO signed an agreement to phase out child labour in the carpet industry. The objective of the project is to prevent and eliminate child labour under 14 years in the production of carpets by gradually phasing them out from the workplace and providing them with educational opportunities and other alternatives. At least 8000 children and their families are expected to benefit from the project by the end of 2001.

The project has two main components:

- Workplace Monitoring; and
- Prevention and the provision of Social Protection to children and their families.

Workplace Monitoring and Prevention involves, among other things, random visits to work sites by independent child labour monitors to identify working children, withdraw them from work and ensure that the workplaces, both within and outside the homes, remain free of child labour.

The Social Protection component aims to prevent child labour as well as to provide rehabilitation for those withdrawn from work. It is providing former working children and their younger siblings with formal and non-formal education, counselling and other services. Adult members of the families, particularly women, are being provided training in income-generation skills.

By the end of the project:

- Hazardous child labour in the Punjab province will have been substantially reduced through the provision of viable and sustainable alternatives and the removal of 8,000 children from work in a systematic manner in the selected programme areas;
- A model will have been established for replication; and
- The capacity of national partners to prevent and progressively eliminate child labour will have been strengthened.

(4) The Coffee Industry in Central America

Children working on coffee plantations face several safety and health risks. Apart from fatigue and injury due to the carrying of heavy or oversized loads of coffee beans, they often suffer from respiratory, dermatological and other illness since they often work without protective clothing and are exposed to toxic chemicals, pesticides and insect-borne diseases.

The long working hours and seasonal nature of coffee production frequently interfere with children's enrolment and school attendance. Some coffee plantations in Guatemala and El Salvador have established schools for children of their workers. In addition, coffee associations in some of the countries in the region have initiated social programmes, including rural education programmes, which benefit children living in the coffee growing areas. In most cases, however, the lack of schools or education centres near plantations makes school attendance virtually impossible.

In early 1999, associations of coffee producers and NGOs in the six countries concerned (Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama) were approached and consulted by IPEC on the feasibility and strategy of a sub-regional project aimed at the elimination of child labour in the coffee sector in their respective countries. In view of the positive response from the producers, IPEC was able to initiate a project in the region at the end of 1999, which is currently in the process of implementation.

The objective of the project is to remove 20,000 children from full-time work by the end of 2001 and it has two components, the first being the social rehabilitation and protection of working children with the second being the establishment of a monitoring and verification system. The activities being undertaken include:

- A baseline survey to assess the extent of child labour, identify the target groups and generate information on which a monitoring and verification system can be based;
- Implementing social protection measures such as education, health and nutrition, and recreation programmes, for former working children and their families;
- Implementing awareness raising programmes to change attitudes and perceptions about child labour and to mobilise society to take action against it;
- Mobilising concrete action by, and support of, coffee producers and plantation owners in the prevention of child labour and withdrawal of children from full-time and hazardous work;
- Providing viable income replacement mechanisms, which will include the training of parents in income-generating activities for selected families; and
- The establishment of an independent workplace monitoring system to verify that identified working children are phased out from the coffee industry, provided with viable alternatives and do not return to work.

(5) Domestic Child Workers in Pakistan

The Employers' Federation of Pakistan has formulated an Action Programme, to be supported by ILO-IPEC, for the setting up of a Vocational Training and Non-Formal Education Institute for Female Working Children in Karachi.

The programme, which will run for a period of two years, is targeted at 300 female children from 10 to 15 years working in hazardous/abusive/exploitative domestic work as well as 60 disabled/handicapped female children between at the ages of 12 and 15 years. Its objectives are:

- To provide them with non-formal education and skills training to enable them to find employment that is not hazardous or exploitative.
- Sensitise EFP member organisations and the wider public to the problem of child labour and motivate them to take action to improve the working conditions of the children and create alternative income opportunities for them and their families.

Under the training component of the programme, the children will develop skills in high demand, which include garment designing and stitching, embroidery work, ornamental design for garments, and the making of toys and dolls. This would facilitate their removal from domestic work and into these activities, which would not only provide them with a higher level of income but would also allow them to work out of their own homes. The non-formal education component will develop language and numeric skills as well as knowledge in other relevant subjects. Another outcome will be the mainstreaming of child labour concerns in the agenda of the EFP and its members as well as the development of a model programme that can be replicated elsewhere.

(6) Informal Sector in Bolivia

Employers' organisations have also been involved in efforts to provide rehabilitation to former child labourers working in the informal sector. For example, the Confederation of Private Employers of Bolivia (CEPB), the central employers' organisation in Bolivia, has a private foundation called the National Training and Skill Development Foundation, which it established for the purpose of training manual labourers. Branch training centres are located in each of the major cities in Bolivia. With the support of IPEC, the CEPB established a pilot training centre in Santa Cruz to upgrade the technical skills of adolescents between the ages of 12 and 18 years. This programme - "A Beginning, A Future" - was designed for street children. During the period 1995 – 98, 1308 minors (both boys and girls) were provided with training. These young people were enrolled in a skills development programme run by the CEPB, which was carried out in four cycles of ten weeks each.

The young people were given practical courses in the following subjects:

- › metal mechanics;
- › automotive mechanics;
- › embroidery and sewing;
- › basic electronics;
- › toy craftsmanship.

Daily transportation for the young people to and from various locations in Santa Cruz and the training centre is provided by the CEPB. The courses were held five days per week, for two hours each day, with a 15 minute break every day for a snack provided by the CEPB. The course work consisted of 30% theory and 70% practical training, and was overseen by a social worker/teacher hired by the CEPB. Although this was an experimental project, the success has been impressive in view of the fact that several children have continued with their studies and many have been able to secure financial support to start their own businesses. Despite the fact that course attendance was not compulsory, only 4% of those children who entered the programme dropped out. Those working with the programme observed the positive impact on the young people, including a marked improvement in their attention spans, their discipline, overall hygiene, motivation for work and learning, etc. In addition to the technical training courses, there were leisure activities organised for the young people, including football matches, folklore music, dance evenings, and Christmas craft bazaars where their products are sold.

With a view to sharing its experiences with other employers' organisations in the sub-region, the CEPB hosted the first Ibero-American Employers' Sub-Regional Seminar on the Elimination of Child Labour in 1998.

Currently, the CEPB is a member of the Inter-Institutional Committee for the Progressive Elimination of Child Labour, which is developing a national plan for the purpose.

(7) Coordinating Committee of Agricultural, Commercial, Industrial and Financial Associations (CACIF) - Guatemala

With assistance from ILO-ACT/EMP, CACIF developed a project to remove children from work and provide them with access to education and vocational training so as to enable them to join the workforce as skilled workers.

In cooperation with partner NGOs, CACIF identified 100 children and prepared case studies on them which were followed by their placement in a vocational training programme. In addition, subsidies were provided to the families of these children for the loss of income resulting from their withdrawal from work.

In October 2000, CACIF also hosted a sub-regional workshop in Guatemala City in which the other three employers' organisations that are carrying out programmes with the support of ILO-ACT/EMP – ANDI (Colombia), UCCAEP (Costa Rica) and CONFIEP (Peru) participated. The purpose of the workshop was to exchange views on project implementation and on the promotion of Convention 182.

(8) Costa Rican Union of Chambers and Associations of Private Enterprise (UCCAEP) – Costa Rica

In 1999, UCCAEP, with assistance from ILO-ACT/EMP, began implementing a programme to remove 100 children from both the formal and informal sectors. UCCAEP's activities on child labour are in the following four areas:

- Social and education support;
- Support for setting up micro-businesses;
- The legislative and institutional framework; and
- Sensitisation of employers.

Sensitisation programmes have been conducted for the children and their families on the negative consequences of child labour and to promote the importance of education and self-esteem. UCCAEP is also sensitising employers through the dissemination of information on the laws relating to children and the National Agenda. In addition, it is raising public awareness about its activities through the media and its bulletins.

In the area of education, a monthly subsidy is being provided for the children and the UCCAEP has conducted an evaluation of night schools and institutions providing open education with a view to improving the quality of education being provided by them. The majority of the children have now been placed in the education system. In respect of micro-business support, those families either having a micro-business and wanting to increase their income or start one are being provided additional support in the form of training workshops and counselling services. As far as the legislative and institutional framework is concerned, UCCAEP maintains an active presence in the National Council for Children as well as other specialised fora. In addition, it has extended strong support for the ILO Convention No. 182 on the Worst Forms of Child Labour.

