

14th Annual Meeting of the ILO Child Labour Platform

30 November - 1 December 2023

Acknowledgements

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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 to help accelerate progress.

The ILO's Child Labour Platform (CLP) is a cross-sectoral, multi-stakeholder forum for sharing experiences and lessons learned in eliminating child labour, particularly in supply chains. The Platform draws on the International Labour Organization's (ILO) 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 CLP, members can take action on the following key 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.

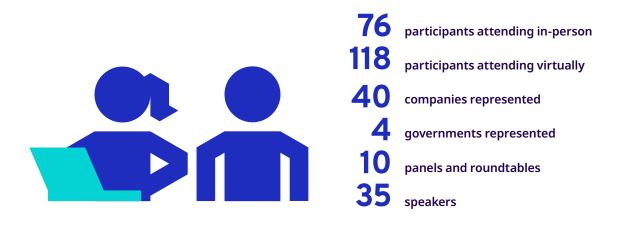


Join ILO initiatives and companies across sectors to prevent and assess risks and remediate child labour and violations of other fundamental principles and rights at work.



Access a suite of practical tools, training programmes and practical guidance on how to improve policies and practices in light of ILO Conventions, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the UN Guiding Principles on Business and Human Rights.

► 14th Annual CLP Meeting From the ground up: Collective action to end child labour in supply chains



At the 14th annual meeting of the ILO's Child Labour Platform (CLP), CLP members and observers undertook a full agenda, exploring opportunities and challenges to address the root causes of child labour at the national level and in vulnerable and marginalized communities. To accelerate progress in this direction, deliberations centred around the theme «From the ground up: Collective action to end child labour in supply chains». The meeting represented an important commitment made by CLP member companies to make progress on the ground and collaborate directly with governments to end child labour.

For the first time, government representatives from Côte d'Ivoire, the Democratic Republic of Congo (DRC), India, and Uganda joined the annual meeting. The Country Working Group sessions fostered dialogue between these governments and CLP member companies, and strengthened collaboration with ILO projects. These sessions led to agreement on concrete recommendations that will provide a roadmap for private sector collaboration to tackle child labour across sectors in each country in 2024.

The meeting also launched the <u>Issue paper on climate change and child labour</u> and convened a discussion between business leaders on the emerging challenges and opportunities for action across regions and supply chains. The conversation fostered an understanding of the interlinkages between climate change and labour rights, particularly child labour, and allowed panelists and participants to share knowledge and good practices relating to existing due diligence initiatives on climate change and child labour in supply chains.

CLP annual meetings are held under the Chatham House rule. Accordingly, this report provides 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 serve as guidance for future CLP programming and action. Session summaries reveal the richness of the exchanges, but do not attribute contributions to individual CLP members or other businesses in attendance, with the exception of the public session on the impact of climate change on child labour.

Thematic panelWelcome remarks and opening session



Panel



Nada Al-Nashif UN Deputy High Commissioner for Human Rights



Valérie Berset Bircher

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



Rita Yip Senior Legal and Policy Advisor, International Organization of Employers (IOE)



Jeroen Beirnaert

Director of the Geneva Office,
International Trade Union
Confederation (ITUC)

- Deputy High Commissioner Nada Al-Nashif
 - ▶ Upholding and protecting children's rights is a core commitment for the Office of the High Commissioner for Human Rights (OHCHR), including fighting against the persistent problem of child labour in supply chains. Achieving this common objective requires drawing on mutually reinforcing and complementary standards and frameworks, including ILO Conventions Nos. 138 and 182, the <u>United Nations Convention on the Rights of the Child (UNCRC)</u>, the <u>ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)</u>, and the UN Guiding Principles on Business and Human Rights.
 - ▶ These shared normative standards drive joint action and engagement in new key policy debates relating to business and human rights and core labour standards. For example, in 2022, the ILO Director-General, the UN High Commissioner for Human Rights, and the OECD Secretary-General sent a joint letter to the President of the European Commission calling for alignment of the EU Corporate Sustainability Due Diligence Directive with international standards.
 - ▶ The UNCRC is the most widely ratified human rights treaty and includes key provisions against child labour. In its General Comment No. 16 (2013), the Committee on the Rights of the Child (CRC) highlighted State obligations regarding the impact of the business sector on children's rights and recommended that companies undertake due diligence in their operations across supply chains regarding the impacts of those activities on children's rights.
 - ▶ A rights-based approach which recognizes that every child is entitled to their fundamental rights including the right to education, to protection, and to safe and healthy environments is crucial in understanding how to address child labour. It shifts the focus from viewing child labour as merely an economic phenomenon to recognizing it as a violation of children's rights which are legal entitlements, not luxuries or privileges. This approach requires addressing the root causes of child labour and emphasizes the importance of holistic solutions that remove children from exploitative work, ensure their access to quality education, healthcare, and social support, and provide decent work for adults and sustainable pathways out of economic vulnerability, thus eliminating the need for child labour.
 - ▶ Multistakeholder initiatives are important to bring all the relevant partners together (i.e., companies from across the supply chain, civil society, governments, and international organizations) to address systemic issues effectively and contribute to better human rights outcomes at scale. The OHCHR calls on all stakeholders to join forces, use the CLP for effective engagement, and ensure that the human rights of children everywhere are upheld.
- ▶ Ambassador Valérie Berset Bircher Switzerland has undertaken several efforts to support enterprises in addressing child labour, including the introduction of new due diligence and reporting obligations in 2022 to prevent child labour in supply chains. Child labour elimination requires a deliberate and collaborative multistakeholder effort and the CLP has an essential convening role to play. The Swiss State Secretariat for Economic Affairs (SECO) continues to collaborate closely with the CLP, and recently supported the translation into German and Italian of the ILO-IOE Child Labour Guidance Tool for Business, an important tool for Swiss companies.





