



International  
Labour  
Organization



CHILD  
LABOUR  
PLATFORM

A young girl with dark skin and curly hair, wearing a blue t-shirt with white trim, is smiling and holding a large green leafy vegetable. The background is a blurred green field.

## ► Advancing decent work to end child labour in supply chains

13th Annual Meeting  
of the ILO Child Labour Platform

1-2 December 2022

## Acknowledgements

The Child Labour Platform, led by Katherine Torres (ILO), would like to thank the CLP co-chairs, Matthias Thorns of the IOE and Jeroen Beirnaert of the ITUC, for their strong commitment to the mandate of the Platform at the country and global level. We also express our gratitude to our esteemed speakers and participants who shared their valuable expertise, practices, and perspectives, strengthening our exchanges and charting a course ahead for the CLP. The CLP is grateful for the valuable guidance and support provided in planning and shaping this meeting by colleagues in HQ and the field: Liliana Castillo, Jane Colombini, Charlie Fanning, Chris Kumar, Josee-Blandine Ongotto, Silvia Possenti, Ranjit Prakash, Ben Smith, Philippe Vanhuynegem, Lisa Wong; as well as external collaborators, Temisan Boyo and Sylvi Simonnet.



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# About the Child Labour Platform

With increasingly complex supply chains becoming the norm for companies, the business risks from failing to address child labour in supply chains are escalating. In these circumstances, there is a strong ethical and business case for companies to join forces and help to accelerate progress.

The Child Labour Platform is a cross-sectoral, multi-stakeholders forum for sharing experiences and lessons learned in eliminating child labour, particularly in supply chains. The Platform draws on the ILO's extensive experience in this area to provide guidance and knowledge-sharing opportunities to address obstacles and key dilemmas faced by business, to link business with global and local initiatives to eliminate child labour, and to foster practical action that can make a difference in affected communities. The CLP is co-chaired by the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC). The ILO acts as the Secretariat of the Platform.

By joining the Child Labour Platform, members can take action on the following key focus areas:



**Draw** on the ILO's unparalleled convening power among governments, workers' and employers' organizations, trade associations, chambers of commerce, and industry to share experience, learn about best practices and the latest research, and find out how to apply them to address the root causes of the problem.



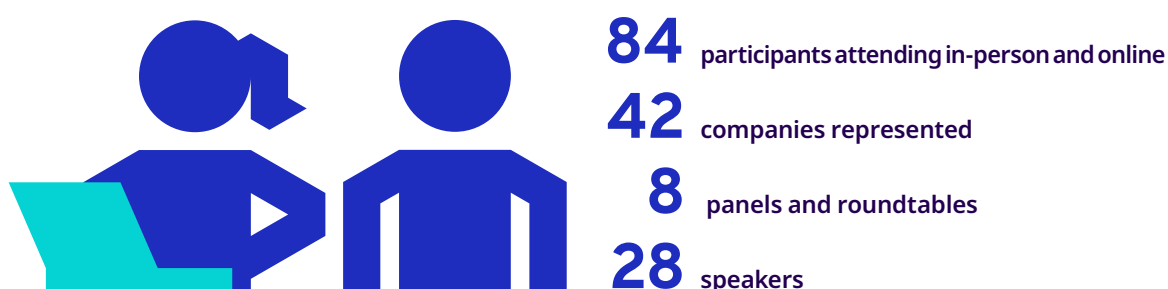
**Join** ILO initiatives and companies across sectors to prevent and assess risks and remediate child labour and violations of other fundamental principles and rights at work.



**Access** a suite of practical tools, training programmes and practical guidance on how to improve policies and practices in light of ILO Conventions and the UN Guiding Principles on Business and Human Rights.

## ► 13th Annual CLP Meeting Advancing decent work to end child labour in supply chains

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At the first in-person annual meeting of the CLP since 2019, the Platform's members and observers undertook a full agenda that encouraged the sharing of good practices, rigorous policy exchanges, and strategic deliberations on how to drive country-level action to address the root causes of child labour. The 2022 CLP Annual Meeting represented an important paradigm shift in how the private sector has approached the problem of child labour by putting the promotion of decent work in supply chains at the center of deliberations and planning. The CLP also built on the 2022 Durban Global Conference against child labour by advancing the Durban Call to Action's strategic priority of accelerating multi-stakeholder efforts to prevent and eliminate child labour by making decent work a reality.

From strategies to raise wages and income and promote the empowerment of women and girls and youth employment in supply chains, to practical discussions on child labour in Côte d'Ivoire, the DRC, and India, participants covered much ground at the Annual Meeting. Panels explored how businesses are integrating decent work priorities in their strategies to prevent and remediate child labour and ways to measure the impact of their efforts. Moreover, country working group sessions laid the groundwork for the direction of the CLP going forward and informed concrete initiatives to support vulnerable children and families and promote decent work in supply chains.

CLP Annual Meetings are held under the Chatham House rule. Accordingly, this report provides only a broad overview of the information shared during the meeting and does not reflect the full conversation. It is intended to document the meeting's conclusions and will serve as guidance for future CLP programming and action. Session summaries reveal the richness of the exchanges but do not attribute contributions to individual speakers, members, or institutions, with the exception of the opening session.