(9) CONFINDUSTRIA - Italy

Developed countries employers' organisations have also been involved in efforts to provide rehabilitation assistance to child labourers in developing countries. One such example is the campaign launched in Italy by the ILO's tripartite constituents - Italian trade unions, the Confederation of Italian

Industry (CONFINDUSTRIA) and the Italian Government - and the Italian national committee for UNICEF. A protocol was signed on 29 February 1996 committing workers at the enterprise level to donate one hour or one day of their wages to benefit working children in developing countries. The participating employers agreed to match these contributions. On 16 April 1997, during a conference entitled "Italian Working World Against Child Labour" in Rome, it was announced that 2.3 billion lire (approximately US\$ 1.66 million) had been raised to combat child labour. The funds were used by the ILO/IPEC and UNICEF for activities against child labour in Bangladesh, Nepal and Pakistan.

The Italian financial contribution stipulated that these projects must have a strong element of involvement by the workers' and employers' organisations in these countries. The project's immediate objectives were to strengthen the capacity of trade unions and employers' organisations in these countries in the combat against child labour at both the national level (policy formulation, public awareness campaign) and at the community and workplace level (direct assistance to working children). The programmes supported by the Italian fund were targeted at the garment industry in Bangladesh, children in bonded labour in Nepal, and surgical instrument manufacturing in Pakistan.

D. CORPORATE INITIATIVES ON CHILD LABOUR

(1) Labelling or Certification Schemes

A labelling or certification scheme aimed at child labour elimination, often referred to as "voluntary social labelling", constitutes affixing a ticket or label on goods to certify that they have not been manufactured by children. Labelling and certification schemes have been developed by many retailers and manufacturers who have come under the criticism of civil and human rights groups for outsourcing to suppliers in developing countries where child labour is a problem. Some employers' associations in developing and even developed countries have initiated certification and labelling schemes to prevent the boycott of their goods. The primary objective of labelling and certification schemes is to inform consumers about the social conditions of production, and to assure them that the item they purchased was produced under fair and equitable working conditions, without the use of child labour.

A preliminary ILO study entitled "Labelling Child Labour Products" found that most voluntary social labelling initiatives share the following features:

- › the physical labelling of certain products, or of the retail outlets which sell specific products, by using either a descriptive label or a logo that has specific social meaning for its sponsors. The label or logo implies that certain social standards have been met in the product's production;

- an outreach to consumers to inform them of the importance and social implications of purchasing the labelled products rather than any others;
- monitoring to ensure that the standards which the label promises to uphold are being maintained in the countries of production;
- the collection of a levy from the retailers or importers to improve working conditions in the country of production⁶.

Although five years ago, there were many labelling initiatives, it appears that the emphasis now is less on the introduction of labels and more on "high profile" action such as highlighting corporate supply chains/individual companies. Nevertheless, examples of labelling initiatives still remain, primarily in the carpet industry, one of the most prominent being that of RUGMARK, which is outlined below.

The RUGMARK International Initiative

RUGMARK, the international initiative against the use of illegal child labour in the carpet industry, was initiated in 1995 by Indian non-governmental organisations, international aid organisations, including German aid agencies as well as the GTZ, a German service organisation for development co-operation. Their combined aim was to eradicate illegal child labour in India. In 1996, Nepal joined the scheme and Pakistan followed suit in 1998.

Carpets produced according RUGMARK criteria receive the internationally registered label (a hand-drawn logo depicting a smiling face with the word "RUGMARK"). The RUGMARK initiative includes two main objectives:

- inspection and certification of carpet production; and
- social programmes for former child workers and their families.

The RUGMARK initiative is active in both the carpet producing and consuming countries. In the carpet producing countries, namely, India, Nepal and Pakistan, RUGMARK inspects and controls manufacturers and exporters to ensure compliance with its criteria. In the carpet importing countries – Germany, the Netherlands, Belgium, Luxembourg, the United Kingdom, the USA and Canada – the main focus is on increasing public awareness and public relations and also accommodating the needs of RUGMARK carpet dealers. In January 1999, RUGMARK and TRANSFAIR e.V, which was an association for the promotion of fair trade with Third World countries merged to form a single organisation.

RUGMARK has developed criteria both for manufacturers and exporters as well as for importers and these are outlined below.

⁶ Hilowitz, J. 1997. Labelling Child Labour Products: A Preliminary Study (International Labour Office)

Criteria for Manufacturers and Exporters

In order to qualify for a RUGMARK license, carpet manufacturers and exporters have to sign a legally binding and statutory declaration in compliance with the following criteria:

- not to employ children under 14 years. In traditional family-run businesses, sons and daughters as well as brothers and sisters of the loom owners are allowed to work as long as they can prove to RUGMARK that there is regular attendance at school.
- payment of at least the official minimum wage to adult weavers.
- disclosure of orders to the local RUGMARK office.
- acceptance of unannounced inspections at any time.
- payment of 0.25% of the export value of the carpets to RUGMARK in order to cover the running cost of the inspection and labelling system.

Criteria for Importers

Importers dealing with RUGMARK-labelled carpets are expected to pay at least 1% of the import value of the carpets to RUGMARK. The money generated from the importers goes back to the producing countries to finance social programmes for former child workers and their families to ensure that the children and families are not drawn back into other forms of unacceptable work. The use of these funds is regularly reported on.

The Inspection System

Carpet exporters and loom owners in the producing countries can apply for a license from their corresponding RUGMARK foundation. They commit themselves in a signed and written agreement not to employ children under the age of 14 years and pay their adult employees at least the official minimum wage. Traditional family businesses must prove that their children who are helping in the production of carpets attend school regularly.

Exporters are obliged to reveal the identity of their suppliers to the local RUGMARK Foundation and all carpet factories are required to be registered with the national carpet export authorities. Currently, there are 16 full-time inspectors in India, four in Nepal and four in Pakistan to monitor licensees and applicants for the RUGMARK label. In addition, local NGOs monitor compliance with RUGMARK regulations. Any non-compliance with the regulations results in the withdrawal of the license.

If there is no child labour, the applicants receive a numbered license. Only licensed exporters are granted permission to affix the RUGMARK label to their current orders for carpets but not to their anonymous stock of goods. The labels are assigned and recorded by the responsible RUGMARK office and the licensee is required to provide it with a copy of an order immediately on receiving one. This enables RUGMARK to conduct unannounced inspections during the entire production process and a serial number on each label as well as an internal code in the RUGMARK database makes it possible to trace every carpet to the loom in which it has been produced.

It is very difficult to measure the success of the scheme. A working paper by Save the Children (SCF) prepared in 1996 had noted the following shortcomings with the RUGMARK approach:

- there are a small number of inspectors, insufficient to allow manufacturers who do not employ children to obtain certification;
- the monitoring system cannot provide an absolute guarantee that no children are employed;
- children in the most abusive situations are not reached, as the programme tends to attract socially responsible employers who only need to make minimal adjustments to comply with RUGMARK conditions;
- the coverage of RUGMARK is limited. For example, only 30% of the German market for hand-knotted carpets were certified as free from child labour
- very little is known about the effects of retrenchment on the former child workers.

(2) Corporate Codes of Conduct

Another reflection of the increasing importance of social considerations in daily business operations is the increasing prevalence of codes of conduct or ethics. Codes of conduct are commitments made by industry groups or individual companies to uphold certain labour standards in their own direct operations and in those of their subcontractors. Such codes (also frequently known as "codes of ethics") are principally aimed at international trading arrangements in which products for the developed world are produced in whole or in part in developing nations. Companies sometimes develop these codes in response to consumers who manifest their concern that companies based in developed countries may be producing goods in developing countries where inferior working conditions exist. Often companies adopt codes to project a positive image and protect their brand-name or reputation for quality. In addition, many companies use codes of conduct to improve conditions in the workplace.

Companies with codes of conduct or policies prohibiting the use of child labour in overseas production facilities use a variety of methods to define child labour. Some cite national law or international standards and some even require their suppliers to comply with minimum age requirements that are above the minimum age required by national law or international standards.

Some corporate codes of conduct are general in nature and cover issues of basic business ethics. Certain companies have gone beyond statements of general ethics and developed codes of conduct which specify the standards to be achieved and the methods of enforcement. Codes can either be limited to directly controlled activities, or be applied to contractors or subcontractors who do business with the company. Companies generally develop a name to identify their codes of conduct - such as "Global Sourcing Guidelines" (Levi Strauss) or "Code of Business Practices" (International Council of Toy Industries).

However, the most important developments today are not so much in the adoption of codes, but in their implementation by companies. Some use their quality control personnel to also act as social auditors while others are engaging outside agencies to monitor compliance. Still others ask their contractors to sign a contract certifying that they do not engage children and rely on the word of the contractor without further verification. Hence, there is an on-going debate on monitoring, which is still in its early stages. Companies may feel justified in terminating contracts with suppliers if evidence of child labour is found. However, this course of action may not always be in the best interests of the children, who will probably be forced into more hazardous forms of labour. Companies are, therefore, now considering how they can best work with suppliers to ensure continuous improvement, with termination of contracts only being seen as a last resort.

