

► **Summary Report: 16th Annual Meeting of the ILO Child Labour Platform**

From Policy to Impact: Leveraging Knowledge and Action to Prevent Child Labour and Promote Competitiveness in Supply Chains

Hyderabad, Telangana, India

6 - 7 November, 2025

▶ Acknowledgements

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▶ About the Child Labour Platform

Child labour remains a persistent challenge across supply chains, particularly in the initial tiers where raw materials are produced or extracted. Workers, including children, who are engaged in these tiers face heightened risks of poverty, informality, and hazardous conditions, and are often working in contexts that are beyond the scope of national labour laws or where there are gaps in enforcement. As human rights due diligence frameworks expand and trade-related requirements tighten, the strategic imperative for companies to identify and address child labour risks across their supply chains has intensified. These risks are often linked to other violations of other fundamental principles and rights at work and are rooted in structural conditions that extend beyond the reach of any single company.

The [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 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 areas:

- ▶ **Draw** on the ILO's unparalleled convening power among governments, workers' and employers' organizations, trade associations, chambers of commerce, and industry to share experiences, 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.

The Child Labour Platform **Annual Meeting** brings together member companies for strategic discussions on the role of business in the elimination of child labour. It provides an opportunity to take stock of collective efforts, exchange knowledge on common and emerging challenges, and strengthen partnerships and action on the ground. Participants engage in high-level discussions, peer-to-peer learning, and working group sessions, with an emphasis on multi-stakeholder collaboration across sectors and geographies.

► High-level Inaugural Session



Welcome and Overview of CLP Global Achievements and CLP India Launch

Session Overview:

The high-level inaugural session opened with a cultural performance and a ceremonial lamp-lighting ceremony by dignitaries, symbolizing their collective commitment to supporting child-labour-free communities.

Panelists:

- **Michiko Miyamoto**, International Labour Organization (ILO), India Country Office and Decent Work Team (DWT), Director
- **Silvester Botman**, Government of the Netherlands, Senior Advisor Social Sustainability
- **Rita Yip**, International Organization of Employers (IOE), Senior Legal and Policy Advisor
- **Alex Praça**, International Trade Union Confederation (ITUC), Deputy Director
- **Mohammad Mohsin**, Government of Karnataka, Principal Secretary, Labour
- **M. Dana Kishore**, Government of Telangana, Principal Secretary, Labour
- **Gaddam Vivek Venkat Swamy**, Government of Telangana, Honourable Minister for Labour, Employment Training and Factories
- **Ranjit Prakash**, ILO, National Project Coordinator
- **Katherine Torres**, ILO, Senior Programme & Operations Specialist on Supply Chains & FPRW (Moderator)

Opening remarks from the ILO and the CLP co-chairs:

- Global trends show that child labour has declined in recent years, but the pace of progress remains too slow. An estimated 138 million children are still in child labour globally, with the majority in agriculture. Preventing further increases requires stronger, more coordinated action. The achievements of CLP partners in Côte d'Ivoire, the Democratic Republic of Congo, India and Uganda illustrate how social protection, vocational training, harmonized monitoring and remediation systems, and community-based interventions contribute to reducing child labour. India is a vibrant country, with a key role in supply chains. This makes collaboration particularly important, and continued engagement between state governments, the private sector, and civil society is essential for advancing responsible sourcing and preventing child labour.
- **Michiko Miyamoto (ILO)**— Eliminating child labour requires coordinated action across governments, businesses, and civil society. The ILO's evidence and experience globally shows that the most significant reductions occur when countries invest in education, social protection, and decent wages for parents. India is playing a growing leadership role in this global effort, particularly at a time of heightened attention on India's industries and labour practices. This provides an opportunity to demonstrate innovation and share successful models globally. Through the CLP, the ILO will continue to facilitate partnerships, promote collaboration, and foster collective commitment and shared accountability.
- **Rita Yip (IOE)**— IOE's role as co-chair of the CLP reflects the organisation's long-standing commitment to representing employers in global efforts to eliminate child labour. Convening the annual meeting in India brings stakeholders closer to communities, strengthening the relevance and depth of dialogue. The timing of the meeting aligns with preparations for the VI Global Conference on the Elimination of Child Labour and follows a year of strong progress for the CLP. This meeting's agenda - including strengthening due diligence systems, promoting fair recruitment practices, and fostering joint partnerships at country level - remain central priorities for employers within the global network.
- **Alex Praça (ITUC)**— Child labour is a symptom of structural inequality and insufficient social protection. Expanding universal social protection systems, guaranteeing living wages, and strengthening workers' bargaining power are essential measures to help families withstand economic shocks without resorting to child labour. Meaningful progress depends on genuine tripartite dialogue grounded in mutual respect among governments, employers, and workers. While differing perspectives may emerge, a shared commitment to eliminating child labour must guide collective action.