Corinne Vargha
Director, International Labour
Standards Department
(NORMES), ILO



Philippe Vanhuynegem
Chief, Fundamental Principles
and Rights at Work Branch
(FUNDAMENTALS), ILO



Katherine Torres
Senior Programme Officer,
Supply Chains,
FUNDAMENTALS, ILO

- ▶ Rita Yip Addressing the root causes of child labour begins with meaningful social dialogue, engagement, and partnerships at the national, regional, and international levels. Through the CLP, the IOE seeks to encourage upstream and downstream collaboration on child labour and has observed important progress being made on this front through CLP integration into ILO initiatives on the ground as well as the CLP country working groups. The IOE will continue to support these efforts, including through its International Elimination of Child Labour Changemaker Award which showcases the private sector's contribution and commitment to reaching SDG Target 8.7.
- ▶ Jeroen Beirnaert The ITUC views the CLP as an essential initiative that further connects multinational companies to the work of the ILO and delivers meaningful action to workers on the ground. It is an important part of the ILO's mandate to address social justice, poverty, and inequality, as well as their root causes, globally. As governments have a responsibility to protect human rights and adhere to international labour standards, companies also have a duty to respect and adhere to the UN business and human rights framework. The ITUC has a close relationship with global sectoral trade union organizations that organize workers along specific sectors and commodities and is committed to finding common ground and exploring challenges to address the root causes of labour exploitation within the framework of the CLP.
- ▶ Corinne Vargha The ILO is in a unique position to lead global efforts in promoting and realizing fundamental principles and rights at work (FPRW), due to its tripartite structure and its status as a normative organization that maintains a wide body of international labour standards. These standards serve as a reference for action globally, and at regional and national levels. The ILO is committed to promoting FPRW through its standards, as reflected in the ILO strategy on decent work in supply chains adopted in February 2023. The strategy aims to ensure that information from the supervisory system is relevant and accessible to stakeholders, supporting government and companies to deliver on their due diligence commitments. The CLP is a fantastic vehicle for connecting the dots in terms of promoting standards and expanding research.
- ▶ Philippe Vanhuynegem Promoting decent work to tackle the root causes of child labour is at the centre of the vision of the ILO's CLP. The CLP seeks to not only tackle child labour within different sectors and supply chains, but to maximize the influence and leverage of the private sector to address root causes. CLP country working groups are a key channel for delivering this work, together with the governments and social partners in each country and embedded in the technical assistance work of the ILO on the ground. The CLP also embodies the ILO's commitment to social dialogue through the joint commitment of the IOE and ITUC as co-chairs.

Key achievements of the CLP in 2023

- ▶ The CLP has enabled companies to:
 - ► Access technical guidance and expertise on improving company policies and practices, on topicas such as:
 - Integrated approach on fundamental principles and rights at work in supply chains.
 - Hazardous child labour and occupational safety and health at work for adults.
 - Adequate wages and incomes for adults in supply chains.
 - · Climate change and child labour.
 - ▶ Join prevention, risk identification, and remediation initiatives supported by ILO in-country projects:
 - In 2023, CLP members requests for ILO's guidance focused on: Brazil, Ghana, Mexico, Viet Nam, and USA.
 - Collectively address the root causes of child labour and collaborate with companies across sectors:
 - Durban Call to Action (2022): Accelerate multi-stakeholder efforts to prevent and eliminate child labour, with priority given to the worst forms of child labour, by making decent work a reality for adults and youth above the minimum age for work.
 - Decent work pillars: Employment creation, fundamental principles and rights at work, social protection, and social dialogue.
- ▶ Current CLP partners: the European Commission, the Government of France, the Federal Ministry of Economic Cooperation and Development (Germany), the Swiss Confederation, the Government of the Netherlands, and the United States Department of Labor.
- ▶ New CLP members: JDE Peet's, Lavazza, Neumann Kaffee Gruppe, Richemont, Sucafina, Touton, and Tchibo.
- ▶ The business case for members:
 - Collaborate with the ILO, industry peers, social partners' organizations and civil society to end child labour in relevant supply chains.
 - Identify and implement more effective solutions to tackle the root causes of child labour in supply chains by accessing ILO's expertise and projects as well as leveraging other CLP members' and partners' efforts to end child labour.
 - Improve companies' capacity to comply with existing and future mandatory and voluntary due diligence frameworks related to child labour.
 - Help companies demonstrate to internal and external stakeholders their leadership and commitment to address these issues on the ground.

Country round tableAccelerating action: India



Panel



Dr E. GangadharAdditional Commissioner of Labour, State of Telangana, India



Elaine Mitchel Hill
ESG & Human Rights Director,
Marshalls



Joana Barata Correia Head of Responsible Sourcing Development, Inter IKEA



Divya Verma Senior Programme Officer, ILO India



Jeroen Beirnaert
Director of the Geneva Office,
ITUC (Moderator)

- ➤ Since 2016, there has been an evolution of efforts to address child labour in India to move beyond information-sharing and towards concrete action. The CLP India Working Group undertook a mapping to identify the states in which CLP members have shared sourcing interests. From this mapping, the Working Group identified Telangana as its first priority state for addressing the root causes of child labour in agricultural and related supply chains.
- ▶ Dr E. Gangadhar, Additional Commissioner of Labour for the State of Telangana presented some of the key government initiatives to address child labour and promote fundamental principles and rights at work in Telangana. These include the amendment of national legislation and policies; the establishment of a partnership between the states of Odisha and Telangana and the ILO to improve the public distribution system for social protection programs; the promotion of FPRW in the cotton supply chain leading to increased unionization in the sector; and working with civil society organization networks and government agencies to share data on child labour hotspots. Ongoing challenges within the state include low income levels, lack of access to quality education for children, and significant labour migration.
- ▶ Telangana is an area of increasing importance for CLP members working in the cotton, spices, and sugar supply chains. The Country Working Group is currently supporting research to identify the drivers of child labour within the state's migratory farm workforce. The key findings and recommendations from this research are presented in the following table (next page).
- ➤ Companies expressed interest in continuing to focus on recruitment supply chains and ensuring a holistic approach to FPRW, including OSH. Companies also highlighted the importance of deepening awareness of what is already being done by actors within the sector and building off existing initiatives.
- ▶ There are several opportunities for collaboration between the government and the private sector. Priority areas for the Government of Telangana include supporting trade unions and continuing social dialogue; improving OSH, particularly by bringing together employers and conducting safety training; establishing minimum wage standards to address poverty as a root causes of child labour; developing a code of conduct in collaboration with employers; improving income security and social protection systems; and expanding data collection and sharing within supply chains, specifically the chili supply chain.