It also needs to be pointed out that there is no "one size fits all" code and companies adopt them according to their own circumstances and needs. Below are examples of different types of corporate codes which have been developed by well-known companies based in developed countries.

C&A

C&A, the well-known Dutch clothing company, has developed a "Code of Conduct for the Supply of Merchandise". Although C&A acknowledges that dealings with suppliers often take place in the context of cultures with a different set of norms and values, it considers that there are universally valid standards which should apply to the commercial activities of C&A.

C&A's code covers the following areas:

- › Supplier Relationships: C&A stipulates that supplier relationships should be based on long-term relationships of fair and honest dealings at

all times and in all ways. These guidelines are applicable for all working relationships, including for direct employees, subcontractors and other third parties;

- *Legal Aspects and Intellectual Property Rights:* C&A stipulates that there should be full compliance with national requirements at all times, and that the intellectual property rights of third parties should be respected;
- *Working Conditions:* The C&A code prohibits exploitation of child labour or any other vulnerable group. Workers must not be younger than the legal minimum age for working in any specific country and not less than 14 years, whichever is the greater. The code also stipulates that forced labour is not allowed, that wages and benefits must be fully comparable with local norms, and that there should be proper provision for health and safety;
- *Environmental Aspects:* C&A promises assistance to suppliers to help them meet joint obligations towards the environment;
- *Disclosure and Inspection:* The code makes provision for the full disclosure of working conditions and use of sub-contractors. All C&A suppliers are obliged to make their sub-contractors aware of, and comply with, the C&A Code of Conduct. In addition, its suppliers are required to authorise SOCAM, the auditing company appointed by C&A, to make unannounced inspections of any manufacturing facility at any time.
- *Monitoring:* C&A maintains information systems and on-site inspection facilities to ensure compliance with its code.
- *Sanctions:* If a supplier has breached the requirements set out in the Code either for C&A production or for any third party, it will not hesitate to end its business relationship with it, including the cancellation of outstanding orders.
- *Corrective Plans:* Where business has been suspended due to an infringement of the C&A Code of Conduct, the business relationship may only be re-established after a convincing Corrective Plan has been submitted by the supplier and approved by C&A.
- *Awareness & Training:* C&A takes necessary steps to ensure that its employees and suppliers are made fully aware of its standards and requirements. It also takes necessary action to promote full understanding and co-operation with the aims and objectives of its Code.

Charles Veillon, S.A.

Veillon is one of the leading mail-order catalogue companies of fashion apparel and home furnishings in Switzerland.

In a letter dated 14 November 1996 addressed to all its partners, Veillon outlined its child labour policy. Veillon set out the two major goals for its policy as the elimination of child labour and the creation of conditions enabling working children to acquire a basic education. In the initial stages of the project, Veillon discussed the policy with its buyers in order to ensure its implementation in a spirit of cooperation and partnership. In the second phase of the project, the independent experts responsible for monitoring met with each of the partners to explain the monitoring techniques to be followed. It was also stipulated that the monitors would provide advice where appropriate on solutions to the individual challenges which each supplier faces in eliminating child labour.

Veillon explained to its partners that the monitoring system would involve ongoing cooperation with an NGO able to guide and advise companies in the area of child labour. Veillon obliged any partner wishing to consolidate its commercial relationship with Veillon on a durable basis to respect the code of conduct and to agree to monitoring of compliance with the code.

In practical terms, Veillon stipulated that the independent experts responsible for monitoring must be able to:

- freely visit, with no restrictions whatsoever, all the premises considered necessary in the exercise of their mandate;
- hold an in-depth dialogue with the person or persons responsible for the company, so as to obtain the information needed for the monitoring of working conditions;
- speak freely to the persons of their own choice employed in the workshops, in the absence of any third parties, and with no pressure or subsequent retaliatory action against such persons;
- ensure that workers leave the production premises at the end of the day and that, if work continues at night, no children are employed during the night hours;
- ascertain whether any young adolescents who are employed receive a basic education.

In March 2000, Charles Veillon S.A. adopted a Code of Conduct similar to a code of conduct developed by the Clean Clothes Campaign (CCC), which was established in the Netherlands in 1990 and is an international network with the goal of improving working conditions in the garment industry worldwide. The Code of the CCC, adopted in 1998, is explicitly based on the core labour standards of the ILO. The adoption of the Code by Charles Veillon was followed by an agreement with the CCC to set up a pilot project, which was initiated in October 2000 and will run for a duration of 18 months, to study the feasibility of an independent monitoring model.

Walt Disney Company

The Walt Disney Company has developed a detailed Code of Conduct which stipulates that all manufacturers of its merchandise meet, *at a minimum*, a number of standards. Among these are:

- manufacturers will not use child labour, i.e., a person younger than 15 years (or 14 where local law allows) or, if higher, the local legal minimum age for employment or the age for completing compulsory education. they are also not allowed to use forced or involuntary labour, whether prison, bonded, indentured or otherwise.
- manufacturers will treat each employee with dignity and respect and will not use corporal punishment, threats of violence, or other forms of physical, sexual, psychological or verbal harassment or abuse.
- manufacturers will not discriminate in hiring and employment practices.
- manufacturers will respect the rights of employees to associate, organise and bargain collectively in a lawful and peaceful manner, without penalty or interference.
- manufacturers will provide employees with a safe and healthy workplace in compliance with all applicable law and regulations. Manufacturers will also ensure that the same standards of health and safety are applied in any housing that they provide for employees.
- manufacturers will, at a minimum, comply with all applicable wage and hour laws and regulations. Except under extraordinary business circumstances, they will not require employees to work more than the lesser of 48 hours and 12 hours overtime or the limits on regular and overtime allowed by local law or, where the local law does not limit the hours of work, the regular work week plus 12 hours overtime. In addition, except in extraordinary business circumstances, employees will be entitled to at least one day off in every seven-day period.
- Employees will be compensated for overtime hours at such premium rates as is legally required or, if there is no legally prescribed premium rate, at a rate at least equal to the regular hourly compensation rate. Where local industry standards are higher than applicable legal requirements, manufacturers are expected to meet the higher standards.
- manufacturers will authorise Disney and its designated agents (including third parties) to engage in monitoring practices to confirm compliance with the Code of Conduct, including unannounced on-site inspections of manufacturers' facilities and employer-provided housing; reviews of books and records relating to employment matters and private interviews with employees.

Reebok

Reebok, a major UK based sporting goods company, adopted a formal, world-wide code of conduct concerning the treatment of its workers in 1992. In developing its "Human Rights Production Standards," Reebok sought to use standards that are fair, that are appropriate to diverse cultures, and that encourage workers to take pride in their work. Reebok's Standards stipulate that it will not work with business partners that use child labour. The term "child" refers to a person who is less than 14 years of age, or younger than the age for completing compulsory education if that age is higher than 14. Reebok will use the higher standard in countries where the law includes in the definition of "child" individuals who are older than 14.

Reebok's Standards also declare that no one making Reebok products should be discriminated against or be forced to work excessive overtime without compensation, and call for fair compensation, freedom of association and a safe and healthy work environment. It further stipulates that Reebok will not work with business partners that use forced or other compulsory labour, including labour that is required as a means of political coercion or as punishment for holding or for peacefully expressing political views, in the manufacture of its products. Reebok will also not purchase materials that were produced by forced, prison or other compulsory labour and terminates business relationships with any sources found to utilise such labour. In addition, Reebok takes strong objection to the use of force to suppress any of its standards and takes any such action into account when evaluating facility compliance with the standards. Every factory producing Reebok products is also required to publicise and enforce a non-retaliation policy that permits factory workers to speak with Reebok staff without fear of retaliation by factory management.

Reebok's experience is that the incorporation of internationally recognised human rights standards into its business practice improves worker morale and results in a higher quality working environment and higher quality products. Reebok applies its Standards in the selection of its business partners and in its ongoing relationship with them and requires compliance with the standards by its contractors, sub-contractors, suppliers and other business partners. To ensure proper implementation of this policy Reebok seeks business partners that allow it to have full knowledge of the production facilities used and will undertake affirmative measures such as on-site inspection of production facilities to implement and monitor the standards.

Nike

Nike designs and markets products for sports and fitness consumers. Nike was the second in its industry to develop a Code of Conduct in January 1992, outlining certain minimum global standards that a factory would have to meet in order to do business with Nike. Since the original inception of Nike's

Code of Conduct, Nike has periodically revised the Code to take new standards into account, while devising a comprehensive and multi-layered monitoring programme to ensure that factories are in compliance with the standards in the Code. These programmes include routine inspections on an announced and unannounced basis, carried out by Nike’s internal compliance team, inspections and tests by outside health and safety specialists and financial audits as well as independent inspections conducted by the Fair Labour Association.