## 1

## ► Opening remarks and high-level panel

### Effective child labour due diligence: Innovations and prospects

## Panel



**Valérie Berset Bircher**

Ambassador, Chief of International Labour Affairs, Swiss State Secretariat for Economic Affairs (SECO)



**Jean-Paul Heerschap**

Head of Section, Employment-DG International Partnerships (INTPA), European Commission (EC)



**Fernanda Hopenhaym**

Chairperson, Working Group on Business and Human Rights, Office of the United Nations High Commissioner for Human Rights (OHCHR)



**Matthias Thorns**

Deputy Secretary General, International Organisation of Employers (IOE), and Co-chair, Child Labour Platform

## Key takeaways

- **Phillippe Vanhuynegem**—[The Durban Call to Action](#) resulting from the 2022 V Global Conference on Child Labour encourages the private sector and governments, to tackle the root causes of child labour at the country level. It urges these stakeholders to work on six major priorities: ending child labour in agriculture, strengthening data driven policy, expanding access to education, increasing access to social protection, and increasing finance at the national level. It also calls for the promotion of transparency, due diligence, and remediation in private and public supply chains and procurement policies, and for efforts to address decent work deficits in supply chains using multi-stakeholder and whole-of-supply chain approaches.
- **Jean-Paul Heerschap**— The EU has made a strong political commitment to fighting child labour and forced labour. The ambition of the proposed EU Directive on corporate sustainability due diligence is to mobilize the power of business to improve labour and environmental standards and provide clarity for companies that are already making these efforts. The EC is preparing to launch a new pilot programme with the ILO to address child labour in coffee supply chains in Uganda, Vietnam, and Honduras, and in the minerals supply chain in the DRC. The learnings from this pilot will inform future measures, support, and engagement by the EC with businesses and partner countries.
- **Valérie Berset Bircher**— Switzerland is now the only country with a mandatory due diligence requirement specifically focused on child labour. Companies subject to the new requirement will need to identify and evaluate risks of adverse effects in their supply chains, develop risk management plans, and take steps to minimize the identified risks. Two important tools that Swiss companies can use to conduct risk analyses are the [ILO-IOE Child Labour Guidance Tool for Business](#) (which is specifically referenced in the legislation) and the [UNICEF Children's Rights and Business Atlas](#). Switzerland has also joined the Alliance 8.7 global partnership and the government is supporting the Swiss Platform on Sustainable Cocoa, a sectoral multistakeholder initiative, and is working on a similar initiative in the coffee sector.
- **Jeroen Beirnaert**— ITUC's legal network is available to support companies that are willing to engage with workers on the ground to identify and remedy child labour risks, and develop due diligence mechanisms and strategies. One valuable and underused instrument is the ILO's [Self-Assessment Tool for Enterprises](#) based on the [Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy \(MNE Declaration\)](#). This is a practical tool for respond to due diligence obligations at national and international levels, including dialogue with unions. Companies can call on the ILO to facilitate dialogue with global union structures that operate across borders, in order to concretely mitigate risks and remedy child labour issues in their supply chains.
- **Fernanda Hopenhaym**—The introduction of diligence (DD) regulations and laws for companies is a growing trend across the globe. In addition to the new legislation in Switzerland and the proposed European Union directive, Japan has developed a guidance on due diligence, while Thailand and Kenya have started to develop similar guidance as part of their national action plans on business and human rights (BHR). In Brazil, the development of a framework law on business and human rights is under discussion in Congress, and Peru and Colombia are also contemplating DD laws or regulations.

## Opening Remarks and High-level Panel

### Effective child labour due diligence: Innovations and prospects



**Jeroen Beirnaert**

Geneva Office Director/Secretary of the Workers' Group, International Trade Union Confederation, and Co-chair, Child Labour Platform



**Philippe Vanhuynegem**

Chief of the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), ILO (Panel Moderator)

- **Matthias Thorns**—The ILO has developed a one-stop-shop for companies and trade unions regarding data and human rights risks in supply chains: the [ILO Helpdesk for Business on International Labour Standards](#). Companies seeking to engage, invest, or source from any country in the world can access country-specific risks and data on child labour and forced labour. This does not replace the need to conduct due diligence but provides a good starting point. It is particularly important for SMEs to ensure that they can understand what is required to access the global market.
- **Jean-Paul Heerschap**— The intention of due diligence regulations and forced labour import bans is not for companies to avoid sourcing from certain countries due to child labour or forced labour risks. Rather, assistance must be provided to companies and social partners to find the right tools and understand what is required and how to comply. The EU has developed a 1-billion euro fund to support different programs, countries, companies, and social partners, including a help desk to provide tools and advice to stakeholders.
- **Phillippe Vanhuynegem**—Scattered initiatives on the ground and goodwill from companies is not itself sufficient in fight against child labour; structural solutions are required to address this structural problem. The ILO, through the CLP and Alliance 8.7, among other programs and projects, seeks to mobilize governments, social partners, and communities to find these solutions, and to build a model of intervention where there is a dialogue between local authorities, social partners, and multinational companies on specific issues of concern.
- **Fernanda Hopenhaym**—Companies should go beyond engaging with suppliers at country level to also engage with workers and communities in the regions where they work, in order to understand the issues they are experiencing and seek guidance on how to address child labour and other social structural issues. It is also important that companies set reasonable expectations which take the circumstances of workers into consideration. If expectations imposed on workers are too difficult to meet, workers may rely on family members, including children to meet these goals.