| | Findings | Recommendations | | |
|---|---|---|--|--|
| 1 | Limited union participation. Challenges in tracking migrant workers. Potential of social dialogue to tackle root causes. | Advance social dialogue across states to end child labour in supply chains ▶ Advance social dialogue between states, social partners' organizations, and CLP members on the elimination of child labour in supply chains. ▶ Expand the scope of engagement across commodities and geographies. ▶ Improve workers' and trade unions' knowledge and tools. | | |
| 2 | Effective enforcement practices and post-reform barriers. Challenges in identifying hazardous child labour. Misaligned inspection timings and data collection constraints. | Strengthen public-private capacity to prevent child labour and hazardous working conditions ▶ Develop joint sessions between private sector and labour inspectors on the elimination of child labour. ▶ Support data sharing and data-driven enforcement. | | |
| 3 | Migrants' financial vulnerabilities. Restricted access to social protection and housing challenges. Lack of access and awareness of welfare programmes. | Strengthen access to social protection schemes to reduce vulnerability to economic shocks ▶ Raise awareness through public-private outreach campaigns. ▶ Facilitate access through mass registration efforts. ▶ Expand collaboration among stakeholders in the rural sector. | | |
| 4 | ▶ Age restrictions. ▶ High drop-out rates and early labour market entry. ▶ Incompatible operational hours. ▶ Limited awareness and access to education and vocational training programmes. ▶ Migrants' hesitancy to entrust infants and children to unfamiliar childcare centres. | Expand access to vocational training, childcare, and education in rural areas ► Expand successful practices and inter-state cooperation. ► Deploy community engagement and sensitizing workshops. ► Implement vocational training and skills development. | | |
| 5 | Informality and subcontracted employment relationships. Contracted workers limited in accessing schemes. Poor living conditions and lack of mandated housing. | Improve recruitment practices to uphold labour standards, social dialogue, and gender equality ▶ Standardize contract systems and digitization. ▶ Revise Occupational Safety and Health (OSH) policies to address housing gaps. ▶ Encourage upstream-downstream private sector solutions. | | |

Country round table Accelerating action: Côte d'Ivoire



Panel



Dr Martin N'Guettia

Director of the Fight against
Child Labour, Ministry of
Labour and Social Protection,



Côte d'Ivoire

Yves-Pascal Suter Global Sustainability Lead, ofi



Euphrem NdepoNational Project Coordinator,
ILO Côte d'Ivoire



Sophie De Coninck
Head of Operations,
FUNDAMENTALS, ILO
(Moderator)

- ▶ Dr Martin N'Guettia, Director of the Fight against Child Labour, Ministry of Labour and Social Protection, shared the vision of the Government of Côte d'Ivoire to end child labour. He noted the importance of the agricultural sector for the country's economy and development and reaffirmed the Government's commitment to addressing the root causes of child labour through holistic responses (in alignment with the Durban Call to Action). The government has undertaken several reforms including the development and implementation of National Action Plans (NAPs) on child labour, social protection mechanisms (universal health coverage (CMU) and social security for self-employed workers), monitoring and coordination committees, a strengthened labour inspectorate, and a program of decent work promotion with the support of the ILO.
- ▶ From the government's perspective, collaboration with all partners (including the private sector) is essential. It expects the private sector to align its actions with the legal, institutional, and policy framework put in place by the government, to support its initiatives to address the root causes of child labour, and to coordinate efforts so that industry-led programs work in an integrated manner with state initiatives and do not create parallel or opposing structures.
- ▶ Based on a mapping of members' supply chains, the Working Group identified Nawa as an important region to initiate a cross-sectoral collaboration to act on the root causes of child labour in the cocoa, coffee, cotton, cashew, and palm oil sectors. A matrix was developed to identify synergies between private sector and public sector efforts to address child labour in the region and, on this basis, propose the following recommendations for collaborative action by Working Group members (with the support of the ILO component of the ENACTE and ACCEL Africa projects):
- ▶ Recommendation 1: Expand access to social protection for the most vulnerable workers and households. This will include extending the scope of social protection to all members of farming households, strengthening the CMU through community feedback, and facilitating payment of contribution fees for farmers. It will draw on the learnings of the 2021-2023 pilot project with the private sector (14 cooperatives and 3 companies), which saw 6,040 CMU cards distributed, 1,050 annual premiums paid by the private sector, and 19 health centres integrated into the CMU system.
- ▶ Recommendation 2: Promote decent work opportunities for women and young people. This will involve public-private collaboration on vocational training for youth aged 14-17, taking into consideration the informal nature of the current apprenticeship system in the Nawa region. It will also support the extension of the Village Savings and Loan Associations (VSLA) model, which is a priority for the government and an area in which the private sector in Nawa has developed considerable expertise.
- ▶ Recommendation 3: Improve promotion of fundamental principles and rights at work. This will involve facilitating social dialogue between governments, social partners, and CLP members, and promoting OSH, using the WIND (Work Improvement for Neighbourhood Development) approach which has already been successfully implemented in the Nawa region. CLP members will also collaborate with the labour inspectorate to improve the monitoring and remediation of child labour cases through the SOSTECI (Système d'Observation et de Suivi du Travail des Enfants en Côte d'Ivoire), and to streamline and strengthen existing dispute resolution and grievance mechanisms.