Opening remarks from the Governments of the Netherlands, Karnataka and Telangana:

- **Silvester Botman (Gov. of the Netherlands)**— Global efforts to eliminate child labour increasingly focus on linking income security and wage practices to prevention. The Netherlands has supported more than 100 projects worldwide to strengthen responsible sourcing and improve livelihoods, including 22 projects in India. Local expertise in India offers a strong foundation for policy development and practical interventions. Migrant workers remain among the most vulnerable groups, often moving across value chains without adequate protection, underscoring the need for cross-sector coordination and targeted support.
- **Mohammad Mohsin (Gov. of Karnataka)**— The Government of Karnataka reaffirmed its commitment to enforcing child labour regulations and protecting children through prevention, detection, and rehabilitation measures. The state has strengthened inspections, applied financial penalties to offenders, and appointed child labour inspectors across 11 departments. It continues to provide financial and social support to enable parents to keep their children in school. The government is also prioritizing the development of sector- and district-specific approaches, with particular attention to crops such as cotton and coffee where migrant and seasonal labour patterns make child labour more difficult to track.

- **M. Dana Kishore (Gov. of Telangana)** — The Government of Telangana welcomed participants as the first host of a CLP Annual Meeting outside Europe and recognized the CLP as an important driver of responsible business practices. India has made significant achievements in strengthening legal and administrative frameworks, resulting in growth in per capita income and increased school enrolment. However, risks of child labour in agriculture remains a concern, especially among migrant families. Skills development is a pathway to gainful and dignified employment, and the government calls for closer partnerships with the CLP to expand vocational training and skilling programmes for vulnerable groups.
- **Gaddam Vivek Venkat Swamy (Gov. of Telangana)** — The Government of Telangana presented the launch of the CLP India initiative as a milestone in its efforts to advance social justice and inclusive growth. The state has enacted several recent reforms, including digital compliance systems, area-based strategies for child-labour-free communities, and expanded welfare schemes such as Kalyan Lakshmi and Rythu Bharosa that support low-income and migrant households. The Government called for a stronger focus on preventing child labour linked to migration and informal work and recognized the contribution of activists and community leaders whose work has shaped state responses. The Government reiterated its commitment to a future in which no child is deprived of education or pushed into labour due to poverty.

Launch of the CLP Programme in India:

- The launch of the Child Labour Programme in India marks a significant milestone for the country. The programme is a uniquely designed, first-of-its-kind initiative that embodies a holistic and collaborative approach toward building child-labour-free communities across India. It adopts a cross-sectoral approach aligned with national legislation, policy frameworks, and state government priorities, with the objective of preventing children from being engaged in child labour, focusing in particular on agricultural value chains in Telangana and Karnataka. It seeks to support responsible sourcing models that build resilience for communities and create more equitable livelihoods while keeping children out of work and in school. The CLP is grateful to its members for their continued engagement and collaboration in the programme’s development.



► Roundtable Discussions

Roundtable 1: Building effective child labour due diligence systems with suppliers



Session Overview:

This roundtable convened stakeholders at different levels of the supply chain to discuss priorities, challenges, and opportunities for due diligence. The discussion explored what each organization prioritizes in relation to child labour and other labour standards, the tools and efforts used in practice (including limitations), and what participants wanted their supply chain partners to better understand about their processes. The conversation also considered how upstream and downstream actors approach due diligence in relation to one another, including where expectations align or diverge.

Panelists:

- **Jyotsna Edlin**, Godrej Consumer Products Limited, Head Human Resources – Supply Chain and Quality
- **Avi Jain**, Olam Food Ingredients Ltd (ofi), Human Rights Project Specialist
- **Kanjana Suktat**, IKEA, Sustainability Leader
- **Vishnu Vardhan**, ITC, Manager Crop Development
- **Laurel Hoffner**, ILO, Programme and Operations Officer on Supply Chains & FPRW (Moderator)

Key Takeaways:

- Due diligence should identify where the most meaningful impact can be achieved, supported by systematic human rights and child rights assessments across supply chains. Panelists underscored the importance of

strategic human rights due diligence (HRDD) and data-driven risk mapping, complemented by local child labour monitoring and remediation systems (CLMRS) in high-risk regions.