## 2

## ► Thematic panel Raising wages and income to eliminate dependence on child labour

### Panel



**Patrick Belser**

Senior Economist, Wage Specialist, Inclusive Labour Markets, Labour Relations and Working Conditions Branch (INWORK), ILO



**Barbara Wettstein**

Human Rights Manager, Nestlé



**James Gomme**

Director, Equity Action and Member of the Extended Leadership Group, World Business Council for Sustainable Development (WBCSD)



**Philippe Vanhuynegem**

Chief of the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), ILO (Panel Moderator)

### Key takeaways

- Low wages remain a source of concern for many of the world's 1.7 billion workers and their families. Likewise, inflation is eroding the real value of wages. The [ILO Global Wage Report 2022-23](#) indicates that real monthly wages declined by -0.9 percent globally in 2022.
- Household income is an important determinant of child labour; if income falls below a minimum level, there is a higher probability that parents will send their children to work. Further, due to lack of access to social protection, millions of people rely exclusively on wages and labour income as their main or sole source of income. Consequently, the lack of living wages/incomes is a major root cause of child labour. That said, the relationship between income and child labour is complex, and further research is needed to fully understand it.
- The ILO approach to wages involves promoting adequate wages that consider both the needs of workers and their families as well as economic factors. This requires strengthening national institutions, such as minimum wage commissions, and promoting evidence-based and constructive social dialogue. The ILO has recently published [a brief on setting adequate wages](#), and [a tool for estimating the needs of workers and their families](#).
- A new initiative was presented that aims to tackle child labour and promote living income in the cocoa sector by providing cash incentives to households that implement positive practices, such as school enrollment, good agricultural practices, and income diversification. Half of the cash incentive is given to women to ensure they are empowered as agents of change, and some incentives are provided in advance to facilitate cash flow for farmers. Payment is made by suppliers through mobile money to ensure transparency. Farming households are at the center of the program, and it is designed to increase cocoa production, generate diversified income, and build the resilience of farms over time. The program is currently still at an early stage, but its results will eventually be shared and used to inspire others.
- [The Business Commission to Tackle Inequality \(BCTI\)](#) is a new cross-sector, multi-stakeholder initiative with the mission of mobilizing the private sector to tackle inequality and generate shared prosperity for all. The BCTI has positioned the issue of living wages as a critical tool for addressing child labour and tackling inequality more broadly. One of the barriers to progress is access to data and the need for a mindset shift around wages as a cost. Companies are often unaware of how much their commitment to a living wage will cost and do not want to be at a disadvantage vis-à-vis their competitors. One way to promote a level playing field and increase access to living wage data could be to incorporate it into disclosure requirements. In this vein, the WBCSD is preparing to establish a task force on social-related financial disclosure and a global public database on living wage data.
- It is important for brands and companies to come out publicly in support of proposed minimum wage and living wage policies, as it encourages governments to implement them and allays their fears that foreign investors will react negatively to such policies. However, commitments must be credible, and companies should maintain support for these policies after they are put in place.



## 3

## ► Thematic panel

### Strategies to empower women and girls in the lower tiers of supply chains

#### Panel



**Inge Jacobs**

Senior Manager, Human Rights and Social Impact, Mars



**Vikki Brennan**

Senior Manager, Third Party Labour Rights, Novartis



**Patricia Rios**

President International Women's Coffee Alliance, Guatemala



**Valeria Esquivel**

Employment Policies and Gender Specialist, ILO (Panel Moderator)

#### Key Takeaways

- Empowering women in supply chains will have a positive impact on the fight against child labour. When women are empowered financially, children are also protected as women invest in education and schooling for their children. Further, when mothers are literate and educated, they can better support their children. It is important to empower families to share decision-making power, and to adopt a gender transformative approach in all initiatives.
- Companies cannot successfully address issues within the cocoa sector – such as improving farmer income, child protection, and forest preservation – without using a gender lens. For example, child protection cannot be achieved without recognizing the different tasks performed by boys and girls at home and on the farm, which warrant sex-disaggregated monitoring and remediation.
- Adolescence and early adulthood are critical life stages when young women and men make decisions that will impact the rest of their lives. As such, it is important to work with adolescents at this juncture to ensure their choices lead to empowering rather than disempowering pathways.
- Companies should seek to educate their teams on issues of gender equality and ask difficult questions about norms, behaviours, and attitudes; work with suppliers to diversify their teams and develop targeted approaches to engage with women and households at the community level; and find pathways to include women and girls in data collection (e.g. child labour monitoring), promote female role models in communities, and involve girls in STEM trainings and skills development that will help them access decent work in the future.
- In Guatemala, coffee workers often migrate with other family members, including children. This presents a unique challenge as children accompanying migrant labourers must be safe and protected while their parents and family members work on coffee farms. The National Coffee Producers Association has sponsored kindergartens on farms to offer a place where children can be looked after and receive education, preventing them from working. The International Women's Coffee Alliance works internationally to spread the word about these schools on the coffee farms and to raise awareness.
- The private sector should make its commitments public and ensure that suppliers are aware of these commitments. For example, if businesses commit to equal pay for equal work, this commitment should cascade through all tiers of their supply chains. Procurement practices are also important. Selecting suppliers that ensure gender diversity and female leadership can be used as a mechanism to reach the entire supply chain. Moreover, grievance mechanisms should be prioritized, publicized, and accessible to all participants in the supply chain.

## 4

## ► Country round table

### New opportunities for businesses to advance decent work and tackle child labour in Côte d'Ivoire

## Panel



**Josia Coulibaly**

Head of Sustainability, Cotton, Olam Agri, and Co-chair, CLP Working Group on Cote d'Ivoire



**Barbara Wettstein**

Human Rights Manager, Nestlé, and Co-chair, CLP Working Group on Cote d'Ivoire



**Silvia Possenti**

Supply Chains Officer, Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa (ACCEL) project, ILO



**Matthias Thorns**

Deputy Secretary General, International Organisation of Employers (IOE); CLP Co-chair (Panel Moderator)