The current Code of Conduct includes provisions which stipulate that its manufacturing partners:

- do not employ any person below the age of 18 years to produce footwear and below the age of 16 years for apparel, accessories or equipment. Furthermore, where local standards are higher, no person under the minimum age will be employed. In addition, they are forbidden to use forced labour in any form – prison, indentured, bonded or otherwise.
- pay each employee at least the minimum wage or the prevailing industry wage, whichever is higher, and provide all legally mandated benefits.
- comply with legally mandated work hours, use overtime only when each employee is fully compensated according to local law, require no more than 60 hours of work per week, or complies with local limits if they are lower and provides one day off per week.
- have written health and safety guidelines, including those applying to employee residential facilities, where applicable, a factory safety committee and comply with Nike’s environmental, safety and health standards.
- maintain on file all documentation needed to demonstrate compliance with its Code of Conduct, agree to make them available for Nike or its designated auditor to inspect upon request and agree to submit to labour practices audits/inspections with or without prior notice.

Nike’s manufacturing partners are required to post the Code in all major workplaces in the local language and must endeavour to train workers on their rights and obligations as defined in it and local laws. Towards this end, it has launched training and education programmes for staff at all levels in the factory and Nike production employees to ensure that the Code of Conduct is understood and rigorously applied. In this regard, if, after training, education and consultation, it finds that factory management does not prevent practices that violate the Code of Conduct, Nike will, if required, impose fines, the proceeds of which must go to improving programmes for workers. In some cases, it will put the factory on formal probation, the end result of which could be termination of the business relationship.

(3) Industry Codes of Conduct

In an effort to ensure a harmonized standard and coordinated action within a specific industry, several industry associations in both developing and developed countries have adopted codes of conduct to which companies within the industry may subscribe. Four examples of industry-wide codes are provided below.

The World Federation of the Sporting Goods Industry

The World Federation of the Sporting Goods Industry (WFSGI) has made it a priority over the last few years to address child labour concerns. In August 1997, the WFSGI unveiled a model code of conduct which was developed over a period of 18 months by its internal Committee on Ethics and Fair Trade. In the light of developments in thinking and dialogue on international trade since 1997 as well as a result of further dialogue with external organisations, the WFSGI decided to revise its Code in 2000. The workplace provisions of this Code include the following:

- employers shall not use forced labour, whether in the form of prison, indentured labour, bonded or otherwise. No employee can be compelled to work through force, the threat of force, or intimidation of any form;
- no person shall be subject to any discrimination in employment;
- employers shall recognise and respect the rights of workers to join workers organisations and associations of their own choosing, and to bargaining collectively. Where the right to freedom of association and collective bargaining is restricted under law, the employer shall consider the development of parallel means for independent and free association and bargaining;
- in all cases, wages must equal or exceed the minimum wage or the prevailing industry wage, whichever is higher. In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at the premium rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding their regular hourly compensation rate;
- workers shall not be required, except in extraordinary circumstances, to work in excess of 60 hours per week, including overtime, or the local legal requirement, whichever is less. Workers shall be entitled to at least one day off for every seven day period;
- each employee will be provided all legally mandated benefits. These may include meals or meal subsidies; transportation or transportation subsidies; other cash allowances; health care; child care; emergency, pregnancy or sick leave; religious, or bereavement leave; and contributions for social security and other insurance, including life, health and employees compensation;

- no person shall be employed at an age younger than 15 years (or 14 years where the law of the country of manufacture allows), or younger than the age for completing compulsory education where such age is higher than 15;
- A safe and hygienic working environment shall be provided, and occupational health and safety practices which prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities shall be promoted. The factory must have safety and health policies and procedures that are clearly communicated to the workers. These should apply to employee residential facilities, where provided;

The WFSGI also encouraged its members to draw up their own specific codes of ethical conduct, building upon the above standards. Members were also encouraged to establish their own internal management systems to monitor the standards outlined in their own code of conduct and to implement action plans for continuous improvements in factory working conditions in their own operations and those who supply them. In addition, they were encouraged to have factories monitored by appropriately qualified external third party organisations.

In addition, members were asked to take steps to ensure compliance with these standards in their own operations and those who supply them. Where there are instances of non-compliance, whether found by internal or external monitors, members should ensure timely and reasonable remediation of such non-compliance and ensure that adequate steps are taken to prevent recurrence and/or occurrence in other factories.

The Toy Industry

The International Council of Toy Industries (ICTI), an association of toy trade associations from around the world, is committed to the operation of toy factories in a lawful, safe and healthy environment. The ICTI Code of Business Practice stipulates that no underage, forced or prison labour should be employed; that no one is denied a job because of gender, ethnic origin, affiliation or association; and that factories comply with laws protecting the environment. The provision of the ICTI Code of Business Practices pertaining to child labour states that "no one under the legal minimum age is employed in any stage of toy manufacturing and, if there is no legal minimum age, that a minimum age of 14 apply. Supply agreements with firms manufacturing on behalf of ICTI members must provide for adherence to these principles."

One of the ICTI's primary aims is to inform, educate and survey its members so that individual member companies can adhere to its Code of Business Practices. As an association, it also acts to encourage local and national governments to enforce wage and working time laws and factory health and safety laws.

ICTI member companies evaluate their own facilities as well as those of their contractors and subcontractors to ensure compliance with the Code. They must examine all books and records and conduct on-site inspections of the facilities themselves. An annual statement of compliance with this Code must be signed by an officer of each manufacturing company or contractor. The Code stipulates that contractors and subcontractors for the manufacture of toys should ensure that failure to comply with the Code constitutes a breach of contract for which the contract may be cancelled. Because of the great diversity in the kinds of toys manufactured and in the manufacturing methods used, as well as the wide range in factory sizes and numbers of employees, a methodology for evaluating compliance, an audit checklist and a corrective plan were developed in June 1998 in an effort to help manufacturers comply with the Code. The ICTI is now in the process of developing an "Audit Certification Programme", which is designed to develop, implement and achieve broad industry and public acceptance of a standardised toy manufacturer certification programme in the years to come.

The Fair Labor Association

On 14 April, 1997, the US apparel industry announced a significant step to improve working conditions in its factories. The "White House Apparel Industry Partnership" - a unique task force of apparel companies and NGOs - issued a Workplace Code of Conduct and Principles of Monitoring for the industry. The Partnership Code of Conduct formulates a set of standards for defining decent and humane working conditions. The areas covered by the Code include forced labour, child labour, harassment or abuse, non-discrimination, health and safety, freedom of association and collective bargaining, wages and benefits, hours of work, and overtime compensation. The provision on child labour stipulates that "no person shall be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15."

The Apparel Partnership also stipulates that any company which adopts the Workplace Code of Conduct shall comply with all applicable laws of the country of manufacture and that the higher standard should be applied in cases of discrepancy between the two. This same standard is equally required of all contractors and, in the case of a retailer, of its suppliers.

In November 1998, the parties reached an agreement to form a new non-profit entity, the Fair Labor Association (FLA). The FLA Charter Agreement, as it is known, lays an important foundation for the creation of a credible, independent monitoring system that holds companies publicly accountable for their labour practices as well as those of their principal contractors and suppliers around the world. The FLA accredits the independent monitors, certifies that companies are in compliance with its Workplace Code of Conduct,

which is the same as the one the AIP had, and serves as a source of information for the public.

The companies participating in the FLA, as on January 2001, were: Adidas-Salomon A.G., Eddie Bauer, GEAR for Sports, Levi Strauss & Co., Liz Claiborne Inc., Nike Inc., Patagonia, Phillips-Van Heusen Corporation and Reebok International. The approval of internal monitoring plans of the companies marks the first step in a two-stage process. These plans are then implemented by the companies and a report of their findings are submitted to the FLA. Additionally, 30% of the companies' facilities are subject to external verification that FLA standards are being met. Where less than the entire production of a company has been subjected to verification, it has also made a commitment, in accordance with the FLA Charter, to progressively include other product lines or brands in their plans in a timely manner.

The Principles of Monitoring are essentially identical to that of its forerunner, the Apparel Industry Partnership and places an obligation on companies to:

- establish clear standards and to formally convey them to company factories as well as to licensees, contractors and suppliers;
- inform company factories, contractors and suppliers about the workplace standards both orally and through the posting of standards in a prominent place;
- develop an information database to verify and quantify compliance with workplace standards;
- establish a programme to train company monitors;
- conduct periodic announced as well as unannounced visits and audits to verify compliance with the workplace standards;
- provide employees with an opportunity to report non-compliance through a secure communication channel;
- consult regularly with human rights, labour, religious or other leading local institutions;
- establish a means to work with company factories and contractors and suppliers to correct instances of non-compliance with the workplace standards.