- Companies face obstacles when working with Tier 2 and Tier 3 suppliers, who often have less awareness of child labour risks. Fragmented supply chains further complicate traceability and remediation. Migrant labour remains a core challenge, especially among suppliers beyond Tier 1. Fragmented farming networks make it hard to identify risks and ensure consistency. Village-level protection committees and mobile-based grievance systems can help address these challenges in real time.
- Grassroots structures—including child labour committees, community networks, and local monitoring teams—strengthen detection, remediation, and long-term prevention. Child Labour Monitoring and Remediation Systems (CLMRS) models can empower communities by building local monitoring bodies that respond quickly to identified risks. These systems create continuity, accountability, and community ownership of efforts to ensure sustainable supply chain practices.
- Collaboration with governments, workers' and employers' organizations, non-governmental organizations (NGOs), and industry peers is vital to achieving scale, harmonizing standards, and addressing systemic challenges. Educational initiatives, in partnership with governments, can support preventative action by strengthening school systems and reducing dropout rates. NGO partnerships can be critical in establishing child labour protection mechanisms, as NGOs can have the trust and proximity required for effective community intervention. Company-led efforts must be integrated into broader government systems to produce long-term impact, particularly with respect to migrant worker protections.
- Digital tools—such as sustainability platforms, mobile grievance systems, and risk mapping software—can allow companies to detect risks earlier, respond faster, and maintain consistent oversight across vast supplier networks. One company reported significant progress through digital platforms that allow more accurate supplier risk categorization and identification of red flags across the supply chain. Agricultural-sector participants noted that digital grievance mechanisms can help capture real-time data from scattered farming communities, improving traceability and enabling targeted interventions.
- Due diligence must be iterative, adaptive, and embedded into everyday supplier relationships. Regular assessments allow learning, adaptation, and early risk detection. One organisation cited their company's initiative to establish an expert body on child rights and conduct continuous assessments—ranging from human rights impact assessments to combined child rights evaluations—rather than relying on periodic audits as a promising practice.
- Low-margin commodities and farmer income insecurity increase the likelihood of child labour. Companies must strengthen procurement practices and should explore financing mechanisms that can better support farmers and workers. Participants highlighted that low farm-gate prices, small margins, and volatile markets contribute to underpayment and the use of child labour. Public-private partnerships were identified as key to addressing this systemic issue. Companies stressed the importance of financing mechanisms and protection of migrant workers, as well as freedom of association, as key drivers of sustainable supply chains.

Roundtable 2: Tackling the root causes of child labour and advancing decent work for adults through wage setting, including living wages



Session Overview:

This panel discussion examined the role of wage setting, including living wages, in addressing the root causes of child labour and advancing decent work for adults. It explored the links between inadequate wages, household poverty, informality, and reliance on children's income, with a particular focus on the initial tiers of supply chains. Panellists and participants discussed how business models, purchasing practices, wage-setting frameworks, and collaboration with partners on the ground influence wage outcomes, and how these elements could be integrated into supply chain strategies to reduce vulnerability to child labour and support sustainable impact.

Panelists:

- **Elva Lopez Mourelo**, ILO, Project Manager
- **John Suresh Kumar**, dsm-Firmenich, Senior Manager Due Diligence & Sustainability at Source
- **Poonam Pandey**, McCormick Global Ingredients Ltd, Senior Manager Sustainability
- **Davuluri Venkateswarlu**, ECHO, Director of Global Research and General Secretary
- **Ratnesh Jha**, UN Global Compact India, Executive Director (Moderator)

Key Takeaways:

- Low wages are a fundamental driver of child labour. Wages are the primary income source for most households, yet one in four workers in low-income countries earns below the poverty line. Low wages leave families unable to meet basic needs such as food, childcare, healthcare, and schooling — conditions that often force children into work. Living wages are among the most effective tools to advance decent work and reduce reliance on children's labour.

- Wage-setting must be grounded in national institutions, social dialogue, and robust data systems. The ILO has developed [five principles for wage setting](#): 1) balancing needs and economic factors; 2) social dialogue; data-driven decision-making; 3) eliminating discrimination; 4) an evidence-based approach, and 5) tailoring approaches to national contexts. Effective wage reform requires strong national wage-setting institutions, tripartite engagement, and data-driven approaches. Tripartite consultations are underway to develop living wage benchmarks for India. This is an important step toward aligning national systems, private sector commitments, and child labour elimination objectives.
- One organization's research across India's agricultural sectors shows that wage gaps of 15–45 per cent below statutory minimum wages are common. 68 million workers in India earn below minimum wage, with actual wages in several regions—such as Karnataka—up to 45 per cent below statutory requirements. These wage deficits are strongly correlated with child labour prevalence in high-risk crops such as cotton, chilli, and seed production.
- Procurement prices often fail to incorporate statutory minimum wages. Research conducted by the same organization indicates that, in several agricultural sectors, prices would need to increase by 15–20 per cent for farmers to pay legal minimum wages. Farmers expect companies to define what constitutes a “fair price.” Without responsible procurement practices, suppliers cannot pay minimum wages to farmers or hired labourers. True wage improvements require transparent cost frameworks and alignment with third-party procurement standards, ensuring fair compensation flows through the chain.
- In many agricultural supply chains, wage increases for farmers do not automatically reach seasonal or casual workers. Ensuring that benefits reach the initial tiers is critical for reducing child labour risks. In soft-commodity supply chains (e.g., flowers), farmers themselves may be part-time labourers. As a result, wage improvements must cascade from procurement price adjustments through to hired labourers.
- Persistent gender pay gaps in agricultural and rural sectors reduce women's income security and increase reliance on children's labour, particularly girls. One organization's research found that female agricultural workers earned significantly below the wages received by men, despite similar workloads. One panellist noted that gender disparities emerged clearly in their company's supply chain mapping. Women's empowerment initiatives and equal-pay efforts are essential components of responsible sourcing.
- Measuring living wage progress requires multi-year engagements, supplier surveys, audits, community-level data and shared responsibility across stakeholders. Impact measurement must go beyond compliance audits and be embedded in long-term capacity-building across states and supply chains. One example discussed involved a public-private partnership across five states aimed at strengthening smallholder resilience and addressing systemic drivers of low wages. Another panellist described internal and external audits and annual price adjustments—including a 37 per cent increase in raw material prices in 2021—to reflect rising costs and improve wages.
- Companies cannot achieve living wage commitments alone. There is a need for collaboration with government to strengthen wage enforcement, address migration-related vulnerabilities, and harmonize approaches. Farmer groups, civil society, and industry associations must also participate in enforcing compliance and influencing social norms.