## Key takeaways

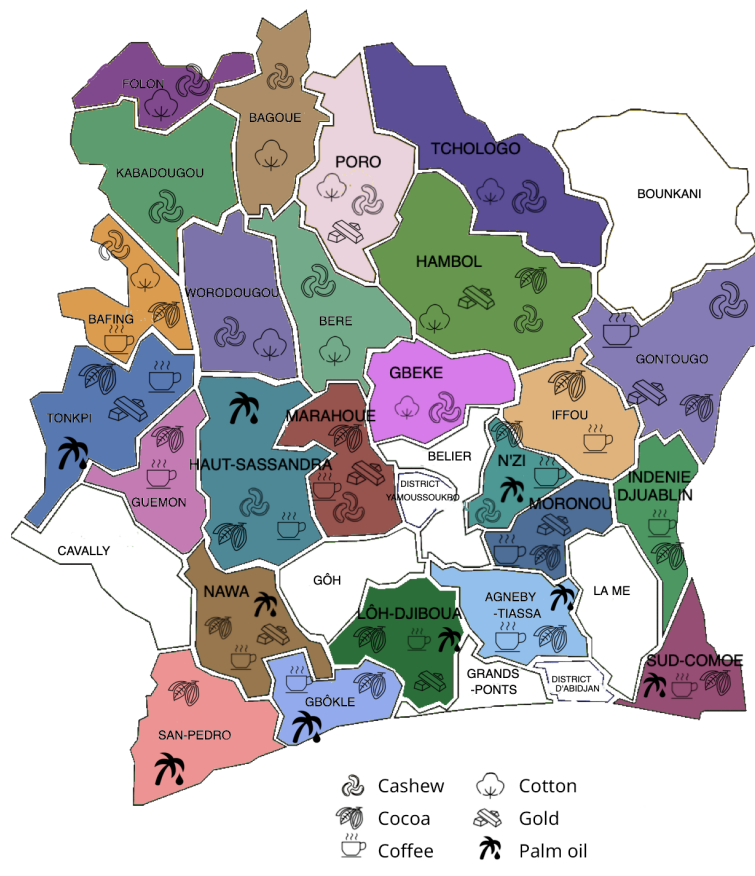
- Companies are facing challenges in establishing concrete linkages with government systems to, for example, share data or refer children for remediation. In order to tackle systemic problems, it is essential to go beyond micro-pilot projects and to work directly with state institutions and build their capacity to provide accessible and functional services. Cote d'Ivoire has an institutional framework for child protection at the central and local levels, including interministerial committees, regional child protection platforms, and community social services. Businesses should seek to support these structures in operating more effectively. This will, in turn, increase the impact and efficiency of existing private sector initiatives.
- The problem of child labour in Cote d'Ivoire is not exclusive to the cocoa sector but exists in other sectors as well, such as the cotton sector. Moreover, since many farmers grow multiple crops, initiatives should not only focus on one sector as children may move from one supply chain to another. Companies in all sectors should invest in cleaning up their supply chain to provide holistic protection to children. Sectors that are more advanced on the issue of child labour can share learnings with others. Within companies where different teams may focus on separate sectors it is important to expand internal collaboration and break information silos.
- A presentation was made on the ILO's ACCEL Africa social protection (universal health coverage) pilot in Cote d'Ivoire. Given the evidence that health risks increase household vulnerabilities to child labour and disrupt supply chains, ILO is working with the CNAM (National Public Health Insurance), cocoa cooperatives, and the private sector to extend universal health coverage to cocoa growing communities. During the first phase of the pilot, which was rolled out in Nawa and Moronou, 1815 farmers were enrolled in the contributory health insurance scheme, with support from a company member of the CLP (which paid 12 months of contributions for farmers) and 8 cocoa cooperatives (which conducted awareness-raising and enrollment campaigns for farmers). The second phase is underway with more than 4000 additional farmers enrolled and 10 new cooperatives. The project has also integrated 35 rural health centers when means enrolled farmers do not have to travel long distances to access health services. ILO is collaborating with the Ivorian National Institute of Statistics to assess the pilot and evaluate its impact on child labour elimination. There is potential for the Working Group to collaborate to support the scaling-up of this pilot.
- As a starting point for collaboration, the Working Group has created a map showing the location of different commodities across the country (see Figure 1). There is a clear linkage between coffee and cocoa as the same farmers are often involved in both. Members also expressed interest in focusing on palm oil and cotton. Members have started to share information about where they are working and sourcing from, and to identify areas of overlap and common interests. Some companies may not want their name on the map but can provide this information in alternative ways.

Country round table

### New opportunities for businesses

to advance decent work and tackle child labour in Côte d'Ivoire

► Figure 1. CLP mapping for cross-sector collaboration



- To follow-up in 2023, the Working Group will identify two specific regions for collaboration. **Nawa** was proposed during the meeting, and an additional region will be identified in post-meeting follow-up discussions. Members will share data, map the available services and existing interventions, and agree on concrete activities for collaboration in these regions. Members conducting research in Côte d'Ivoire are encouraged to share this research (where possible), for the benefit of other members as well as to inform the research that will be conducted by the CLP and avoid duplication of efforts.
- Other follow-up activities proposed for 2023 include: i) collaborating on a cross-sectoral study to better understand the working conditions and child labour risks among unorganized workers hired by smallholder producers, who are often hidden in the supply chain and work across different commodities; ii) exploring opportunities to empower women in the regions where they work; and iii) organizing webinars to share best practices and practical tools for addressing challenging issues, such as age verification and child labour remediation.