The Principles of Monitoring also establish obligations for independent external monitors.

These include the following provisions:

- › clear, written criteria and guidelines for the evaluation of company compliance with the workplace standards should be formulated;
- › an independent review of written data obtained by the company to verify and quantify compliance with the workplace standards;
- › verification that company employees and employees of contractors and suppliers have been informed about the workplace standards;
- › a secure communications channel to enable employees of contractors and suppliers to report to the company on non-compliance with the workplace standards;
- › independent audits of an appropriate sampling of production and employee records (hours and wages) as well as of the operating practices of company factories, its contractors and suppliers;
- › periodic announced and unannounced visits, on a confidential basis, of an appropriate sampling of company factories and facilities of contractors and suppliers to survey compliance with the workplace standards;
- › confidential interviews, in a manner appropriate to the culture and situation, with a random sampling of company employees and employees of contractors and suppliers (in their local languages) to determine employee perspective on compliance with the workplace standards;
- › a mechanism to work with company factories, contractors and suppliers to correct instances of non-compliance with the workplace standards;
- › prepare an Evaluation Report on company compliance with the workplace standards.

Independent External Monitors are accredited for a period of two years from the date of their approval. Accreditation is renewable for successive two-year periods after review of compliance with the standards of independence and qualifications for Independent External Monitors. Currently, the Independent External Monitors are:

- › Coverco (the Commission for the Verification of Corporate Codes of Conduct), which is a non-profit consortium of individuals from Guatemalan civil society and various professions to provide independent code monitoring. Coverco is accredited to monitor the full FLA Code of Conduct in Guatemala.
- › Phulki, a Bangladesh-based NGO with a long track record in securing better working conditions, especially for women factory workers and slum children. Phulki is accredited to monitor all the FLA code elements in Bangladesh, except for Freedom of Association.

- › Verité, an US-based non-profit organisation is accredited to monitor the full Code of Conduct in 14 countries which include India, Sri Lanka, Mexico, China, Malaysia, Indonesia, Thailand and Turkey.

Confederation of Indian Industry

The Confederation of Indian Industry is currently developing a Child Labour Code, which would not only apply to its member companies but to their suppliers as well. The provisions of this code are:

- › All member companies should take measures to ensure that no children of 14 years or under are employed and no children should be in any form of employment that interferes with their educational, social or cultural development;
- › Member companies should ensure that their affiliate companies and vendors do not employ children. If, however, children have to work in these enterprises for economic reasons, it should be ensured that they are able to continue their education or, in the event that they are not doing so, made to attend school. In addition, the working children should be rehabilitated through the provision of alternative sources of income for the adult family members;
- › Member companies should ban the use of corporal punishment for child workers and prohibit the use of bonded or forced child labour;
- › Measures should be put in place to improve the working conditions of children as a transitional measure;
- › Member companies should ensure the provision of compulsory education up to the age of 14 years for the children of their employees and enforce it;
- › To improve the quality of education for primary school children, member companies should extend support to state-run primary schools; and
- › Member companies can assist local NGOs in running night schools for uneducated workers below the age of 18 years.

E. IOE VIEWS ON VOLUNTARY CODES OF CONDUCT AND LABELLING

Multinational companies have long acknowledged their responsibility for good business practices in such areas as environmental management, health and safety, employee relations, child labour and general ethical standards. Individual companies have developed their own codes of conduct in response to consumer groups and other stakeholders which demand that management visibly demonstrate its commitment to upholding high standards in countries of

operation. Implementation of these internal standards of conduct are frequently verified and assisted by audit or other compliance procedures with the results communicated to shareholders and the broader community.

Companies adopt Codes to fit their particular needs and circumstances and to reflect their particular philosophy and goals. The codes will, thus, vary from company to company and from region to region. A uniform, model Code of Conduct is neither possible nor desirable. What is important is the conduct of the company, not the content of the code. Companies with codes are not necessarily “better” than those without codes.

Given the pressure on employers, it is likely that national employers' organisations may at some point be approached by their individual members for assistance in developing codes. Employers' organisations which become involved in the process of developing codes could usefully take the following steps:

- *undertake a survey of what codes on child labour exist in the country;*
- *prepare a study of existing codes in order to standardize industry strategies;*
- *provide assistance (to members) in the drafting of voluntary codes, (which reflect what the company is able to realistically deliver);*
- *provide assistance in the implementation of verification procedures;*
- *organize training courses for concerned parties in the implementation of these codes.*

Although the IOE does not object to truly voluntary codes of conduct and labelling schemes, it has made clear its opposition to officially sponsored, endorsed or promoted “voluntary” schemes which border on official boycotts. Such measures risk trade distortion, and violate the spirit and possibly the letter of the rules of an open trading system. The IOE is opposed to the imposition of monitoring by an outside party of individual company compliance with a voluntary code of conduct (this does not apply to cases where a firm or organisation is voluntarily retained by a company or group of companies for the purpose of helping attain the goals or benchmarks of the code).

While the intention of voluntary codes of conduct is laudable, such initiatives are often limited in their ability to address the root causes of child labour. This is due not only to their very general nature, but also to the difficulties encountered in their implementation and in the monitoring of their provisions. Corporate codes of conduct, whether they be broad codes of ethics or issue-specific codes focusing on child labour, generally do not reach the children who are working in the informal sector in the most hazardous conditions. However, through supply chains, the issue of child labour is now being addressed by many businesses which, without codes of their own, are being commercially required to conform to any code of a company for which they are a supplier.

THE IOE POSITION ON CODES OF CONDUCT

- Private companies play an indispensable role in providing employment, generating wealth and raising the overall standard of living in the countries in which they operate. The IOE and its member organisations support the many private, voluntary initiatives by companies and associations that meet community needs and sustain good working conditions and thus social development. Codes of conduct are one form of the many examples of good practice which exist in the area of social initiatives.
- A Code of Conduct is an operational statement of policy, values or principles that guides a company's behaviour in relation to the development of its human resources, environmental management and interaction with customers, clients, governments and the communities in which the company operates.
- Companies assume their social responsibility in many ways. However, governments cannot transfer responsibility for implementing and enforcement of minimum employment conditions by expecting or demanding companies to engage in voluntary social initiatives.
- Companies and their organisations are free to choose or not to choose to develop, implement, adopt, publicise and monitor a code. They are also free to decide whether or not to develop a code within the company itself or in conjunction with any third party.
- Companies adopt codes to fit their particular needs and circumstances and to reflect their particular philosophy and goals. The codes will, thus, vary from company to company and from region to region. A uniform model code is neither possible nor desirable. What is important is company behaviour not the content of any published code. Companies with codes are not necessarily better than those without codes.
- The company should determine monitoring and verification of, and company compliance with, a code. Any imposition of third party monitoring of corporate behaviour is not acceptable. Companies may voluntarily choose to accept third party independent monitoring, or internal monitoring in a manner that management regards appropriate.
- Companies regardless of where they are located are more and more involved in a web of customer and client, contracting and sub-contracting relationships. All companies should be aware that they may be criticised for any substandard or illegal practices carried out by their suppliers, contractors or sub-contractors. However, although in certain cases they may have an influence, companies cannot be held responsible for the labour and social practices of any party in their supply chain. The utmost a code can do is to assist a company to work with suppliers and to help them improve their working conditions.

The IOE also has the following technical misgivings with regard to labelling campaigns:

Labelling schemes simplify and do not go to the heart of the child labour problem because they address only the small fraction of child labour employed in the production of consumer goods for the export market. There is a strong likelihood that child labourers, when successfully removed from the export factories, will only be transferred to production for the domestic market, where conditions are generally less favourable than in export production;

By appealing to the "feel good" sensibilities of the consumer and the competitive drive of companies which may abuse labelling to gain market share, labelling campaigns become a "quick fix" to the child labour problem. While pushing the problem away from the company, this approach often fails to provide alternatives such as educational opportunities and family income support, without which severe damage can be inflicted on the children and their families;

"No child labour" label is no guarantee that child labour has not been used in manufacturing. By their very nature, labels are difficult to control and are subject to corrupt manipulation and counterfeiting. Furthermore, since child labour is only utilized in a small proportion of the export production of specific products in certain countries, it will be very difficult to distinguish between what constitutes "clean" and "dirty" goods. Labelling and other forms of trade restrictions may in many situations punish producers who are not employing child workers.