Roundtable 3: Integrating fair recruitment in businesses' strategies to prevent child labour in supply chains



Session Overview:

This roundtable examined how integrating fair recruitment into business strategies can help prevent child labour in supply chains. The discussion focused on how unfair recruitment practices contribute to decent work deficits, indebtedness, and heightened risks of child labour, particularly among migrant workers and those in lower tiers of production. Panellists also provided insights on the application of practical tools, such as fair recruitment policies, formal contracts, pay transparency, and digital wage systems, and how businesses can work with suppliers, recruiters, and public actors to strengthen recruitment practices and supply chain accountability.

Panel:

- ▶ **Sung In Marshall**, Adidas, Senior Manager, Human Rights & Development Partnerships
- ▶ **Igor Bosc**, ILO, Chief Technical Adviser
- ▶ **Manaswita Varma**, Nestle India, Manager - Sustainability
- ▶ **Thribuvan Sathvik**, Louis Dreyfus Company, Sustainability Manager – Coffee in India
- ▶ **Katherine Torres**, ILO, Senior Programme & Operations Specialist on Supply Chains & FPRW (Moderator)

Key Takeaways:

- Strengthening recruitment governance is central to child labour prevention. Exploitative recruitment practices—including fees, deception, and coercion—contribute directly to household indebtedness and vulnerabilities that can push children into work. In accordance with the ILO's [General Principles and Operational Guidelines for Fair Recruitment](#), fair recruitment requires lawful, transparent processes that uphold workers' rights and exclude fees, deception, or coercion. Integrating these principles within business operations strengthens responsible sourcing and reduces pressures that contribute to child labour risks.
- Recruitment in South Asia often involves multiple intermediaries, each serving different layers of the supply and demand chain. Regular mapping of these recruitment chains is therefore essential for understanding responsibilities, identifying risk points, and guiding reforms. The ILO's approach includes sector-specific recruitment mapping, facilitating dialogue among intermediaries and employers, encouraging joint responsibility along recruitment chains, providing recruitment training, and promoting accountability mechanisms, including among informal recruiters.
- Company-specific practices referenced during the discussion include an approach in which tier-1 suppliers are required to implement age-verification procedures, fair recruitment practices, contract transparency, and supervisor training to identify recruitment and child labour risks. These requirements are integrated into HR systems, reinforced through social audits, and aligned with company standards.
- Another illustrative example involved a responsible sourcing program that integrated human rights requirements—such as minimum-age compliance, voluntary employment, and access to remedy—into legally binding supplier contracts. Compliance is verified through regular audits, with ongoing capacity building used to help suppliers address gaps and improve labour practices over time.
- In coffee supply chains, recruitment often occurs through informal intermediaries. Companies can support farms in building compliance systems across multiple levels, from basic standards to third-party verified audits, that address both child labour prevention and fair recruitment practices. The approach emphasizes a continuous improvement model that helps farmers progressively meet higher social and labour standards.
- Clear remediation procedures prioritize the welfare of children—facilitating immediate removal from hazardous work, supporting education access, and analysing root causes to prevent recurrence. While these systems have helped eliminate child labour in direct manufacturing, risks persist in raw material production, prompting efforts to expand recruitment-focused due diligence into these segments.
- There is a need for training, documentation systems, supervisor sensitization, and local-language resources to enable suppliers—especially in agriculture—to uphold fair recruitment practices and prevent child labour. Adequate lead times, fair pricing, and stable orders are necessary to discourage suppliers from relying on poor recruitment practices or informal intermediaries.
- While many companies have strengthened recruitment and human rights due diligence within manufacturing, significant risks persist in raw material production. Extending traceability, improving documentation, and supporting farm-level systems are priorities for future action. Participants also stressed the importance of coordinated, industry-wide collaboration, including engagement through multi-stakeholder initiatives and sectoral coalitions.