- ▶ Working Group members confirmed that the proposed recommendations are concrete, practical, and in alignment with their priorities. They also provided constructive feedback to strengthen the implementation of these recommendations, based on their experiences and lessons learned:
 - Companies can play an instrumental role in facilitating access to health insurance
 for agricultural workers, by subsidizing their annual contribution and helping
 to promote and build trust and acceptance of the CMU system. This type of
 collaboration with the ILO is valuable as it helps businesses to think outside of their
 usual ways of supporting communities and to innovate.
 - To boost enrollment in the health insurance scheme, it is critical to improve the
 functioning of the system so that farmers do not encounter issues such as having
 their health insurance cards rejected at health centres, or dealing with staff who
 are not familiar with the system. It is also important to conduct health outreach and
 bring diverse teams of health experts directly to remote communities that cannot
 access health centres.
 - To deliver effective skills training for youth, programmes must be delivered closer
 to their communities and should offer relevant and appropriate training in areas
 where there is a real demand for labour. This requires thinking outside the box
 for example, identifying skills that will be needed to respond to environmental
 regulatory changes, such agroforestry services or GPS mapping of farms. Other
 suggestions for boosting job creation include improving internet access in rural
 areas (to allow youth to access work opportunities outside of their communities)
 and addressing high levels of illiteracy among women.
 - Active collaboration with SOSTECI is important but needs to go beyond data
 collection and focus on remediation, including developing systematic processes and
 standard operating procedures for specific cases to improve the care of children.
 Digitalization of data is also urgently needed to facilitate case management and
 tracking by the government, as well as data sharing and integration with private
 sector systems.
 - In all areas, focusing on community strengthening and taking a community-based approach is essential for identifying the specific interventions that are needed to build household resilience. Interventions should also be integrated with rural development frameworks and build the capacity of government structures, which are close to the community and are in the best place to respond to their needs.
 - These recommendations are complementary to some members' existing programmes and there may be opportunities to connect the dots and link the implementation of the recommendations with these existing programmes.
 - As new environmental regulations (such as the EU Deforestation Regulation) come into force in the agricultural sector, it is critical to ensure that the goal of eradicating child labour (and related issues such as increasing access to social protection and decent work promotion) is not deprioritized or ignored, and that resources are not allocated away from these issues.
 - Cross-sectoral dialogue and collaboration, particularly between companies sourcing cocoa and those working in other sectors in the Nawa region (such as palm, rubber, and coffee) is still limited and the ILO plays an essential role in bringing these actors together.
- ▶ The Government of Côte d'Ivoire voiced its support for the recommendations and noted that they are well aligned with and linked to current government strategies (such as the NAP and the national sustainable cocoa strategy) and programmes. The government is open to dialogue with all partners to identify and put in place the best approaches to address both environmental and social problems in the agricultural sector.

Country round table Accelerating action: The Democratic Republic of the Congo (DRC)



Panel



Donat Bagula
Secretary General for
Employment and Labor,
Government of DRC



Alex Cech
Director of Responsible
Sourcing, Responsible
Minerals Initiative



Matthias Thorns
Global Labour Relations
and Human Rights Director,
Samsung



Polycarpe Kumasamba National Expert, Child Labour, ILO DRC (Moderator)

- ▶ Donat Bagula, Secretary General for Employment and Labor, described the various actions taken by the Government of DRC to address child labour and promote decent work. This includes changes to legal and institutional frameworks, programmes on job creation and social protection, and establishing coordination committees such as the interministerial committee on the fight against child labour in artisanal mines (CISTEMA). The government's actions have led to a reduction in child labour at national level from 42 per cent in 2010 to 22 per cent in 2017. In urban areas, child labour declined by 17 per cent, while rural areas saw a reduction of 22 per cent. The government is working with a range of partners and considering how to extend these structures and reforms to other sectors such as the agricultural sector.
- ▶ One of the key actions taken by the government, with the support of the ILO, is the development of a child labour monitoring and remediation system (CLMRS) to provide sustainable solutions to address child labour. The CLMRS is currently being piloted across 10 mine sites, 3 in Lualaba and 7 in Haut-Katanga. Data on children present at these sites is being collected, organized, and stored in the system.
- ▶ The CLMRS database (which was presented live during the session) now includes close to 5,000 children and most have been validated i.e., data for each child has been fully consolidated including their biometric data. This is important to avoid duplicates. The data can be filtered on the basis of gender, school attendance, age group, province, and mine site. It also includes information about the child's family and parents, and the level of protection.
- ▶ The DRC has joined Alliance 8.7 as a Pathfinder country and developed a roadmap to coordinate activities to achieve SDG target 8.7. This roadmap forecasts that the CLMRS will be extended to other provinces and sectors, such as agriculture and domestic work. This data will improve the government's understanding of the problem and provide information needed to remediate children in child labour across all sectors.
- ▶ The Working Group is launching a collaboration with the Responsible Mining Initiative (RMI) to strengthen the remediation framework of the CLMRS and address the root causes of child labour. When children are identified on mine sites, it is essential to make sure that the system can remedy that issue effectively. The CLP-RMI collaboration has two pillars:
- ▶ Pillar 1: To prevent and remediate child labour in cobalt communities. This involves:
 - Expanding access to education and enrichment opportunities for children and to employment and vocational training for youth aged 14-17.
 - Contributing to the effective functioning of the CLMRS in the DRC, such as by providing expertise on data and database management and use of open software systems. This is important to make the CLMRS widely available and to track progress in remediation.



▶ Pillar 2: To promote decent work for adults and young people in the cobalt sector. This involves:

- Empowering women in at-risk communities and providing support, social services, and resources.
- Improving the capacity of upstream and downstream businesses to address child labour and promote collaboration and decent work, leveraging local private sector working groups created by the ILO in collaboration with the Federation of Employers of Congo (FEC). This will improve dialogue between businesses throughout the chain to coordinate new efforts on child labour due diligence and remediation
- Promote and advance social dialogue on the elimination of child labour and decent work opportunities in cobalt supply chains.
- ▶ The CLP-RMI initiative will be governed by a steering committee to define and direct its actions; this committee will be led by the DRC government and will include employers and workers organizations as well as CLP and RMI representatives. The CLP Secretariat will manage all operations of the fund, provide technical expertise to deliver the Steering Committee's workplan, lead coordination of activities and engagement of social partners, and report to all partners on progress, results, and challenges. RMI will work to promote this partnership and bring more parties to the table to expand the coalition, such as refiners, as well as contribute guidance, contacts, and resources. Impact will be monitored and evaluated using a qualitative impact evaluation protocol (QUIP).
- ▶ The DRC government welcomes this collaboration and believes it is effective and aligned with the axes of its national strategy on the fight against child labour in artisanal mines. All actors involved in the fight against child labour need to align with the CLMRS tool so that it can serve as a reliable source of statistics on child labour in mining (which is currently lacking). As a result of the CLMRS, policies can be targeted towards areas where children are most vulnerable and the root causes of their involvement in mining work. Education and training, particularly for youth, is a priority of the government as a form of child labour prevention and remediation, and private sector CSR initiatives should support this.
- ▶ Members are enthusiastic about seeing the concrete numbers in the CLMRS database and for this upcoming collaboration with RMI. This is a game changer that will really scale up the work and is a huge opportunity to amplify impact. One member expressed interest in supporting activities around decent work promotion for youth and women. Another noted the importance of clarifying how the pillars of collaboration complement the government's roadmap and its strategy to promote decent work. There was also a discussion on ways for companies that are registering cases of child labour on mine sites to share this data with the government.