## 5

## ► Country round table

### New opportunities for businesses to advance decent work and tackle child labour in the Democratic Republic of Congo

## Panel



**Eugénie Valentin**

RCS, Senior Project Manager – Better Mining



**Roger Nkambu Mavinga**

Senior Technical Advisor and Representative of the Kinshasa Country Office, ILO



**Josée-Blandine Ongotto**

Chief Technical Adviser, Combatting Child Labour in the Democratic Republic of the Congo's Cobalt Industry (COTECCO) Project, ILO



**Githa Roelans**

Head, Multinational Enterprises and Enterprise Engagement Unit, ILO (Panel Moderator)

## Key takeaways

- Companies in the DRC are operating in a fragile context and dealing with instability, insecurity, and the effects of the COVID-19 pandemic. This exacerbates children's vulnerability to child labour while also making direct observation and identification of children on mine sites much more difficult. Businesses must not only identify child labour in their supply chains, but also remediate and move forward through collaboration between private sector and government to address root causes. Government ownership and leadership of the system is very important, with the private sector providing support.
- Companies sourcing from the DRC face challenges in identifying initiatives to fund and would like to support coordinated efforts that are conducted in partnership with the government, and where the usage of funds is tracked and monitored for impact. The private sector plays an important role, not only in ensuring that there is no child labour in their supply chains, but in making broader contributions through support for local economic development and community level priorities.
- A presentation was made on a new innovative tool for child labour monitoring in the DRC's cobalt communities—the Child Labour Monitoring and Remediation System (CLMRS)—which is under development with the support of the ILO's COTECCO project. The CLMRS comprises several stages including: observing and identifying children at mine sites; registering children in national and provincial case management databases; assessing family conditions and providing services to help parents access decent work; referring children to formal school, trade school, or remedial education depending on age (in partnership with UNICEF); and ensuring the social reintegration of children. The CLMRS will help to address the lack of reliable data on child labour in cobalt mining and support the government's goal of ending child labour in the mining supply chain by 2025. The CLMRS was recently validated by the DRC government. The COTECCO team has begun training technicians at the national and provincial levels and is preparing to launch the pilot in 2023.
- The CLMRS offers a unique opportunity for the private sector to engage on the issue of child labour and promote decent work. This could include supporting the creation of local business in mining communities; strengthening the capacity of service providers; supporting local entrepreneurship; contributing to the creation of skills development/training programs for youth that meet private sector needs. The COTECCO team is encouraging strong engagement from the private sector in the implementation of the CLMRS and coordinated collaboration between the government, private sector, and other partners.



Country round table

**New opportunities for businesses to advance decent work and tackle child labour in the Democratic Republic of Congo**

► **Figure 2. Mapping of the DRC for CLP cross-sectoral collaboration**



- The COTECCO Project has created Private Sector Working Groups in the DRC to promote best practices, due diligence standards, and international labour norms in the cobalt sector, and to facilitate dialogue between large-scale mining companies and artisanal miners. There is an opportunity for the CLP to connect with these working groups and with the Chamber of Mines to share experiences, raise awareness of FPRW and the MNE Declaration, and increase private sector engagement on issues of child labour and decent work.
- As a starting point for collaboration, the Working Group has created a map showing the location of different commodities across the country (see Figure 2). To follow up in 2023, the Working Group will continue to hold regular meetings and explore opportunities for CLP members to engage with ongoing initiatives and programs in the DRC, including the CLMRS and Private Sector Working Groups

## 6

## ► Conversation with the ILO Director-General on social justice and the fight against child labour

### Speakers



**Manuela Tomei**

Assistant Director-General  
for the Governance, Rights  
and Dialogue Cluster  
(Representing ILO Director-  
General Gilbert F. Houngbo)



**Vera Paquete-Perdigao**

Director, Governance and  
Tripartism Department, ILO  
(Moderator)

### Key takeaways

- The DG has made the effective implementation of the ILO Fundamental Conventions and advancement of social justice a priority. His goal is to elevate social issues on the international and national policy agendas to the same level as climate change. In this vein, the ILO Governing Body will meet in March 2023 to review and adopt a comprehensive strategy to promote decent work in supply chains, building on five key building blocks defined by ILO tripartite constituents, including the establishment of the Global Coalition for Social Justice.
- Advancing decent work in supply chains is the most sustainable path to eliminating child labour. Investing in the prevention of child labour in supply chains far outweighs the cost of not taking any action. Child labour is a complex issue with multiple drivers, requiring strategies and policies that address the root causes of the problem. The emphasis on a 'just' transition is important to highlight the interlinkages between the economy, the environment, and social issues which all need to be placed at the same level and addressed through integrated policy responses.
- The role of companies is changing. The increased focus on due diligence requirements and policies is important to ensure that enterprises are not only adhering to labour, social, and environmental standards, but are also taking a more active role in terms of advancing dialogue for structural changes. Transparency is a fundamental principle and component of the UN Guiding Principles and requires considerable engagement from businesses as well as other partners, including ratings agencies.

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► Today, it is urgent to  
act together and direct the  
economic leverage of business  
to advance social justice.”

- **Manuela Tomei**, Assistant Director-General for the Governance, Rights and Dialogue Cluster

# 7

## ► Country round table New opportunities for businesses to advance decent work and tackle child labour in India

### Panel

### Key takeaways



**Elaine Mitchel-Hill**

Co-chair, CLP Working Group on India, and Environmental, Social, Governance (ESG) & Human Rights Director, Marshalls

- According to information provided prior to the meeting, CLP members are sourcing from several states in India including Andhra Pradesh, Bihar, Jharkhand, Karnataka, Kerala, Maharashtra, Rajasthan, Telangana, and Uttar Pradesh (see Figure 3). The states of Madhya Pradesh, Punjab, and Tamil Nadu were also mentioned by members during the meeting. Products sourced include spices, chillies, coffee, sugarcane, dairy, mango, cotton, textiles, home appliances, furniture, gold, tantalum, mica, limestone, sandstone, and other extractive materials. Some members are also engaged in R&D and manufacturing in India.
- Two CLP members co-developed a joint map of their supply chain in India to identify commonalities and overlapping areas. Other members of the working group agreed to add their information to this map, in the spirit of exploring, sharing, synergizing, and building trust to drive change.