The IOE takes the view that employers can more effectively make a positive contribution towards international efforts to eliminate child labour by joining forces with broad national-based coalitions to raise awareness and to provide long-term solutions for working children and their families. To the extent that business regulates itself, develops and implements best practices, and cooperates with the business community in other parts of the world, the pressure exerted by outside groups may be tempered. The IOE will continue to work closely with the ILO's Bureau for Employers' Activities and the International Programme on the Elimination of Child Labour (IPEC) to identify best practices of employers in the area of child labour and to provide technical assistance for effective employer action programmes which attack the problem at its roots.

V. KEY LESSONS LEARNED

The examples of employer action provided in this manual represent a wide range of action, from broad initiatives aimed at raising the awareness of the problem of child labour within the business community and society at large, to very specific action focusing on a particular industry or sector. The combination of actions which employers and their organisations take against child labour depends very much upon the resources and staff which they devote to this and to related issues as well as the extent to which the problem affects them directly. For example, where employers and their organisations have encountered criticism for the use of child labour in a particular sector, there seems to be a greater motivation to devote significant time and resources to address the problem effectively in order to avoid further negative consequences for business development.

The first chapter of this IOE handbook provides reasons why employers should be involved in national and international efforts to combat child labour from the perspective of long-term economic and business development. It is true that the vast majority of working children are in the informal sectors and are consequently extremely difficult to reach. In the past this has been a major reason why most employer action on child labour has focused on the export sector, which is, in fact, a very small percentage of the problem (some estimates put the number of children working in the production of goods for export at 5%). In spite of this challenge, the examples highlighted in the preceding chapters illustrate that employers are successfully involved in positive and innovative programmes to reach even the most difficult target groups.

A general point to keep in mind when tackling a complex problem like child labour is that ***action usually starts where groups in society are already mobilized***. While the global problem of working children will never be solved unless credible alternative solutions are found for those working in the informal sector, the diverse actions of employers' organisations representing the formal sector are nevertheless a crucial starting point.

The examples provided in this report have shown that, where central and sectoral employers' organisations are active players in local and national initiatives to combat child labour, they have been instrumental in raising society's awareness of the problem and have made valuable contributions to broad social alliances to provide long-term solutions. Over the long-term, their actions will make a positive difference for the children toiling today in hazardous and exploitative working conditions in both the formal and the informal sectors.

The first key lesson learned from the above examples and the many which were not included in this report is that it makes better financial and business sense for employers and their organisations to ***be involved in the***

issue of child labour proactively rather than reactively. While programmes which aim at the removal and rehabilitation of child labourers are often crucial - particularly in situations where children are working in hazardous and exploitative situations - they are at the same time extremely costly, complex and tend to attack the symptoms of the problem rather than its roots. For this reason, employers and their organisations should not wait until they are pressured by outside groups to assess the child labour situation in their own industries. Instead, they should identify and enlist the support of other partners - governments, international and national organisations - with whom they can work together to evaluate how best to collaborate and to prevent child labour problems in the future. It is important, in this respect, to note that, through their central employers' organisations, companies and sectoral organisations can directly approach the ILO's International Programme on the Elimination of Child Labour (IPEC) for assistance in the area of policy development and action implementation.

A second key lesson learned is the ***importance of building effective alliances.*** No concerned member of civil society can hope to fulfil all the possible functions necessary to effectively curb and progressively eliminate child labour on a global scale. Because of their influential contacts in society, employers' organisations have a comparative advantage in the areas of public advocacy and policy development. Non-governmental organisations, which are generally issue specific, have a comparative advantage in the areas of technical design of social support programmes. For their part, trade unions have a comparative advantage in raising social awareness of the issue. All of the examples of successful employer initiatives presented above were implemented through a broad coalition of actors working together. It is recommended therefore that companies and employers' organisations involve other like-minded partners in the design and implementation of any action to combat child labour.

The third key lesson learned is the ***importance of prioritizing action.*** There is now a much greater awareness of the scope and magnitude of child labour than ever before. The total eradication of this problem will demand significant resources and concentrated action over the foreseeable future. This, however, should not be used as an excuse for apathy. The role of employers and their organisations is crucial in identifying industries and/or sectors that pose the greatest risks to working children. Employers played an active role in the adoption of the new ILO Convention on the Worst Forms of Child Labour (No. 182) and its accompanying Recommendation (No. 190), which will serve as the cornerstone of international efforts to eliminate child labour, beginning with its most intolerable forms. They should, therefore, work towards the early ratification of the Convention by their governments as well as develop policies and programmes targeted at the removal of children from the worst forms of work and their rehabilitation as the first step in the total elimination of all forms of child labour.

Although much has already been achieved by raising awareness of the threats posed by child labour, there remains a long way to go. Optimistically, one of the most striking developments in the last decade and a half is the emergence of a worldwide movement against child labour. This initiative is reflected in the remarkable changes in attitudes and perceptions, as well as in the number and range of actors involved in the cause of children and child workers. Employers have a key role to play especially in combating the most intolerable forms of child labour which still persist on a global scale. The IOE stands ready to assist employers as they join forces with a growing international movement seeking a brighter future for children worldwide.

IOE GENERAL COUNCIL RESOLUTION ON CHILD LABOUR

The General Council of the International Organisation of Employers,

Having met in Geneva on 3 June 1996 for its 73rd ordinary session,
Considering that one of the most disturbing aspects of poverty is the necessity for poor families to rely on the labour of their children,
Considering that, although the problem is complex and requires long-term action for its prevention and progressive elimination, its most intolerable aspects - namely the employment of children in slave-like and bonded conditions and in dangerous work - must be abolished immediately and unconditionally,
Concerned that children without education are denied opportunities to develop their full potential and can constrain the social and economic development of their countries,
Aware that the long-term solution to the problem lies in sustained economic growth leading to social progress, in particular poverty alleviation and universal education,
Noting that, although the solution to the problem requires the active and coordinated involvement of society as a whole, with government playing a critical role through its development plans and special education programmes, the business community has a significant contribution to make,
Noting that, while enterprises and business organisations, along with other groups in society, are concerned about child labour and have adopted policies and taken action to improve the situation of working children, further concerted action is required,
Recognizing that the positive actions taken by employers have not been adequately acknowledged and in some cases employers have been subject to unfair accusations,
Noting that simplistic solutions, which can merely throw children out of work without providing alternative means of livelihood for them and their families, often put the children concerned in a worse situation,
Further concerned that attempts to link the issue of working children with international trade and to use it to impose trade sanctions on countries where the problem of child labour exists are counterproductive and jeopardize the welfare of children,

Resolves this 3rd day of June 1996 to:

- Raise awareness of the human cost of child labour as well as its negative economic and social consequences.
- Put an immediate end to slave-like, bonded and dangerous forms of child labour while developing formal policies with a view to its eventual elimination in all sectors.
- Translate child labour policies into action plans at the international, national, industry and enterprise levels.
- Implement the plans, taking care to ensure that the situation of the children and their families is improved as a result.
- Support activities targeted at working children and their families, such as the establishment of day care centres, schools and training facilities, including training of teachers, and initiate such activities wherever possible.
- Encourage and work with local and national government authorities to develop and implement effective policies designed to eliminate child labour.
- Promote access to basic education and primary health care, which are crucial to the success of any effort to eliminate child labour.
- Call on the IOE Executive Committee to:
 - a. Create a database on companies and organisations active in combating child labour.
 - b. Develop and distribute an Employer Handbook addressing child labour.
 - c. Receive periodic reports from the IOE membership on their initiatives and other developments in the area of child labour.
 - d. Report to the General Council on an annual basis as to work being done in combating child labour.

ILO MINIMUM AGE CONVENTION (No. 138)

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fifty-eighth Session on 6 June 1973, and

Having decided upon the adoption of certain proposals with regard to minimum age for admission to employment, which is the fourth item on the agenda of the session, and

Noting the terms of the Minimum Age (Industry) Convention, 1919, the Minimum Age (Sea) Convention, 1920, the Minimum Age (Agriculture) Convention, 1921, the Minimum Age (Trimmers and Stokers) Convention, 1921, the Minimum Age (Non-Industrial Employment) Convention, 1932, the Minimum Age (Sea) Convention (Revised), 1936, the Minimum Age (Industry) Convention (Revised), 1937, the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937, the Minimum Age (Fishermen) Convention, 1959, and the Minimum Age (Underground Work) Convention, 1965, and

Considering that the time has come to establish a general instrument on the subject, which would gradually replace the existing ones applicable to limited economic sectors, with a view to achieving the total abolition of child labour, and

Having determined that these proposals shall take the form of an international Convention, adopts this twenty-sixth day of June of the year one thousand nine hundred and seventy-three the following Convention, which may be cited as the Minimum Age Convention, 1973:

Article 1

Each Member for which this Convention is in force undertakes to pursue a national policy designed to ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment or work to a level consistent with the fullest physical and mental development of young persons.