Country round tableAccelerating action:Child labour in coffee supply chains



Panel



Martin Wandera

Director of Labour, Employment and Occupational Safety and Health, Government of Uganda



Isabelle AdamsCorporate Relations, Touton
Group



Anna PerissinottoSustainability Compliance
Senior Specialist, Lavazza



Elena Avenati
Private Sector and SDGs
Advocacy Manager at Save
the Children Italy

- ➤ The five main drivers of child labour in the coffee sector are: 1) household and rural poverty and vulnerability; 2) poor quality of schooling or insufficient school; 3) limited decent work opportunities for adults and young people; 4) weak realization of fundamental rights at work; and 5) unsafe and unregulated migration.
- ▶ The Government of Uganda is taking action to strengthen its fight against child labour in the coffee supply chain. Martin Wandera, Director of Labour, Employment and Occupational Safety and Health highlighted these efforts, including the launch of the National Action Plan on Child Labour. He noted that a key challenge that exists in Uganda is the minimal differences between the wages of those who have completed primary education and those who have not. Recently, the government conducted an analysis of unemployment to understand key constraints to national job growth and is developing a strategy to support job growth.
- ▶ A key lesson learned when working to address child labour in the coffee supply chain is the importance of partnering with community level stakeholders and schools in coffee growing areas. This was a critical takeaway from a CLP member's project in Viet Nam focused on children's rights. The project conducted needs assessment with suppliers in six coffee growing communities. The outcome of the assessment, including the pervasive problem of child labour, led to the development of interventions with impacts at community level: increased awareness of child rights among children, parents, and stakeholders; increased access to benefits for children and parents; and child rights guidelines drafted to operationalize into business activities.
- ▶ It is essential to apply a holistic approach that includes both direct action through engagement with households/communities and indirect action through development of an enabling environment to address root causes. Key components of action include building trust with communities, integrating supply chains, working with local and national authorities, and sharing data where possible. It is important to empower and engage with community stakeholders.
- ▶ The ILO is leading an inter-agency project funded by the European Commission on "Ending Child Labour in Supply Chains", with the Food and Agriculture Organisation (FAO), UNICEF, and the International Trade Centre (ITC) as collaborating agencies. The project connects the three critical results areas of knowledge, solutions, and partnerships to improve the knowledge base on child labour's root causes in coffee and other supply chains; establish and replicate integrated and area-based models to eliminate child labour in the coffee supply chain in Uganda, Honduras and Viet Nam; and strengthen the Alliance 8.7 Action Group on Supply Chains and other global partnerships to tackle the root causes of child labour in supply chains.





Jackie BanyaNational Programme Officer, ILO
Uganda



Rita Yip Senior Legal and Policy Advisor, IOE (Moderator)

- ▶ The Working Group considered three recommendations to accelerate action to address child labour in the coffee sector: 1) advance social dialogue and institutional capacity to eliminate child labour in the coffee supply chain; 2) strengthen respect for FPRW; and 3) promote the development of skills and decent work opportunities for young workers. Working Group members voiced their support for the proposed recommendations and provided their reflections and suggestions for the next steps:
 - ▶ It is challenging for the private sector to conduct a mapping of actors involved in different supply chains, especially because small traders lack the resources that large companies have. It would be helpful for the ILO to lead a mapping of actors involved in different coffee supply chains while also amplifying the learnings from large companies that have conducted some of this research.
 - Strengthening FPRW includes focusing on working conditions beyond child labour, including women's rights and OSH. For instance, it is important to strengthen LGBTQ rights at work while remaining aware of the context and sensitivity of the topic. It is necessary to collaborate with community stakeholders to integrate local expertise and avoid negative impacts.
 - ▶ Existing mechanisms for ensuring respect for FPRW include auditing and certification schemes. Interventions would be more impactful if they engaged all actors in the sector, beyond private companies, to establish a shared standard on working conditions. Regarding grievance mechanisms, there needs to be further review to determine their level of effectiveness. Those that are effective should be widely disseminated. They must also be implemented at several levels and be connected to ensure information is shared across the various levels.
 - ▶ One way to promote the development of skills and decent work opportunities for youth is to make these opportunities participatory with integrated feedback loops. An existing challenge is the lack of incentives for children to prioritize education given the lack of meaningful wage differences between children who have and children who have not completed compulsory schooling. One possible solution is to expand mentorship and exchanges between urban and rural settings.



Conversation

Conclusions and reporting back on country-level accelerating action plans



During this session, rapporteurs for each country working group presented the main action points and reflections for their country-level acceleration plans. Government representatives shared their perspective on the action points identified and next steps.

Côte d'Ivoire

- ▶ The government is tackling child labour within Côte d'Ivoire, with a strong focus on addressing the issue in the agricultural sector. Many challenges exist in rural areas.
- ▶ The National Action Plan (NAP) is being implemented in partnership with several stakeholders. The NAP includes social and environmental considerations representing a holistic approach.
- ➤ Companies and government must work together and align efforts to deliver on their mutually reinforcing goals of due diligence and sustainable development.
- ▶ The Government of Côte d'Ivoire agrees with the recommendations set out by the country working group, and particularly the decision to focus on promoting decent work for youth aged 14 to 17.

Next steps

- 1. Expand access to and quality of health insurance, and increase awareness at the community level.
- **2.** Support youth employment and vocational training opportunities (e.g., apprenticeship programmes).
- 3. Leverage new government decree to scale up VSLAs, especially for women.