► Interactive Working Sessions

Session 1: Private sector priority setting on addressing child labour



Session Overview:

This closed-door discussion with private sector partners focused on identifying key challenges, priorities, and areas for collective action to eliminate child labour, to shape the work of the CLP in India. Laurel Hoffner (ILO) presented findings from recent CLP research on child labour patterns, drivers, and vulnerabilities in key agricultural supply chains. The research revealed that many children engaged in hazardous or exploitative work belong to migrant families whose mobility, limited access to services, and dependence on informal recruitment heighten their vulnerability. Further, preliminary findings from an ongoing research study indicate that seasonal labour shortages, wage payment issues, and informal recruitment remain core challenges requiring coordinated solutions from government and businesses. Against this backdrop, participants were guided to identify priorities, challenges and opportunities for companies across sectors working to prevent child labour in their supply chains.

Moderators:

- **Katherine Torres**, ILO, Senior Programme & Operations Specialist on Supply Chains & FPRW
- **Laurel Hoffner**, ILO, Programme and Operations Officer on Supply Chains & FPRW

Key Takeaways:

The key takeaways from this discussion are summarized in Table 1 below. The session affirmed that the private sector plays a pivotal role in addressing the root causes of child labour when its efforts are closely aligned with government systems and supported by community-driven action. Participants noted that systemic challenges—particularly migration, informality, weak wage structures, and persistent gaps in education and awareness—require integrated solutions and shared responsibility across the supply chain. The discussions emphasized that

coordinated frameworks, improved monitoring, and stronger partnerships will be critical to advancing decent work and preventing child labour in key agricultural sectors.

Table 1: Key takeaways from group discussion on private sector priority setting

PRIORITIES	CHALLENGES	OPPORTUNITIES
<ul style="list-style-type: none"> • <i>Addressing systemic risks through coordinated action:</i> The root causes of child labour require sustained multi-stakeholder coordination supported by coherent national and state frameworks. • <i>Preventing children from entering the labour force,</i> particularly via the practice of migrant children accompanying parents to agricultural worksites. • <i>Strengthening data systems and government engagement:</i> Reliable data sharing and transparent reporting mechanisms are critical to mutual accountability. • <i>Enhancing monitoring and compliance at the grassroots level:</i> Monitoring must extend to the earliest levels of the supply chain where risks are highest. • <i>Reorienting awareness and communication strategies:</i> Stakeholders underscored the need to shift awareness approaches from top-down campaigns to community-driven models. • <i>Empowering farmers and improving wage structures:</i> Participants highlighted the value of capacity-building for farmers and encouraged wage practices that support both decent work and childcare needs. 	<ul style="list-style-type: none"> • Fragmented interventions and limited resources, with many initiatives operating in silos. • Weak education systems, particularly in remote areas where inadequate infrastructure and gender-related dropout patterns persist. • Absence of reliable age verification, especially for migrant workers’ children. • Wage-related inequities, including inconsistent application of minimum wage protocols and low rates in seed and agricultural sectors. • Complex migrant labour dynamics, including language barriers, short-term contracts, and limited childcare options. • Economic pressures and low profit margins for small producers, which constrain compliance capacity. • Limited awareness of human rights due diligence requirements, especially among smaller enterprises. • Cultural and social norms influencing children’s involvement in work, including during school holidays or agricultural peak seasons. 	<ul style="list-style-type: none"> • Leveraging ILO and UN platforms to provide coordinated guidance, monitoring, and technical support. • Strengthening collaboration with government departments, including improved linkages between enforcement agencies and community structures. • Developing systematic frameworks and monitoring mechanisms to support information exchange and shared accountability. • Creating a common platform for all actors—companies, farmer groups, unions and employers, civil society, and public institutions—to harmonise good practices and standards. • Engaging service providers and intermediary agencies to strengthen compliance and connect migrant workers to social protection schemes. • Expanding partnerships, including collaboration with global industry leaders to contextualise international frameworks for local realities. • Providing financial and market-based support to farmers to enable responsible labour practices without exacerbating economic insecurity.

Session 2: Strategically leveraging partnership with CLP members to amplify impact at the country level and address the root causes of child labour



Session overview:

This interactive session examined how collaboration through multistakeholder partnerships can accelerate action to address the root causes of child labour in supply chains. The discussion underscored the importance of partnerships between governments, employers' and workers' organizations, civil society, and the private sector in addressing the root causes of child labour. It also highlighted Telangana's progress and achievements in advancing FPRW principles through collaboration with the ILO CLP. The Government of Telangana's partnership with the ILO demonstrates how government leadership and community mobilization can converge to eliminate child labour and advance decent work. The session concluded with broad agreement on the need to institutionalise state-level frameworks, scale successful area-based models, and deepen public-private cooperation.