Article 2

1. Each Member which ratifies this Convention shall specify, in a declaration appended to its ratification, a minimum age for admission to employment or work within its territory and on means of transport registered in its territory; subject to Articles 4 to 8 of this Convention, no one under that age shall be admitted to employment or work in any occupation.

2. Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office, by further declarations, that it specifies a minimum age higher than that previously specified.

3. The minimum age specified in pursuance of paragraph 1 of this Article shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.

4. Notwithstanding the provisions of paragraph 3 of this Article, a Member whose economy and educational facilities are insufficiently developed may, after consultation with the organisations of employers and workers concerned, where such exist, initially specify a minimum age of 14 years.

5. Each Member which has specified a minimum age of 14 years in pursuance of the provisions of the preceding paragraph shall include in its reports on the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization a statement—

- (a) that its reason for doing so subsists; or
- (b) that it renounces its right to avail itself of the provisions in question as from a stated date.

Article 3

1. The minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or morals of young persons shall not be less than 18 years.

Appendix II

2. The types of employment or work to which paragraph 1 of this Article applies shall be determined by national laws or regulations or by the competent authority, after consultation with the organisations of employers and workers concerned, where such exist.

3. Notwithstanding the provisions of paragraph 1 of this Article, national laws or regulations or the competent authority may, after consultation with the organisations of employers and workers concerned, where such exist, authorise employment or work as from the age of 16 years on condition that the health, safety and morals of the young persons concerned are fully protected and that the young persons have received adequate specific instruction or vocational training in the relevant branch of activity.

Article 4

1. In so far as necessary, the competent authority, after consultation with the organisations of employers and workers concerned, where such exist, may exclude from the application of this Convention limited categories of employment or work in respect of which special and substantial problems of application arise.

2. Each Member which ratifies this Convention shall list in its first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organization any categories which may have been excluded in pursuance of paragraph 1 of this Article, giving the reasons for such exclusion, and shall state in subsequent reports the position of its law and practice in respect of the categories excluded and the extent to which effect has been given or is proposed to be given to the Convention in respect of such categories.

3. Employment or work covered by Article 3 of this Convention shall not be excluded from the application of the Convention in pursuance of this Article.

Article 5

1. A Member whose economy and administrative facilities are insufficiently developed may, after consultation with the organisations of employers and workers concerned, where such exist, initially limit the scope of application of this Convention.

2. Each Member which avails itself of the provisions of paragraph 1 of this Article shall specify, in a declaration appended to its ratification, the branches of economic activity or types of undertakings to which it will apply the provisions of the Convention.

3. The provisions of the Convention shall be applicable as a minimum to the following: mining and quarrying; manufacturing; construction; electricity, gas and water; sanitary services; transport, storage and communication; and plantations and other agricultural undertakings mainly producing for commercial purposes, but excluding family and small-scale holdings producing for local consumption and not regularly employing hired workers.

4. Any Member which has limited the scope of application of this Convention in pursuance of this Article —

- (a) shall indicate in its reports under article 22 of the Constitution of the International Labour Organization the general position as regards the employment or work of young persons and children in the branches of activity which are excluded from the scope of application of this Convention and any progress which may have been made towards wider application of the provisions of the Convention;
- (b) may at any time formally extend the scope of application by a declaration addressed to the Director-General of the International Labour Office.

Article 6

This Convention does not apply to work done by children and young persons in schools for general, vocational or technical education or in other training institutions, or to work done by persons at least 14 years of age in undertakings, where such work is carried out in accordance with conditions prescribed by the competent authority, after consultation with the organisations of employers and workers concerned, where such exist, and is an integral part of —

- (a) a course of education or training for which a school or training institution is primarily responsible;
- (b) a programme of training mainly or entirely in an undertaking, which programme has been approved by the competent authority; or
- (c) a programme of guidance or orientation designed to facilitate the choice of an occupation or of a line of training.

Article 7

1. National laws or regulations may permit the employment or work of persons 13 to 15 years of age on light work which is —

- (a) not likely to be harmful to their health or development; and
- (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received.

2. National laws or regulations may also permit the employment or work of persons who are at least 15 years of age but have not yet completed their compulsory schooling on work which meets the requirements set forth in subparagraphs (a) and (b) of paragraph 1 of this Article.

3. The competent authority shall determine the activities in which employment or work may be permitted under paragraphs 1 and 2 of this Article and shall prescribe the number of hours during which and the conditions in which such employment or work may be undertaken.

4. Notwithstanding the provisions of paragraphs 1 and 2 of this Article, a Member which has availed itself of the provisions of paragraph 4 of Article 2 may, for as long as it continues to do so, substitute the ages 12 and 14 for the ages 13 and 15 in paragraph 1 and the age 14 for the age 15 in paragraph 2 of this Article.

Article 8

1. After consultation with the organisations of employers and workers concerned, where such exist, the competent authority may, by permits granted in individual cases, allow exceptions to the prohibition of employment or work provided for in Article 2 of this Convention, for such purposes as participation in artistic performances.

2. Permits so granted shall limit the number of hours during which and prescribe the conditions in which employment or work is allowed.

Article 9

1. All necessary measures, including the provision of appropriate penalties, shall be taken by the competent authority to ensure the effective enforcement of the provisions of this Convention.

2. National laws or regulations or the competent authority shall define the persons responsible for compliance with the provisions giving effect to the Convention.

3. National laws or regulations or the competent authority shall prescribe the registers or other documents which shall be kept and made available by the employer; such registers or documents shall contain the names and ages or dates of birth, duly certified wherever possible, of persons whom he employs or who work for him and who are less than 18 years of age.

Article 10

1. This Convention revises, on the terms set forth in this Article, the Minimum Age (Industry) Convention, 1919, the Minimum Age (Sea) Convention, 1920, the Minimum Age (Agriculture) Convention, 1921, the Minimum Age (Trimmers and Stokers) Convention, 1921, the Minimum Age (Non-Industrial Employment) Convention, 1932, the Minimum Age (Sea) Convention (Revised), 1936, the Minimum Age (Industry) Convention (Revised), 1937, the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937, the Minimum Age (Fishermen) Convention, 1959, and the Minimum Age (Underground Work) Convention, 1965.

Appendix II

2. The coming into force of this Convention shall not close the Minimum Age (Sea) Convention (Revised), 1936, the Minimum Age (Industry) Convention (Revised), 1937, the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937, the Minimum Age (Fishermen) Convention, 1959, or the Minimum Age (Underground Work) Convention, 1965, to further ratification.

3. The Minimum Age (Industry) Convention, 1919, the Minimum Age (Sea) Convention, 1920, the Minimum Age (Agriculture) Convention, 1921, and the Minimum Age (Trimmers and Stokers) Convention, 1921, shall be closed to further ratification when all the parties thereto have consented to such closing by ratification of this Convention or by a declaration communicated to the Director-General of the International Labour Office.

4. When the obligations of this Convention are accepted —

- (a) by a Member which is a party to the Minimum Age (Industry) Convention (Revised), 1937, and a minimum age of not less than 15 years is specified in pursuance of Article 2 of this Convention, this shall *ipso jure* involve the immediate denunciation of that Convention,
- (b) in respect of non-industrial employment as defined in the Minimum Age (Non-Industrial Employment) Convention, 1932, by a Member which is a party to that Convention, this shall *ipso jure* involve the immediate denunciation of that Convention,
- (c) in respect of non-industrial employment as defined in the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937, by a Member which is a party to that Convention, and a minimum age of not less than 15 years is specified in pursuance of Article 2 of this Convention, this shall *ipso jure* involve the immediate denunciation of that Convention,
- (d) in respect of maritime employment, by a Member which is a party to the Minimum Age (Sea) Convention (Revised), 1936, and a minimum age of not less than 15 years is specified in pursuance of Article 2 of this Convention or the Member specifies that Article 3 of this Convention applies to maritime employment, this shall *ipso jure* involve the immediate denunciation of that Convention,
- (e) in respect of employment in maritime fishing, by a Member which is a party to the Minimum Age (Fishermen) Convention, 1959, and a minimum age of not less than 15 years is specified in pursuance of Article 2 of this Convention or the Member specifies that Article 3 of this Convention applies to employment in maritime fishing, this shall *ipso jure* involve the immediate denunciation of that Convention,
- (f) by a Member which is a party to the Minimum Age (Underground Work) Convention, 1965, and a minimum age of not less than the age specified in pursuance of that Convention is specified in pursuance of Article 2 of this Convention or the Member specifies that such an age applies to employment underground in mines in virtue of Article 3 of this Convention, this shall *ipso jure* involve the immediate denunciation of that Convention, if and when this Convention shall have come into force.