The Democratic Republic of the Congo (DRC)

- ▶ The child labour monitoring and remediation system (CLMRS) is operational in the DRC. The CLMRS identifies children in child labour on mine sites and registers them in a database for targeted remediation and support. Over the past year 4,600 children have been registered on mine sites across 2 provinces.
- ▶ The collaboration between the CLP and the Responsible Mining Initiative (RMI) presents an excellent opportunity to scale up the work of the CLP in the DRC. The collaboration will support the CLMRS; increase training opportunities, particularly for youth aged 14-17; and promote women's empowerment, social dialogue, and increasing collaboration between upstream and downstream businesses in addressing child labour.
- ▶ The Government of the Democratic Republic of the Congo is committed to extending the CLMRS initiative as part of the national strategy to collect data and refine different approaches to address child labour. The government thanks RMI for joining.

Next steps

1. Scaling up the CLMRS beyond the current two regions and applying lessons learned.



Uganda

- ▶ In Uganda, the government is engaging in activities to address poverty. At the same time, much progress has been made to combat child labour including through implementing ILO conventions and enforcement measures, as well as combatting human trafficking across sectors.
- ▶ There has been an emphasis on improving access to education –specifically universal access to primary and secondary education.
- ▶ The government has also developed a National Action Plan to combat child labour and is partnering with private sector companies.
- ▶ Data collection has been prioritized, including the frequency and quality.
- ▶ The private sector in Uganda intends to develop a child labour policy working with the public sector as well as smallholder farmers.
- ▶ The Government of Uganda emphasized that the second pillar of the National Action Plan on child labour is to enhance partnership and coordination to eliminate child labour. Coffee production occurs primarily in smallholder farms outside the legal framework. In Uganda, companies must engage on policy, research, and advocacy to address this issue.

Next steps

- 1. Promote quality data collection on child labour with support of the CLP and ILO; and work closely with existing unions to address issues in the informal sector (related to recommendation 1).
- 2. Ensure that gender-based programming is culturally appropriate by working with local partners who understand local contexts; consider disseminating private sector partners' existing grievance mechanisms amongst supply chain partners, improving accessibility; and explore digital payments for VSLAs. (related to recommendation 2).
- 3. Increase decent work and mentorship opportunities for youth, with a view to the impacts of climate change; and ensure education is fit for purpose by providing vocational training opportunities for youth that account for supply chains (related to recommendation 3).



India

- Last year the CLP facilitated a high-quality research study in Telangana which presented key findings and recommendations.
- ▶ Research demonstrated that labour contractors are controlling and enabling work from workers. Workers are usually migrants from neighboring states.
- ▶ In Telangana, the opportunity to enable actions to end child labour is connected to increasing awareness of decent work, occupational safety and health, and social dialogue. The CLP is exploring, with the state, awareness and capacity building actions with labour contractors.
- ▶ The Government of Telangana noted that it was the first state to adopt a fundamental principles and rights at work approach. Child labour in Telangana is decreasing and at the same time, there has been an improvement in freedom of association and collective bargaining. As a result, good practices have been added to the state's action plan. The research study presented five recommendations –including strengthening public-private sector coordination. The Government of Telangana welcomes business recommendations and is looking forward to expanding partnerships.

Next steps

- 1. Invite new members to provide supply chain information to keep the mapping activity up to date and identify future strategic opportunities.
- 2. Ensure that all recommendations from the CLP Telangana research are looked at through a gender equality lens.
- **3.** Explore whether the private sector can support the work of the Telangana government to digitize vocational training.
- **4.** Explore how the private sector can support the Telangana government to improve recruitment practices to ensure they are grounded in labour standards (working through their own suppliers and networks).
- **5.** Share existing supply chain mapping from the informal sector with the Telangana government.
- **6.** Build capacity with suppliers on issues of child labour, decent work, human rights and environmental due diligence requirements (exploring the positive impacts on the domestic market).
- 7. Explore, with the government of Telangana and the CLP, the implications of the journey to net zero emissions through the lens of just transition.



Conversation Rethinking business efforts to address child labour in supply chains



Panel



Rita Yip
Senior Legal and Policy Advisor,



Benjamin Smith
Senior Specialist on Child
Labour, FUNDAMENTALS, ILO



Griet Cattaert Head of Labour Rights, United Nations Global Compact



Benedetta Nobile International Training Centre of the ILO (ITCILO) (Moderator)



Karl Pfeffer
International Training Centre
of the ILO (ITCILO) (Moderator)

- ▶ The Central American Sugar Association (AICA) was announced as the 2023 recipient of the IOE International Elimination of Child Labour Changemaker prize, for their Annual Campaign for the Prevention of Child Labour. The campaign's guiding purpose is to prevent child labour in the Central American sugar sector, through training and awareness-raising activities with producers and surrounding communities in Costa Rica, El Salvador, Guatemala, Honduras, and Nicaraqua.
- ▶ Partnerships between the private sector and government are necessary to eliminate child labour. For example, in Côte d'Ivoire these partnerships have extended social protection systems to rural farmers, and in India and Pakistan they have strengthened workers' rights. It is essential to increase alignment between private sector interventions and national action plans.
- ➤ The United Nations Global Compact developed a questionnaire on FPRW which was completed by over 900 of its member companies. Some of the insightful results from the survey include:
 - Companies demonstrate a lower commitment to action on child labour compared to other labour issues.
 - 70% of policies on child and forced labour were applied across the companies' supply chain (as opposed to simply within the companies' own operations).
 - 50-70% of companies trained their own employees on human rights (including labour rights) and anti-corruption topics, but provision of training for other companies and suppliers in the chain was uncommon.
 - European and North American companies reported above average policy coverage on freedom of association, child labour, and forced labour, but below average rates of action, training, and stakeholder engagement on those topics.
 - The rights of Indigenous people, climate action, rights of women and girls, and
 waste were among the top priorities for collective action, while freedom of
 expression, child labour, forced labour, and oceans were near the bottom of the list.
- ▶ There is much to be learned when businesses across industries share the challenges they have faced in addressing the root causes of child labour in their supply chains, and the innovative approaches that have worked. The results of this reflection and peer learning session are outlined in the following section.



