



International
Training
Centre

International
Programme on
the Elimination
of Child Labour
(IPEC)

A900765

How to address child labour in the supply chain in a responsible way? (Experiences and practices of child labour monitoring)



Turin, from 4th-8th September 2006



Child labour • Open courses • 2006

Justification

According to ILO estimates there are some 317.4 million children aged 5 to 17 engaged in some form of economic activity in the world (2004), including 190.7 million in the age group from 5 to 14 years. "Economic activity" encompasses most productive activities of children: it includes both work that is permissible under the ILO child labour Conventions and that is not. "Child labour", however, is a narrower concept: it excludes the activities of children 12 years and older who are working only a few hours a week in permitted light work and those of children 15 years and above whose work is not classified as "hazardous". ILO action targets the elimination of child labour as defined in the ILO Minimum Age Convention, 1973 (No. 138) and the ILO Worst Forms of Child Labour Convention, 1999 (No. 182) and not all economic activities of children. The same ILO-IPEC's research identified an estimated: 217.7 million children in child labour aged 5 to 17 years, of which 165.8 million were below the age of 15 and 107.6 million below the age of 12; and 126.3 million child labourers working in hazardous situations or conditions of which 74.3 million children were below 15 years of age.

The problem of Child labour is immense. Its elimination requires the concerted effort of a number of key players (governments, international organizations, employers and their organizations, trade unions, NGOs, local communities, the children themselves and their parents). In the most successful instances, these "actors" collaborate together in designing and/or carrying out sustained, long-term and comprehensive approaches to combating the problem.

The ILO, through the Decent Work Agenda is contributing to the fight against child labour. With the increase of awareness both within countries and in the international community, many companies have joined the ILO in this fight. The contribution from enterprises is clear. They are central to society creating jobs and incomes, upgrading skills, developing and adapting technology; they are fundamental to the achievement of the overall goal of decent work for all. Today, every institution in society is being questioned with respect to the values it represents and what it contributes. The demand for social accountability is clearly on the rise. In general, the media, consumers, investors, governments and trade unions are becoming increasingly vocal in their questioning of the conditions under which goods are manufactured. Enterprises are also subject to the same scrutiny as other institutions. Many companies are responding to this dynamic by coming up with corporate social responsibility (CSR) policies to prevent abuses. These flexible initiatives that normally go beyond legal requirements are mostly voluntary in nature and are aimed at producing an overall positive impact on society (economic, social and/or environmental). In this context, CSR is crystallizing as an opportunity for companies to demonstrate how they share and promote societal values while doing good business. CSR is thus an important way in which enterprises can secure their own future and contribute to the realization of decent work.

Child labour does not occur in isolation from the global production systems and the process of globalization and international trade. Many economic sectors where child labour can be found are part of global supply chains which link firms and production sites of all types across countries linking global to local economies and impacting on formal and informal economies alike.

Many of the recent bilateral and regional free trade agreements involve clauses that make references to core labour standards including child labour.

During the 1990s there has been an emerging tendency, to test complementary regulatory approaches, that centres on multi stakeholder initiatives (MSIs) and public-private partnerships (PPPs), which are supported by various social auditing, certification, monitoring and reporting mechanisms that typically are concentrated on reputation sensitive export oriented economic sectors.

As one of the numerous means of addressing child labour, the ILO, through its International Programme on the Elimination of Child Labour (IPEC) has put at work the Child Labour Monitoring (CLM) concept. The overall objective of CLM is to ensure that as a consequence of regular and repeated direct observations children and young legally employed workers are safe from exploitation and hazardous work. CLM is a broad and dynamic concept that covers the workplace, the school, and sometimes even the community. The CLM concept is a progressive approach that has evolved into industry and regional based Child Labour Monitoring Systems (CLMS). These systems in their essence share the basic elements, but might adopt different working modalities depending on the industry, the place, the local culture, etc. The IPEC, through a global technical cooperation project on CLM has developed a model for CLMS, that stands on the creation of a knowledge base on different learnings and applications of CLMS in many child labour projects, in a wide range of sectors, worldwide.

To address child labour through CLM is related to a range of ILO initiatives and practice oriented work in bringing the concept of decent work a reality through work place monitoring, productivity enhancement, work place improvement, occupational safety health (OSH) and other related areas of work. This dynamic is also directly linked to the ILO objective of strengthening social dialogue and contributes to strengthening the capacities of employer's and worker's organizations to play a key role on CSR initiatives in favor of the elimination of child labour.

Learning objective

The overall objective of this training workshop is to provide key stakeholders and partners with skills to better analyse child labour in supply chains and assess different options available to them through recent experiences of ILO-IPEC in working on child labour monitoring. The training looks at practical measures and provides a set of practical skills in developing adequate approaches, tools and methodologies on child labour monitoring that are useful in translating principles of SCR initiatives into practice at different levels of global supply chains.

Participants' profile

The primary target group of the training are:

- Representatives of Government or other enforcement and regulatory bodies responsible for upholding labour laws and OSH regulations.
- Company corporate social responsibility managers, directly involved in practice in ensuring multinational enterprises compliance to international labour standards, voluntary and private codes of conduct and other forms of voluntary compliance to minimum standards including child labour.
- Private social audit business providing services to private sector actors.
- Industry associations interested in establishing internal monitoring and compliance systems.
- Representatives of sector specific multi stakeholder initiatives aiming at combating child labour.
- ILO partners development institutes and practitioners.
- Representatives from workers organizations involved in social corporate responsibility dynamics.
- There will be 20-25 participants.