Panel:

- **Dr. E. Gangadhar**, Additional Commissioner of Labour for Telangana
- **Dr. Ramanjaneyulu (Ramoo)**, Centre for Sustainable Agriculture (CSA), Executive Director
- **B. Krishna Reddy**, DREAM Society, Secretary
- **Michiko Miyamoto**, ILO, Director for India Country Office and DWT (Moderator)

Key takeaways:

- Government leadership and institutional convergence are central to progress: Telangana's experience illustrates how coordinated action across labour, education, social protection, and agriculture systems can reduce child labour at scale. The ILO-Telangana partnership, initiated through the 2017 State Action Plan, promotes Fundamental Principles and Rights at Work (FPRW) across key agricultural sectors such as cotton and spices. Key achievements include the establishment of the State Resource Centre, community vigilance committees, operational district-level task forces, and the declaration of two child labour-free zones in Nizamabad.
- Farmer-Producer Organisations (FPOs) can play an important role in embedding FPRW principles across rural communities. Over 40 FPOs now operate in Telangana with trained leadership structures that incorporate safe and fair labour practices. These organizations strengthen collective bargaining, promote gender equality, and reduce risks of child labour in labour-intensive crops such as cotton and chilli by linking farmers directly with buyers and enabling more transparent supply chains.
- Community-based models create sustained impact: In Telangana's Adilabad District, panchayats, FPOs, and labour societies in the cotton sector have played a decisive role in embedding FPRW principles and shifting local norms, through community sensitization, withdrawal and rehabilitation of children, building stronger links to education services, and improving access to government welfare schemes. This model, based on community participation and empowerment, offers pathways for replication in other states.
- Fair pricing, wage benchmarking, and gender-responsive sourcing practices are essential to fostering more resilient households. Private sector partners shared examples of updating procurement systems, establishing grievance channels, and adopting stricter compliance measures to prevent child labour. Several noted marked increases in the participation of women farmers through direct contracting, which has strengthened household decision-making and improved educational outcomes for children.
- Private sector due diligence benefits from structured collaboration. CLP members noted that the CLP creates space to harmonize approaches, improve grievance mechanisms, and adapt procurement policies to prevent child labour. They highlighted the importance of linking due diligence with government systems and investing in shared monitoring mechanisms.

Session 3: India Stakeholder Consultation Workshop



Session overview:

This closed-door interactive session convened key partners to finalize activities and discuss implementation of the CLP's Programme in India. Ranjit Prakash (ILO) provided an overview of the programme which seeks to advance Fundamental Principles and Rights at Work (FPRW) in India, with an emphasis on preventing child labour in agricultural supply chains such as coffee, coffee, spices, and sugarcane, in the states of Telangana and Karnataka.

Moderators:

- **Ranjit Prakash**, ILO, National Project Coordinator
- **Katherine Torres**, ILO, Senior Programme & Operations Specialist on Supply Chains & FPRW

Key takeaways:

The programme has four main strategic pillars:

1. Increased awareness and understanding of Fundamental Principles and Rights at Work (FPRW), with emphasis on eliminating child labour
2. Improved access of migrant workers and their children to public services and institutions
3. Strengthened capacity of supply chain actors to develop and adopt fair recruitment practices
4. Improvement of business due diligence systems in targeted areas

Following this introduction, participants were organized into five working groups reflecting the programme's strategic pillars, with an additional group focused on wages. Each group was tasked with addressing the following questions in relation to its pillar:

- What specific partnerships are needed to make this pillar work effectively in Telangana and Karnataka? Who are the key partners, and how can we engage them?

- What are the main risks, barriers, or challenges – and how could they be addressed through collaboration?
- How can CLP member companies use their resources and expertise to support implementation on the ground?

Each group provided a snapshot of their discussions in the plenary session. The key take-aways emerging from this discussion are summarized in Table 2 below. These insights will be used to refine the design and implementation of the CLP India Programme.

► **Table 2: Key takeaways to guide the operationalization of the CLP India Programme**

Pillar / Topic	Partnerships and Key Actors	Risks, Barriers, and Challenges (and how to address them)	Role of CLP Member Companies (Resources and Expertise)
1. Fundamental Rights and Principles at Work	<ul style="list-style-type: none"> • Engage government line departments (labour, education, police, social welfare), teachers, AASHA workers, panchayats, and community-based groups, including trade unions, women’s and children’s collectives, and industry associations. • Partner with intermediaries, local businesses, and CSR networks for on-ground coordination. 	<ul style="list-style-type: none"> • Absence of a unified intermediary system, weak transparency and monitoring, and limited grievance mechanisms. • Collaboration across source and destination states is needed. • Promote local-language awareness materials and establish train-the-trainer modules leveraging the expertise of grassroots industries and research institutes. 	<ul style="list-style-type: none"> • Develop and deliver capacity-building programmes. • Strengthen monitoring systems. • Support grievance redressal through CSR partnerships with government agencies and local stakeholders.
2. Access to Public Programmes	<ul style="list-style-type: none"> • Foster partnerships with public social workers (PSWs), panchayats, schools, teachers, digital mentors, and local NGOs to reach migrant communities. • Promote community-led initiatives to improve access. • Partner with government and civil society to co-implement and monitor outreach efforts. 	<ul style="list-style-type: none"> • Budget limitations, partner identification gaps, and low acceptance by migrant workers. • Top-down approaches often fail; programmes must adopt bottom-up methods starting at the community level. 	<ul style="list-style-type: none"> • Use digital technology to share information on welfare schemes. • Support local-level awareness sessions and strengthen data systems for tracking inclusion.

