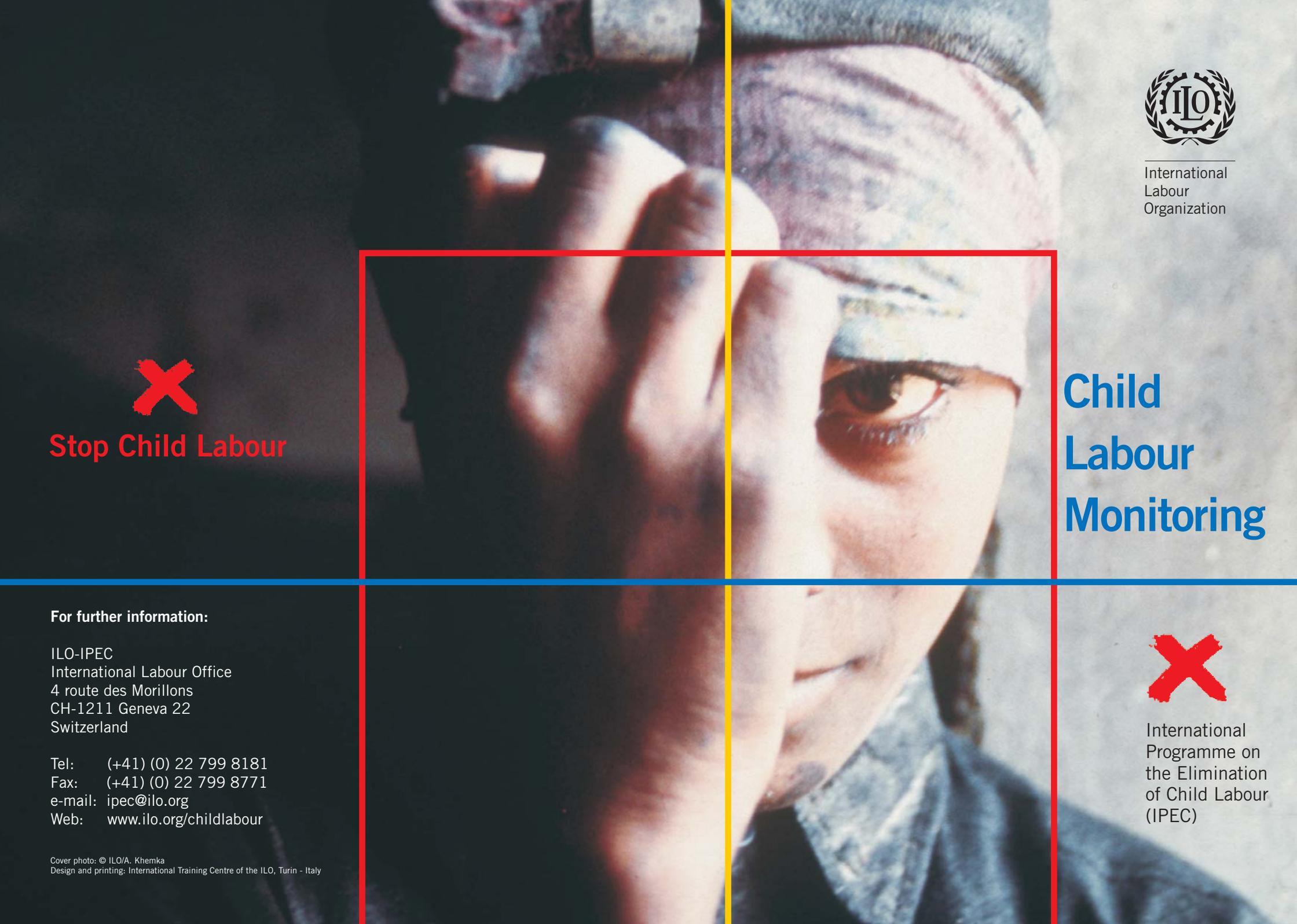




International  
Labour  
Organization



**Stop Child Labour**

A close-up photograph of a child's face and hand. The child is wearing a blue and white striped headband and a blue denim shirt. Their hand is raised to their forehead, with fingers spread. The background is a plain, light-colored wall. The image is framed by a red border on the left and bottom, and a yellow vertical line on the right.