**Rumiana Yonova**

Co-chair, CLP Working Group on India, and Global Sustainability Compliance Manager, IKEA

► **Figure 3. Mapping of India for CLP cross-sectoral collaboration**



**Ranjit Prakash**

Project Manager, Promoting Fundamental Principles and Rights at Work in Cotton Communities, ILO



**Jeroen Beirnaert**

Chief of the Fundamental Geneva Office Director/ Secretary of the Workers' Group, International Trade Union Confederation; CLP Co-chair (Moderator)

## Country round table

**New opportunities for businesses to advance decent work and tackle child labour in India**

- A presentation was made on ILO's project to promote FPRW in Telangana's cotton supply chain. ILO has adopted an integrated approach to eliminating child labour, which goes beyond children to ensure that families receive decent employment. This is a holistic approach that requires governments and social partners to address all 5 fundamental principles and rights at work: non-discrimination, freedom of association and collective bargaining, child labour, forced labour, and occupational safety and health. After extensive dialogue, the government of Telangana has granted official support for the project and made a firm commitment to eliminate child labour in agriculture in Telangana. The project's efforts to address the issue of discrimination in wages received by men and women cotton farmers, through advocacy, capacity building, and promoting collective bargaining and negotiation, has resulted in 56 villages adopting resolutions to prevent child labour and wage discrimination. In addition, new trade unions have been created in Telangana for cotton workers and small farmers, including workers in the informal economy and migrant workers.
- The commitment of the government in Telangana to eliminating child labour presents a good opportunity and entry point for the Working Group. The Secretary of Women and Child Development in Telangana has requested technical assistance from the ILO to address child labour among migrant children in the state. In 2023, in collaboration with the government, **the Working Group will conduct a mapping of migration flows in Telangana, including cross-commodity migration, and the impact on access to education for migrant children.** The study will also explore how to better connect migrant workers to existing government social programs and increase awareness and accessibility of these services. The goal is to have a more coherent due diligence approach across companies working in Telangana, to share information on the identification of child labour risks and potential linkages with government programs for referral and remediation of child labour.
- This collaboration among CLP members can create a model for further work in other states across India. In 2023, **the Working Group will aim to identify a new state to advance cross-sector collaboration on child labour elimination in India.** Members also expressed interest in working on FPRW issues and risks faced by children in the tech sector and in plastic recycling. A suggestion was made to create a toolbox to share best practices, achievement, success stories, and challenges, as a means to promote step-by-step change.



## 8

## ► Thematic panel

### Navigating the intersection between eliminating child labour and promoting youth employment in supply chains

## Panel



**Monique Gerson**

Global Human Rights Senior Manager, Samsung Electronics



**Joana Barata Correia**

IWAY Development Manager, IKEA



**Harriohay Raphael Denis**

UNICEF Tanzania Youth Advocate, Citizens4Change Youth Coordinator



**Mila Lazo Castro**

Programme Technical Officer, Youth Employment, ILO (Moderator)

## Key takeaways

- According to [the most recent global estimates](#), nearly 35 million children between the ages of 15 and 17 are in child labour. More than half of this number (53.2 per cent) are out of school and most (47.6 per cent) work in agriculture. All are in hazardous work. The issues of child labour and youth employment are closely linked. Youth employment outcomes are typically worse for former child labourers. Conversely, the likelihood of poor labour market prospects in youth and adulthood can reduce incentives for households to invest in education.
- Young workers are highly represented in informal work, which is often characterized by unsafe and unhealthy working conditions. The goal is not simply to remove these adolescents from hazardous work but to ensure a transition to decent youth employment. The thematic plan of the ILO-UN [Global Initiative on Decent Jobs for Youth](#) identifies concrete actions that companies and other stakeholders can implement by leveraging occupational safety and health policies and actions to support the physical and mental wellbeing of youth and facilitate their transition to productive employment and decent work.
- A presentation was made on a CLP member's technical educational and apprenticeship programs to support youth employment, including initiatives to increase access to digital education and support suppliers to implement scholarship programs. Another collaborative project seeks to address the root causes of child labour in artisanal mining communities in the DRC, with components focused on access to education and vocational and financial literacy training for youth. This project has helped to increase household incomes and awareness of children's rights, including through increased school enrollment and attendance.
- Education is essential to breaking cycles of poverty. Since youth employment often interferes with education, it is important for initiatives to acknowledge this reality and provide solutions that enable young workers to access education. Combining free education with provision of meals and extracurricular activities in schools is fundamental to prevent children from working in mines and other hazardous workplaces. Further, youth employment initiatives must include skill development programs which equip youth to enter the job market after graduation and to reach higher skilled positions. This should be done at the local level and adapted to local contexts.
- Awareness raising is a key factor driving change. In the experience of one CLP member, engaging with different actors, including suppliers and local actors, and informing them of international standards was important for addressing the issue and changing perceptions. It is also important to meaningfully engage youth in the design, delivery, and evaluation of initiatives to ensure they are relevant and supporting their needs.
- Violence in schools is one factor that pushes children towards child labour, including its worst forms, and prevents them from accessing decent work as they become adults. Although access to education is an important factor in preventing child labour, it is equally important to ensure that school environments are safe and supportive for children, through programs such as the [Citizens4Change Safe Schools Initiatives](#).