Pillar / Topic	Partnerships and Key Actors	Risks, Barriers, and Challenges (and how to address them)	Role of CLP Member Companies (Resources and Expertise)
3. Responsible Recruitment	<ul style="list-style-type: none"> • Build partnerships among suppliers, sub-suppliers, government departments, gram and zila panchayats, industry associations, and educational institutions. • Encourage cooperation with local unions, NGOs and social auditors to ensure fair recruitment. 	<ul style="list-style-type: none"> • Lack of transparency in migrant registration, inconsistent implementation of labour laws, limited awareness, and discrimination against migrant workers. • Need stronger engagement between industry, workers and government to ensure equitable treatment and standardisation of recruitment processes. 	<ul style="list-style-type: none"> • Support awareness and training initiatives on fair recruitment, pilot fair recruitment models. • Assist governments in digitising records. • Establish transparent worker databases and grievance systems.
4. Due Diligence	<ul style="list-style-type: none"> • Strengthen engagement among farmers, workers, service providers, government agencies, and businesses. • Encourage pre-competitive collaboration within industries to share best practices and improve traceability. 	<ul style="list-style-type: none"> • Labour imbalances, migrant mobility, ineffective or language-limited training, and weak continuity in interventions. • Limited data transparency. 	<ul style="list-style-type: none"> • Standardize risk assessment frameworks, provide training in local languages, and enhance data collection and analysis systems. • Facilitate joint due diligence mechanisms among member companies to reduce duplication and improve efficiency. • Focus efforts at the source of labour migration and invest in continuous capacity-building.
5. Wages	<ul style="list-style-type: none"> • Collaboration between state labour departments, employer and worker associations, panchayats, and business organisations to ensure timely wage notifications and compliance. 	<ul style="list-style-type: none"> • Delayed wage notifications, non-standardized payslips, and payment through intermediaries. • Risks of underpayment and non-payment persist. • Recommend unannounced checks, improved payment transparency, and methodologies for wage standardization. 	<ul style="list-style-type: none"> • Promote digital wage payment systems. • Ensure direct worker payments and offer tools to calculate minimum wages. • Support mechanisation in agriculture and encourage standard age verification across sectors.

► Appendix A: Meeting Agenda

16th Annual Meeting of the ILO Child Labour Platform

From Policy to Impact: Leveraging Knowledge and Action to Prevent Child Labour and Promote Competitiveness in Supply Chains

Hyderabad, Telangana, India
 Hotel Taj Deccan, Banjara Hills
 6-7 November 2025

Agenda

Thursday, 06 November 2025

10:30 - 11:00 (IST)

(In-person only)

11:00 - 12:15 (IST)

(In-person only)

12:15 - 13:15 (IST)

(In-person only)

13:15 - 13:30 (IST)

(In-person only)

13:30 - 14:45 (IST)

9:00 - 10:15 (CET)

(Hybrid)

Registration and welcome tea

Private sector priority setting on addressing child labour

This closed-door discussion with companies will focus on identifying key challenges, priorities, and areas for collective action to eliminate child labour. Participants will discuss the root causes of child labour and will learn how companies across sectors are working to prevent child labour in their supply chains.

Child Labour Platform (CLP) networking lunch

Group photo

High-level Inaugural Session – Welcome and Overview of CLP Global Achievements and CLP India Launch

This session will provide an overview on progress to address child labour globally, including the work of the ILO in India, highlight CLP's 2025 achievements and officially launch the CLP India Initiative.

Speakers:

- Opening Remarks and Overview of CLP Global Achievements - **Katherine Torres**, Senior Programme & Operations Specialist on Supply Chains & FPRW, ILO
- Welcome Address- **Michiko Miyamoto**, Director, International Labour Organization (ILO), India Country Office and DWT
- Keynote Address- **Silvester Botman**, Senior Advisor Social Sustainability, Government of the Netherlands
- Keynote Address- **Rita Yip**, Senior Legal and Policy Advisor, International Organization of Employers (IOE)
- Keynote Address- **Alex Praça**, Deputy Director, International Trade Union Confederation (ITUC)

- ▶ Special Address- **Mohammad Mohsin**, Principal Secretary, Labour, Government of Karnataka
- ▶ Special Address- **M.Dana Kishore**, Principal Secretary, Labour, Government of Telangana
- ▶ Address- **Gaddam Vivek Venkat Swamy**, Honourable Minister for Labour, Employment Training and Factories
- ▶ Presentation of CLP India Programme- **Ranjit Prakash**, National Project Coordinator, International Labour Organization (ILO)

14:45 – 15:45 (IST)
 10:15 – 11:15 (CET)
 (Hybrid)

Roundtable 1: Building effective child labour due diligence systems with suppliers

This panel will bring together upstream and downstream companies to discuss priorities, challenges and opportunities for child labour due diligence across different levels of the supply chain. Panellists will highlight practical tools, proven approaches and identify areas where additional efforts are needed.