Challenges

Challenges faced by companies today to address the root causes of child labour in their supply chains

- ► Raising awareness of the issue of child labour at the community level.
- ► Engaging community level stakeholders in solutions.
- Responding to cultural factors and social attitudes that normalize child labour.
- ► A lack of governmental engagement in addressing child labour.
- Governments lacking the capacity to address child labour.
- Child labour is not prioritized on the agenda of investors.
- ➤ Capacity differences between corporations and governments that lead corporations to move faster than government systems can manage.
- ➤ A lack of visibility and leverage beyond tier one of supply chain.
- ▶ A lack of social security at the local level.
- Migration of workers during peak seasons.
- ► Poor educational opportunities at the community level.
- ➤ Ensuring the sustainability of interventions while companies make positive impacts during interventions, it is difficult to sustain these impacts beyond the project end date.
- Accessing credible and reliable information for grievances.
- Companies face scrutiny based on the perception of the problem rather than the actual problem, which has led many companies to avoid addressing the issue of child labour for reputational reasons.
- ▶ Difficulty building trust with community stakeholders.
- Experiencing unintended consequences of interventions.
- A lack of interministerial collaboration.

Innovative approaches

Innovative approaches that businesses are implementing to address the root causes of child labour

- Building government capacity to support interventions on child labour at the community-level.
- ▶ Engaging partners from tier 1 to tier 5.
- Employing landscape and integrated area-based approaches to break silos.
- ▶ Providing childcare for migrant families.
- Supporting worker voice through social dialogue.
- Sharing grievance mechanism information across sectors to identify trends and share information in aggregated ways.
- Automation making life easier especially for women.
- Expanding multistakeholder collaboration through engagement with governments, civil society, and communities to implement policies and regulations and identify community needs.
- Expanding supply chain mapping and sharing data across companies.
- ► Facilitating dialogue across government ministries.
- ► Expanding Child Labour Free Zones and income accelerator programmes.
- Increasing automation and mechanization.

Thematic panel The impact of climate change on child labour: Challenges and opportunities for action



Panel



Moustapha Kamal Gueye

Director of the ILO Priority Action Programme on Just Transitions Towards Environmentally Sustainable Economies and Societies, ILO



Scott Lyon Senior Policy Researcher, FUNDAMENTALS, ILO



Shubha Sekhar Regional Director Human and Workplace Rights, Coca-Cola Company



Yann Wyss Global Head, Social Impact and Human Rights, Nestlé

- ▶ Josée Laporte As this session takes place, the world is experiencing extreme weather events and is about to complete the hottest year on record. It is also the same year that the International Labour Conference has adopted the Resolution concerning a just transition towards environmentally sustainable economies and societies for all. This session coincides with the COP28 United Nations Conference on Climate Change in Dubai. All of this reflects a critical need to better understand the linkages between climate change and child labour and to inspire collaborative action between government officials, trade unions, local business, and multinational enterprises.
- Moustapha Kamal Gueye The ambition to tackle climate change is not just about numbers, it is about people and workers with the right skills, enterprises capable to innovate and deploy new business models, and communities that are able to diversify and transform their economies. Children constitute the majority of people on our planet and are at the centre of the climate agenda. Children face the double sword of climate effects and the impact of response measures, including those measures taken by governments and by corporations. Climate events have claimed the lives of millions of the youngest among us. As such, there is an imperative to not only protect youth, but to ensure that climate impacts and their response measures do not lead to further worsening of child labour around the world. This imperative has led the ILO to engage in exploratory research on issues at the interface between climate change and child labour.
- ➤ Scott Lyon The ILO's <u>new issue paper on climate change and child labour</u> is based on an extensive review of peer reviewed publications and the grey literature. Some of the key findings include:
 - ▶ Climate change is driving poverty and poverty, in turn, is a critical driver of child labour. The most important link between climate change and child labour is through poverty and pressures that climate change is placing on livelihoods.
 - ▶ The intersection between child labour and climate change is particularly important in the context of the agricultural sector. Declines in agricultural productivity are impacting child labour in different ways.
 - ▶ Climate change is not only affecting the risk of whether children are involved in child labour, but it is also affecting the conditions under which children are working. For instance, studies indicate that children are already suffering higher rates of heat exhaustion and severe dehydration in some agricultural contexts as temperatures rise in the fields.
 - ▶ Government policies aimed both at climate change mitigation and climate change action can have positive or negative implications for child labour. We need safeguards to ensure that efforts to promote the clean energy transition do not leave both skilled workers and their families in a position of greater vulnerability and reliance on child labour.
 - Business efforts to address environmental and child labour challenges in their operations and supply chains should be aligned and mutually reinforcing. Efforts towards environmental sustainability should not be at the expense of child labour or vice versa, but rather environmental concerns and child labour should be addressed hand in hand as part of a broader holistic approach.





William Anderson
Vice-President, Global Social
and Environmental Affairs,
Adidas



Camilo SánchezCoffee Sustainability Manager
USA, ofi



Josée Laporte Specialist, Corporate Social Responsibility, MULTI, ILO (Moderator)

- ➤ Camilo Sánchez The issue paper on child labour and climate change is an excellent step forward and presents an opportunity to bring this issue to the public. It is important to understand the interconnected relationships that exist within the supply chain; for example, by increasing productivity at the expense of applying more inputs and fertilizer, you may also increase carbon footprint. There is a fine balance between providing access to more income generation opportunities while minimizing unintended consequences for the environment.
- ▶ William Anderson One of the real challenges related to climate is forecasting implications at the local level. Companies must remain agile to respond to the realities of climate change as opposed to building static processes. From a due diligence perspective, it is important consider where we can form partnerships to drive change from the bottom up through large-scale purpose-built multi-stakeholder programmes. Adidas has drawn great value from its partnership with the Better Cotton Initiative (BCI) to reduce pesticide use, improve farm productivity, raise workers' incomes, support dignity in the workplace, and reduce child labour.
- ➤ Yann Wyss The progress that the CLP has made over the last few years is tremendous and the creation of the country working groups is a step in the right direction. The CLP can play a key role in addressing the link between climate change and child labour, and this issue should be reflected in the work of these working groups. There is an opportunity to bring this issue paper and the desk research to the ground through the CLP and make a more meaningful impact. It is important to not reinvent the wheel, and to refer the UN Guiding Principles as a guide for the working groups in adopting recommendations.
- ▶ Shubha Sekhar The tripartite structure of the ILO, where governments, businesses, and nongovernmental organizations are embedded in the organization is a powerful model. A partnership with the ILO brings along this embedded structure. Moving forward, we could engage additional expert UN bodies to support interlinkages. For example, for the recently launched coffee project, other agencies could be brought in to advise on climate change or other bodies to support gendered dimensions of the issues. There are many interconnected issues that need to be addressed and the ILO is uniquely positioned, given its capacity to convene, to address them through a holistic and integrated approach.
- ▶ William Anderson The main challenge for many large corporations working in multiple locations is a lack of convergence of action amongst governments. In terms of legislative actions, governments need to converge, so that businesses can focus their efforts on driving the change on the ground.