Structure and content of the seminar

The main subject areas to be covered in the workshop are:

- Child Labour in Global supply chains - setting the context.
- The international legal framework on child labour.
- FAQ - What is child labour and what is not?
- UN Global Compact.
- Consumer responses i.e. socially responsible investment, ethical trading and fair trade, consumer boycotts etc...
- Government's role in addressing child labour at work place (Labour inspection, Occupational Health and Safety, Industrial relation's approaches to child labour etc...).
- Responses to Child Labour - IPEC Global experience.
- Global Movement Against Child Labour.
- Multi stakeholder partnerships against child labour.
- Voluntary and private monitoring initiatives (child labour labelling schemes, codes of conduct, monitoring and certification of goods and products).
- Looking at child labour as part of social impact assessments.
- Child Labour Monitoring: A Basic Orientation with examples.
- ILO experiences in child labour and workplace monitoring (Examples from Garment, Sporting Goods, Textiles and commercial agriculture).
- Different Phase and Steps of child labour monitoring.
- Supply chain analysis: Looking at supply chain responses to child labour through 4 globally important cases on how incidences of child labour have affected corporate behaviour and what the responses have been.

- Methodologies and tools on child labour monitoring (groupings based on type of industries and economic sectors present).
- How to apply the generic principles of child labour monitoring in practice at different levels of partnerships (multinational, national, regional, local, company and community)?
- How to adjust child labour monitoring in existing corporate social auditing and monitoring schemes?
- Child labour as part of corporate community relations strategy.
- Briefing on the child labour monitoring resource kit - content and use.

Methodology

- This training aims at providing practical skills and knowledge on child labour monitoring based on experience and practice developed by ILO-IPEC and its constituents in the field. It builds upon ILO-IPEC produced child labour monitoring resource and training materials and uses field practitioners and content experts (for labour inspection, OSH and workplace / community monitoring) as trainer.
- Participants will be expected to make some preliminary preparation for the workshop before it starts. This will be based on a pre-workshop kit of materials that will be available on the workshop's website a month before it starts. It would include in particular various documents illustrating the child labour monitoring experience.
- At the beginning of the course, participants will be asked to present their working experience and the main characteristics of their activity, and to share their knowledge of the child labour reality, as well as the reasons of their interest in the CSR initiatives on child labour elimination.
- During the course, technical documentation and training materials will be used to support individual and group training activities. This practice will enable participants not only to learn through the use of these training materials, but also to become acquainted with a training approach that they may use to train and/or inform others.
- Training methods will also include individual and group learning activities.

Learning material

The workshop will draw on a wide range of learning materials. These would include, inter alia, IPEC publications, national experiences of CLM initiatives, the extensive literature that is available through Internet, and miscellaneous other material on the various topics covered. All of these will be made available through the workshop's webpage as well as on a CD ROM. The core material would include, among others:

- Child Labour Monitoring (Brochure), International Labour Organisation, International Programme on the Elimination of Child Labour, Geneva 2005

- Overview of Child Labour Monitoring, International Labour Organisation, International Programme on the Elimination of Child Labour, Geneva 2005
- Guidelines for Developing Child Labour Monitoring Processes, International Labour Organisation, International Programme on the Elimination of Child Labour, Geneva 2005

Further information on ILO's work on multinational enterprises and child labour can be found on:
<http://www.ilo.org/public/english/employment/multi/>
<http://www.ilo.org/public/english/standards/ipecc/index.htm>

Cost of participation

The cost of participation in this seminar includes tuition cost and optional subsistence cost.

Tuition cost is US\$ 1.500 and covers:

- Tuition
- Books and training materials
- Course preparation, implementation and evaluation

Subsistence cost is US\$ 1.075 and covers

- Full board and lodging at the Centre's Campus
- Laundry
- Local study visits
- Standards daily allowance to cover incidental expenses (12 Euros/day)
- Minor medical care and emergency medical insurance
- Socio-cultural activities

The cost of participation does not include travel costs between your home and the course venue, costs of passports, visas to enter Italy and airport taxes.

Payment should be made in advance by bank transfer to:

- International Training Centre of the ILO
- Account no. 9136496
- Bank: San Paolo IMI Ag. CIF/OIL 701
- IBAN: IT14 B010 2501 1911 3010 9136496 - BIC IBSPITTM
- Address: Viale Maestri del Lavoro 10, 10127 Turin, Italy

NB: on the bank transfer form, kindly state your name and the course code.

Applications

Application forms can be downloaded at:

http://www.itcilo.org/pub/page_main.php?VersionID=2&ContentTypeID=3

Applications to participate should be addressed to:

Manager, Standards and Fundamental Principles and Rights at Work Programme

International Training Centre of the ILO, Viale Maestri del Lavoro 10 - 10127 Turin, Italy

(Tel. +39 011 693 6626; Fax +39 011 693 6906; E-mail: normesturin@itcilo.org)

They should be supported by a curriculum vitae and a nomination letter from the sponsoring/funding institution.

APPLICATION FORMS MUST REACH US AS SOON AS POSSIBLE AND IN ANY CASE AT LEAST 45 DAYS BEFORE THE START OF THE TRAINING.

As an organization dedicated to fundamental human rights and social justice, the ILO is taking a leading role in international efforts to promote gender equality. In line with this ILO focus, women candidates are especially encouraged to apply.

For any further information, please do not hesitate to contact:

INTERNATIONAL TRAINING CENTRE OF THE ILO

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