Speakers:

- ▶ **Jyotsna Edlin**, Godrej Consumer Products Limited, Head Human Resources – Supply Chain and Quality
- ▶ **Kanjana Suktat**, IKEA, Sustainability Leader
- ▶ **Vishnu Vardhan**, ITC, Manager Crop Development
- ▶ **Avi Jain**, Olam Food Ingredients Ltd (ofi), Human Rights Project Specialist
- ▶ Moderated by **Laurel Hoffner**, International Labour Organization (ILO), Programme and Operations Officer on Supply Chains & FPRW

15:45 – 16:00 (IST)
 (In-person only)

Tea break

16:00 – 17:00 (IST)
 11:30 – 12:30 (CET)
 (Hybrid)

Roundtable 2: Tackling the root causes of child labour and advancing decent work for adults through wage setting, including living wages

This session will explore how adequate wages can serve as a foundation for living income and decent work contributing to elimination of child labour. Panellists will discuss how business models, purchasing practices, and supply chain dynamics can impact productivity and shape wage outcomes, and will examine what this means for workers and their families.

Speakers:

- ▶ **Elva Lopez Mourelo**, International Labour Organization (ILO), Project Manager
- ▶ **John Suresh Kumar**, dsm-Firmenich, Senior Manager Due Diligence & Sustainability at Source
- ▶ **Poonam Pandey**, McCormick Global Ingredients Ltd, Senior Manager Sustainability
- ▶ **Davuluri Venkateswarlu**, Director of Glocal Research and General Secretary, ECHO
- ▶ Moderated by **Ratnesh Jha**, UN Global Compact India, Executive Director

17:30 – 19:00 (IST)
 (In-person only)

CLP networking reception

Friday, 07 November 2025

09:30 – 10:00 (IST)
 (In-person only)

Welcome tea

10:00 – 10:45 (IST)
 (In-person only)

Strategically leveraging partnership with CLP members to amplify impact at the country level and address the root causes of child labour

This closed-door workshop will convene stakeholders to explore strategic approaches to partnership and showcase the results of ground level engagements. Participants will explore how worker engagement and local governance structures can be mobilized to improve working conditions and reduce child labour risks.

Speakers:

- ▶ **Dr. E Gangadhar**, Additional Commissioner, Labour, Telangana
- ▶ **Dr. Ramanjaneyulu GV**, Executive Director, Centre for Sustainable Agriculture
- ▶ **B. Krishna Reddy**, Chief Functionary, DREAM Society.
- ▶ Moderated by **Michiko Miyamoto**, Director, International Labour Organization (ILO), India Country Office and DWT

10:45– 11:45 (IST)

6:15 – 7:15 (CET)

(Hybrid)

Roundtable 3: Integrating fair recruitment in businesses' strategies to prevent child labour in supply chains

This session will explore how fair recruitment can be integrated into business operations and supplier engagement. Drawing on global frameworks and real-world examples, speakers will highlight strategies for improving oversight, working with labour recruiters, and aligning recruitment practices with human rights due diligence.

Speakers:

- ▶ **Sung In Marshall**, Adidas, Senior Manager, Human Rights & Development Partnerships
- ▶ **Igor Bosc**, Chief Technical Adviser, International Labour Organization (ILO)
- ▶ **Manaswita Varma**, Nestle India, Manager- Sustainability
- ▶ **Thribuvan Sathvik**, Louis Dreyfus Company, Sustainability Manager – Coffee in India
- ▶ Moderated by **Katherine Torres**, Senior Programme & Operations Specialist on Supply Chains & FPRW, ILO

11:45 – 13:15 (IST)

(In-person only)

India Stakeholder Consultation Workshop

The India Stakeholder Consultation Workshop is a closed-door session convening key partners to discuss implementation of the CLP's initiatives across the country. This session will shape the trajectory of the CLP's work in India. Discussions will centre on advancing measurable change in line with the following four strategic pillars:

promoting awareness of fundamental rights at work, expanding access to social protection, ensuring fair recruitment practices, and strengthening due diligence frameworks.

- ▶ Moderated by **Katherine Torres**, Senior Programme & Operations Specialist on Supply Chains & FPRW, and
- ▶ **Ranjit Prakash**, National Project Coordinator, International Labour Organization (ILO),

13:15 – 13:30 (IST)

(In-person only)

Next steps and closing remarks

13:30 – 14:45 (IST)

(In-person only)

CLP networking lunch

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