5. Acceptance of the obligations of this Convention —

- (a) shall involve the denunciation of the Minimum Age (Industry) Convention, 1919, in accordance with Article 12 thereof,
- (b) in respect of agriculture shall involve the denunciation of the Minimum Age (Agriculture) Convention, 1921, in accordance with Article 9 thereof,
- (c) in respect of maritime employment shall involve the denunciation of the Minimum Age (Sea) Convention, 1920, in accordance with Article 10 thereof, and of the Minimum Age (Trimmers and Stokers) Convention, 1921, in accordance with Article 12 thereof, if and when this Convention shall have come into force.

Article 11

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 12

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 13

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 14

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.

2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 15

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 16

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 17

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides —

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 13 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

ILO CONVENTION ON THE WORST FORMS OF CHILD LABOUR (NO. 182)

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 87th Session on 1 June 1999, and

Considering the need to adopt new instruments for the prohibition and elimination of the worst forms of child labour, as the main priority for national and international action, including international cooperation and assistance, to complement the Convention and the Recommendation concerning Minimum Age for Admission to Employment, 1973, which remain fundamental instruments on child labour, and

Considering that the effective elimination of the worst forms of child labour requires immediate and comprehensive action, taking into account the importance of free basic education and the need to remove the children concerned from all such work and to provide for their rehabilitation and social integration while addressing the needs of their families, and

Recalling the resolution concerning the elimination of child labour adopted by the International Labour Conference at its 83rd Session in 1996, and

Recognizing that child labour is to a great extent caused by poverty and that the long-term solution lies in sustained economic growth leading to social progress, in particular poverty alleviation and universal education, and

Recalling the Convention on the Rights of the Child adopted by the United Nations General Assembly on 20 November 1989, and

Recalling the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted by the International Labour Conference at its 86th Session in 1998, and

Recalling that some of the worst forms of child labour are covered by other international instruments, in particular the Forced Labour Convention, 1930, and the United Nations Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, 1956, and

Having decided upon the adoption of certain proposals with regard to child labour, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention; adopts this seventeenth day of June of the year one thousand nine hundred and ninety-nine the following Convention, which may be cited as the Worst Forms of Child Labour Convention, 1999.

Article 1

Each Member which ratifies this Convention shall take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency.

Article 2

For the purposes of this Convention, the term *child* shall apply to all persons under the age of 18.

Appendix III

Article 3

For the purposes of this Convention, the term *the worst forms of child labour* comprises:

- (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 for 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.

Article 4

1. The types of work referred to under Article 3(d) shall be determined by national laws or regulations or by the competent authority, after consultation with the organizations of employers and workers concerned, taking into consideration relevant international standards, in particular Paragraphs 3 and 4 of the Worst Forms of Child Labour Recommendation, 1999.
2. The competent authority, after consultation with the organizations of employers and workers concerned, shall identify where the types of work so determined exist.
3. The list of the types of work determined under paragraph 1 of this Article shall be periodically examined and revised as necessary, in consultation with the organizations of employers and workers concerned.

Article 5

Each Member shall, after consultation with employers' and workers' organizations, establish or designate appropriate mechanisms to monitor the implementation of the provisions giving effect to this Convention.

Article 6

1. Each Member shall design and implement programmes of action to eliminate as a priority the worst forms of child labour.
2. Such programmes of action shall be designed and implemented in consultation with relevant government institutions and employers' and workers' organizations, taking into consideration the views of other concerned groups as appropriate.

Article 7

1. Each Member shall take all necessary measures to ensure the effective implementation and enforcement of the provisions giving effect to this Convention including the provision and application of penal sanctions or, as appropriate, other sanctions.
2. Each Member shall, taking into account the importance of education in eliminating child labour, take effective and time-bound measures to:
 - (a) prevent the engagement of children in the worst forms of child labour;

(b) provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration;

(c) ensure access to free basic education, and, wherever possible and appropriate, vocational training, for all children removed from the worst forms of child labour;

(d) identify and reach out to children at special risk; and

(e) take account of the special situation of girls.

3. Each Member shall designate the competent authority responsible for the implementation of the provisions giving effect to this Convention.

Article 8

Members shall take appropriate steps to assist one another in giving effect to the provisions of this Convention through enhanced international cooperation and/or assistance including support for social and economic development, poverty eradication programmes and universal education.

Article 9

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 10

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.

2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

Article 11

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 12

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and acts of denunciation communicated by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention shall come into force.

Appendix III

Article 13

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications and acts of denunciation registered by the Director-General in accordance with the provisions of the preceding Articles.

Article 14

At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 15

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides --

(a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 11 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 16

The English and French versions of the text of this Convention are equally authoritative.

LIST OF IPEC COUNTRIES

The following countries have signed a Memorandum of Understanding (MOU) with the ILO and are considered to be “Participating Countries”:

Since 1992: *Brazil, India, Indonesia, Kenya, Thailand, Turkey*

Since 1994: *Bangladesh, Nepal, Pakistan, Philippines, Tanzania*

Since 1996: *Argentina, Bolivia, Chile, Costa Rica, Egypt, El Salvador, Guatemala, Nicaragua, Panama, Peru, Sri Lanka, Venezuela*

Since 1997: *Benin, Cambodia, Dominican Republic, Ecuador, Honduras, Senegal, South Africa.*

Since 1998: *Madagascar, Mali, Uganda, Paraguay*

Since 1999: *Albania, Burkina Faso, Mongolia, Haiti*

Since 2000: *Belize, Ghana, Jamaica, Jordan, Laos, Lebanon, Morocco, Niger, Nigeria, Romania, Togo, Yemen, Zambia.*

Associated Countries

Africa: *Burundi, Cameroon, Congo, Democratic Republic of Congo, Ethiopia, Gabon, Ivory Coast, Malawi, Namibia, Rwanda, Zimbabwe*

Arab States: *Syria, Westbank and Gaza*

Asia: *China, Vietnam*

Europe: *Bulgaria, Georgia, Kyrgyzstan, Russia, Ukraine*

Latin America

& Caribbean: *Colombia, Mexico, Uruguay*

Contact Information for IPEC headquarters in Geneva:

International Programme on the Elimination of Child Labour (IPEC)

International Labour Office

CH-1211, Geneva 22, Switzerland

Telephone: 41.22.799.8181

Fax: 41.22.799.8771

e-mail: ipec@ilo.org

<http://www.ilo.org/public/english/standards/ipec/index.htm>

EMPLOYERS' FEDERATIONS WITH CHILD LABOUR PROGRAMMES**ASIA**

BANGLADESH	<i>Bangladesh Employers' Association (BEA)</i>
INDIA	<i>All Indian Organisation of Employers (AIOE)</i>
INDONESIA	<i>Employers' Association of Indonesia (APINDO)</i>
NEPAL	<i>Federation of Nepalese Chambers of Commerce and Industry-Employers Council (FNCCI-EC)</i>
PAKISTAN	<i>Employers' Federation of Pakistan (EFP)</i>
PHILIPPINES	<i>Employers' Confederation of the Philippines (ECOP)</i>
SRI LANKA	<i>Employers' Federation of Ceylon (EFC)</i>
THAILAND	<i>Employers' Confederation of Thailand (ECOT)</i>

EUROPE

TURKEY	<i>Turkish Confederation of Employer Associations (TISK)</i>
--------	--

AFRICA

EGYPT	<i>Federation of Egyptian Industries (FEI)</i>
GHANA	<i>Ghana Employers' Association (GEA)</i>
KENYA	<i>Federation of Kenya Employers (FKE)</i>
SENEGAL	<i>Conseil National du Patronat du Senegal (CNP)</i>
TANZANIA	<i>Association of Tanzania Employers (ATE)</i>
UGANDA	<i>Federation of Uganda Employers (FUE)</i>
ZIMBABWE	<i>Employers' Confederation of Zimbabwe (EMCOZ)</i>

AMERICA

BOLIVIA	<i>Confederación de Empresarios Privados de Bolivia (CEPB)</i>
BRAZIL	<i>Confederação Nacional da Indústria (CNI)</i>
CHILE	<i>Confederación de la Producción y del Comercio</i>
COLOMBIA	<i>Asociación Nacional de Industriales (ANDI)</i>
COSTA RICA	<i>Unión Costarricense de Cámaras y Asociaciones de la Empresa Privada (UCCAEP)</i>
GUATEMALA	<i>Comité Coordinador de Asociaciones Agrícolas, Comerciales, Industriales y Financieras (CACIF)</i>
PANAMA	<i>Consejo Nacional de la Empresa Privada (CONEP)</i>
PERU	<i>Confederación Nacional de Instituciones Empresariales Privadas (CONFIEP)</i>