Agenda

First day - 30 November

| 08:30 – 09:30 Espace Gobelins | Registration and welcome breakfast | | | |
|--|--|--|--|--|
| 09:30 – 09:50 Cinema room | Welcome remarks Philippe Vanhuynegem, Chief, Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), ILO Valérie Berset Bircher, Ambassador, Head of International Labour Affairs, Swiss State Secretariat for Economic Affairs (SECO) Rita Yip, Senior Legal and Policy Advisor, International Organization of Employers (IOE) Jeroen Beirnaert, Director of the Geneva Office, International Trade Union Confederation (ITUC) | | | |
| 09:50 – 10:30 Cinema room | Opening session Corinne Vargha, Director, International Labour Standards Department (NORMES), ILO Keynote speech Nada Al-Nashif, UN Deputy High Commissioner for Human Rights CLP key achievements and new members Katherine Torres, Senior Programme Officer, Supply Chains, FUNDAMENTALS, ILO | | | |
| 10:30 - 11:00 Espace Gobelins | Coffee break | | | |
| Jura room 11:00 – 12:30 | Accelerating action: India Dr E. Gangadhar, Additional Commissioner of Labour, State of Telangana, India Elaine Mitchel Hill, ESG & Human Rights Director, Marshalls Joana Barata Correia, Head of Responsible Sourcing Development, Inter IKEA Divya Verma, Senior Programme Officer, ILO India Moderated by Jeroen Beirnaert, Director of the Geneva Office, ITUC | | | |
| Parallel sessions Room I | Accelerating action: Côte d'Ivoire Dr Martin N'Guettia, Director of the Fight against Child Labour, Ministry of Labour and Social Protection, Côte d'Ivoire Yves-Pascal Suter, Global Sustainability Lead, Olam Food Ingredients (ofi) Euphrem Ndepo, National Project Coordinator, ILO Côte d'Ivoire Moderated by Sophie De Coninck, Head of Operations, FUNDAMENTALS, ILO | | | |
| 12:30 - 14:00 ILO's restaurant | Networking lunch | | | |



| Room I | Accelerating action: The Democratic Republic of the Congo (DRC) Donat Bagula, Secretary General for Employment and Labor, Government of DRC Jacques Ramazani, Secretary General of Mines, Government of DRC Alex Cech, Director of Responsible Sourcing, Responsible Minerals Initiative Matthias Thorns, Global Labour Relations and Human Rights Director, Samsung |
|---|--|
| 14:00 - 15:30 | Moderated by Polycarpe Kumasamba, National Expert, Child Labour, ILO DRC |
| Parallel sessions | Accelerating action: Child labour in coffee supply chains |
| Jura room | Martin Wandera, Director of Labour, Employment and Occupational Safety and Health, Government of Uganda Isabelle Adams, Corporate Relations, Touton Group Anna Perissinotto, Sustainability Compliance Senior Specialist, Lavazza Elena Avenati, Private Sector and SDGs Advocacy Manager, Save the Children Italy Jackie Banya, National Programme Officer, ILO Uganda Moderated by Rita Yip, Senior Legal and Policy Advisor, IOE |
| 15:30 - 16:00 Espace Gobelins | Coffee break |
| 16:00 – 17:00 Cinema room | Reporting back on country-level acceleration plans Conclusions from working group sessions |



Second day - 1 December

| 09:00 - 09:30 Espace Gobelins | Day two registration and coffee |
|--|---|
| 09:30 – 11:00 Jura room | Rethinking business efforts to address child labour in supply chains A peer-learning session on innovations and lessons learned across-industries. Presentation of the IOE's International Elimination of Child Labour Changemaker Award Rita Yip, Senior Legal and Policy Advisor, International Organization of Employers (IOE) Setting the scene: Benjamin Smith, Senior Specialist on Child Labour, FUNDAMENTALS, ILO and Griet Cattaert, Head of Labour Rights, United Nations Global Compact Moderated by Benedetta Nobile and Karl Pfeffer, International Training Centre of the ILO |
| 11:00 - 11:30 Espace Gobelins | Coffee break |
| 11:30 – 12:30 Cinema room | The impact of climate change on child labour: challenges and opportunities for action (hybrid) Launch of ILO issue brief on child labour and climate change with a thematic panel exploring emerging challenges and opportunities for action across regions and supply chains. Moustapha Kamal Gueye, Director of the ILO Priority Action Programme on Just Transitions Towards Environmentally Sustainable Economies and Societies, ILO Scott Lyon, Senior Policy Researcher, FUNDAMENTALS, ILO Shubha Sekhar, Regional Director Human and Workplace Rights, Coca-Cola Company Yann Wyss, Global Head, Social Impact and Human Rights, Nestlé William Anderson, Vice-President, Global Social and Environmental Affairs, Adidas Camilo Sánchez, Coffee Sustainability Manager USA, ofi Moderated by Josée Laporte, Specialist, Corporate Social Responsibility, MULTI, ILO |
| 12:30 - 14:00 ILO's restaurant | Networking lunch |
| 14:00 - 15:00 Jura room | CLP roundtable: planning for 2024-25 Identifying and formulating priorities for the next two years Closing remarks |



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