Thematic panel

**Navigating the intersection between eliminating child labour and promoting youth employment in supply chains**

- One CLP member described its experience of updating its supplier code of conduct to remove the prohibition on children under 18 from working in its operations, and working with suppliers to promote the employment of young workers above the legal minimum age. The company implemented a detailed development program in partnership with specific suppliers in countries with high youth unemployment, to create the right conditions for young workers in those communities to access job opportunities with suppliers. This has created long-term employment for at least 130 young workers.
- Suppliers are often hesitant to employ youth who are under age 18 (but above the legal minimum age) as they may feel daunted by the task of ensuring their operations are suitable for youth. Companies can support their suppliers in this effort, by holding individual conversations and sharing information about tools and systems that can remove obstacles to promoting youth employment in their operations.
- To effectively promote youth employment in their supply chains, businesses should provide training to help all workers understand the needs of young workers, implement systems for identifying positions that are suitable for youth, and establish strong monitoring mechanisms. Moreover, youth workers should be trained on child labour and other fundamental principles and rights at work, so that they can play a role in monitoring workplace risks and advocating for preventative measures. Training also serves to ensure that youth employment is not viewed as a source of cheap labour, but instead as an important avenue for skill development and vocational education.
- The ILO has developed [a practical tool](#) for companies in the garment sector on recruitment, age verification, and protection of youth aged 15 to 17 in order to prevent hazardous child labour. This could be helpful and inspirational to companies in other sectors as well.

# 9

## ► Concluding remarks

### Panel



**Matthias Thorns**

Deputy Secretary General,  
International Organisation  
of Employers (IOE) and CLP  
Co-chair



**Jeroen Beirnaert**

Geneva Office Director/  
Secretary of the Workers'  
Group, International Trade  
Union Confederation; CLP  
Co-chair



**Vera Paquete-Perdigao**

Director, Governance and  
Tripartism Department, ILO

### Key takeaways

- The meeting generated valuable peer learning and networking, and there is a clear interest in continuing this dialogue through webinars on issues of shared interest such as age verification. The Country Working Groups have shown strong potential despite challenging operating contexts and will continue to meet to move their initiatives forward.
- In the era of transparency, which requires companies to take risks and expose themselves to criticism, the CLP is creating a safe space where companies can exchange ideas confidentially, explore opportunities for collaboration, and take constructive action. This meeting represents another step towards building member confidence and promoting genuine engagement. Companies are encouraged to continue on this path and journey with the CLP.
- There is not much time left before 2025 when, as agreed in the Durban Call to Action, the ILO, its constituents, and other stakeholders will need to report on the collective action that has been taken to end child labour, including in supply chains. The CLP shows that the business community is engaged in leading in this global campaign, using an integrated approach in collaboration with other stakeholders. The ongoing commitment of the platform is a testament of the power of collective action to solve important problems

► The main thing that we want to do with the CLP is to really create this laboratory, to really create this safe space. I hope that, as more companies come forward, we can continue to generate this sphere of true collaboration.”

- **Jeroen Beirnaert**, Geneva Office Director/Secretary of the Workers' Group, International Trade Union Confederation; CLP Co-chair

► In addition to great peer learning to networking, there is a real opportunity for the CLP to broaden opportunities for members to exchange on topics of interest. We are here to help you and to listen to you.”

- **Matthias Thorns**, Deputy Secretary General, International Organisation of Employers (IOE) and CLP Co-chair

## ► Agenda

# 13<sup>th</sup> Annual Meeting of the ILO Child Labour Platform

## Advancing Decent Work to end Child Labour in Supply Chains

International Labour Organization, Geneva

Room D

1-2 December 2022

### AGENDA

#### ► 1 December, 08:30 – 17:30 (CET)

08:30-09:45	Registration and welcome coffee
09:45-11:00	<p><b>Opening</b></p> <ul style="list-style-type: none"> <li>• <b>Philippe Vanhuynegem</b>, Chief of the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), ILO</li> </ul> <p><b>High-level panel - Effective child labour due diligence: Innovations and prospects</b></p> <p><i>Keynote speakers:</i></p> <ul style="list-style-type: none"> <li>• <b>Valérie Berset Bircher</b>, Ambassador, Chief of International Labour Affairs, Swiss State Secretariat for Economic Affairs (SECO)</li> <li>• <b>Jean-Paul Heerschap</b>, Head of Section, Employment- DG International Partnerships (INTPA), European Commission (EC)</li> <li>• <b>Fernanda Hopenhaym</b>, Chairperson, Working Group on Business and Human Rights, Office of the United Nations High Commissioner for Human Rights (OHCHR)</li> <li>• <b>Matthias Thorns</b>, Deputy Secretary General, International Organisation of Employers (IOE); CLP Co-chair</li> <li>• <b>Jeroen Beirnaert</b>, Geneva Office Director/Secretary of the Workers' Group, International Trade Union Confederation; CLP Co-chair</li> </ul> <p><b>Q&amp;A</b></p> <p><b>Moderated by Philippe Vanhuynegem</b></p>
11:00-12:00	<p><b>Thematic panel: Raising wages and income to eliminate dependence on child labour</b></p> <p><i>Speakers:</i></p> <ul style="list-style-type: none"> <li>• <b>Patrick Belser</b>, Senior Economist, Wage Specialist, Inclusive Labour Markets, Labour Relations and Working Conditions Branch (INWORK), ILO</li> <li>• <b>Barbara Wettstein</b>, Human Rights Manager, Nestlé</li> <li>• <b>James Gomme</b>, Director, Equity Action and Member of the Extended Leadership Group, WBCSD</li> </ul> <p><b>Q&amp;A</b></p> <p><b>Moderated by Philippe Vanhuynegem</b></p>



12:00-13:30	Networking lunch hosted by the CLP
13:45-14:45	<p>Thematic panel - Strategies to empower women and girls in the lower tiers of supply chains</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• <b>Inge Jacobs</b>, Senior Manager, Human Rights and Social Impact, Mars</li> <li>• <b>Vikki Brennan</b>, Senior Manager, Third Party Labor Rights, Novartis</li> <li>• <b>Patricia Rios</b>, President International Women's Coffee Alliance, Guatemala</li> </ul> <p><b>Q&amp;A</b></p> <p><b>Moderated by Valeria Esquivel</b>, Employment Policies and Gender Specialist, ILO</p>
14:45-16:00	<p>Country round table - New opportunities for businesses to advance decent work and tackle child labour in Côte D'Ivoire</p> <p><b>Kick-off:</b></p> <ul style="list-style-type: none"> <li>• <b>Josia Coulibaly</b>, Head of Sustainability, Cotton, Olam Agri</li> <li>• <b>Barbara Wettstein</b>, Human Rights Manager, Nestlé</li> <li>• <b>Silvia Possenti</b>, Supply Chains Officer, ACCEL project, ILO</li> </ul> <p><b>Q&amp;A for the roundtable</b></p> <p><b>Moderated by Matthias Thorns</b>, Deputy Secretary General, International Organisation of Employers (IOE); CLP Co-chair</p>
16:00-16:15	Networking break
16:15-17:30	<p>Country round table - New opportunities for businesses to advance decent work and tackle child labour in the Democratic Republic of Congo</p> <p><b>Kick-off:</b></p> <ul style="list-style-type: none"> <li>• <b>Eugénie Valentin</b>, RCS, Senior Project Manager – Better Mining</li> <li>• <b>Roger Nkambu Mavinga</b>, Senior Technical Advisor and Representative of the Kinshasa Country Office, ILO</li> <li>• <b>Josée-Blandine Ongotto</b>, Chief Technical Adviser, Combatting Child Labour in the Democratic Republic of the Congo's Cobalt Industry (COTECCO) Project, ILO</li> </ul> <p><b>Q&amp;A for the roundtable</b></p> <p><b>Moderated by Githa Roelans</b>, Head, Multinational Enterprises and Enterprise Engagement Unit, ILO</p>

## ► 2 December, 8:30 – 15:00 (CET)

08:30-09:15	Registration and welcome coffee
09:15-09:30	Group Photo CLP Annual Meeting
09:30-10:15	<p>Conversation with the ILO Director-General on social justice and the fight against child labour</p> <ul style="list-style-type: none"> <li>• <b>Gilbert F. Houngbo</b>, ILO Director-General</li> </ul> <p><i>Discussion</i></p> <p><b>Moderated by Vera Paquete-Perdigao</b>, Director, Governance and Tripartism Department, ILO</p>
10:15-10:30	Networking break
10:30-11:45	<p>Country round table- New opportunities for businesses to advance decent work and tackle child labour in India</p> <p><i>Kick-off:</i></p> <ul style="list-style-type: none"> <li>• <b>Elaine Mitchel-Hill</b>, Environmental, Social, Governance (ESG) &amp; Human Rights Director, Marshalls</li> <li>• <b>Rumiana Yonova</b>, Global Sustainability Compliance Manager, IKEA</li> <li>• <b>Ranjit Prakash</b>, Project Manager, Promoting Fundamental Principles and Rights at Work in Cotton Communities, ILO</li> </ul> <p><i>Q&amp;A for the roundtable</i></p> <p><b>Moderated by Jeroen Beirnaert</b>, Geneva Office Director/Secretary of the Workers' Group, International Trade Union Confederation; CLP Co-chair</p>
11:45-12:45	<p>Thematic panel: Navigating the intersection between eliminating child labour and promoting youth employment in supply chains</p> <p><i>Speakers:</i></p> <ul style="list-style-type: none"> <li>• <b>Monique Gerson</b>, Global Human Rights Senior Manager, Samsung Electronics</li> <li>• <b>Joana Barata Correia</b>, IWAY Development Manager, IKEA</li> <li>• <b>Harriohay Raphael Denis</b>, UNICEF Tanzania Youth Advocate, Citizens4Change Youth Coordinator</li> </ul> <p><i>Q&amp;A</i></p> <p><b>Moderated by Mila Lazo Castro</b>, Programme Technical Officer, Youth Employment, ILO</p>

12:45-13:00	<p><b>Concluding remarks</b></p> <p><i>Speakers:</i></p> <ul style="list-style-type: none"> <li>• <b>Matthias Thorns</b>, Deputy Secretary General, International Organisation of Employers (IOE) and CLP Co-chair</li> <li>• <b>Jeroen Beirnaert</b>, Geneva Office Director/Secretary of the Workers' Group, International Trade Union Confederation; CLP Co-chair</li> <li>• <b>Vera Paquete-Perdigao</b>, Director, Governance and Tripartism Department, ILO</li> </ul>
13:00-15:00	<p><b>CLP priorities 2023-24 (members only)- Working lunch session</b></p> <ul style="list-style-type: none"> <li>• <b>Katherine Torres</b>, Senior Programme Officer on Supply Chains and Global Coordinator Child Labour Platform, Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), ILO</li> <li>• <b>Benjamin Smith</b>, Senior Specialist on Child Labour, Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), ILO</li> </ul>



**CHILD  
LABOUR  
PLATFORM**

► [ilo.org/clp](https://ilo.org/clp)

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Cover photo: Visit to Hortensia, 16 years old, beneficiary of an ILO project in Antsirabe. Madagascar. © ILO/Crozet, M.

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