# Child Labour Monitoring

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International  
Programme on  
the Elimination  
of Child Labour  
(IPEC)

# An Overview of Child Labour Monitoring



One of the most potent means of addressing child labour is to regularly check the places where girls and boys may be working. Child labour monitoring (CLM) is the active process that ensures that such observation is put in place and is coordinated in an appropriate manner. Its overall objective is to ensure that, as a consequence of monitoring, children and young legally employed workers are safe from exploitation and hazards at work. The active scrutiny of child labour at the local level is supported by a referral system which establishes a link between appropriate services and ex-child labourers.

In practice, CLM involves the identification, referral, protection and prevention of child labourers through the development of a coordinated multi-sector monitoring and referral process that aims to cover all children living in a given geographical area. Its principal activities include regularly repeated direct observations to identify child labourers and to determine risks to which they are exposed, referral of these children to services, verification that they have been

removed and tracking them afterwards to ensure that they have satisfactory alternatives.

CLM is based on the enforcement of national child labour legislation and the establishment of a self-sustaining process to combat child labour. In essence, child labour monitoring is a way to mainstream action against child labour at the level of the local government where child labour occurs and where actual services such as schooling are made available for girls and boys.

CLM is also closely linked to the provision of basic education and the protection of young workers from hazards. It directly supports the implementation of the ILO Worst Forms of Child Labour Convention, 1999 (No.182) and the ILO Minimum Age Convention, 1973 (No.138). In fact, Article 5 of Convention No.182 calls for the establishment of appropriate mechanisms for monitoring the provisions of the Convention.

Information generated by CLM on working girls and boys who they are, where they come from, what hazards they are exposed to helps policy makers at all levels know where the problem lies so they can take action accordingly. CLM can be used as a programming strategy around which a set of social service activities can be built. It can also be used as an information base for national action plans against child labour through which different services (education, health, advocacy, etc.) can be provided.



© ILO Photo

## How is Information from Child Labour Monitoring used?

**Schools** use the information from workplace monitoring to ensure that the identified children really do enrol.

**Businesses** use the information to improve their working conditions, to the benefit of all workers.

**Trade unions** can use the information to ensure compliance with collective agreements and codes of conduct.

**Local authorities** use the information for sanctioning employers that repeatedly violate child labour laws.

**Social welfare agencies** use the information to target and assist at-risk families to prevent child labour.

**District policymakers** use the information from the local level to chart child labour trends in specific sectors and areas so that they can plan action accordingly.

**National governments** use the information to report on their progress in implementing the Minimum Age Convention, 1973(No.138), the Convention on the worst forms of child labour, 1999 (No.182), and the Convention on the Rights of the Child.

## Possible Child Labour Monitoring Partners

The formal manufacturing sector: manufacturers' associations, trade unions, consumer bodies...

Small-scale and informal industries: village councils, women's associations and other community groups...

Commercial and household agriculture: extension workers, cooperatives, farmers' associations, agricultural trade unions...

The urban, informal economy: social welfare agencies, youth organizations, public protection and enforcement agencies...



© ILO/A. Khemika

Child Labour Monitoring can start as a low key process in a particular area and then gradually build up and link to existing national efforts combating child labour.

A Child Labour Monitoring framework needs to:

- be area-based and applicable to all types of child labour
- operate at the local level and cover both work sites and service sites, such as schools;
- include a referral system to access services;
- have a legal mandate and operate under the authority and supervision of the local government;
- be linked to national child labour policy and action;

- be sustainable in terms of technical complexity, human resource requirements and cost;
- be replicable and capable of being scaled up;
- build upon existing information collection systems;
- be transparent;
- have a process of accountability and;
- be capable of verifying its information.

The creation of a Child Labour Monitoring framework will require political commitment and may entail development of new organizational structures as well as procedural changes in existing information management systems.

## The Child Labour Monitoring Framework

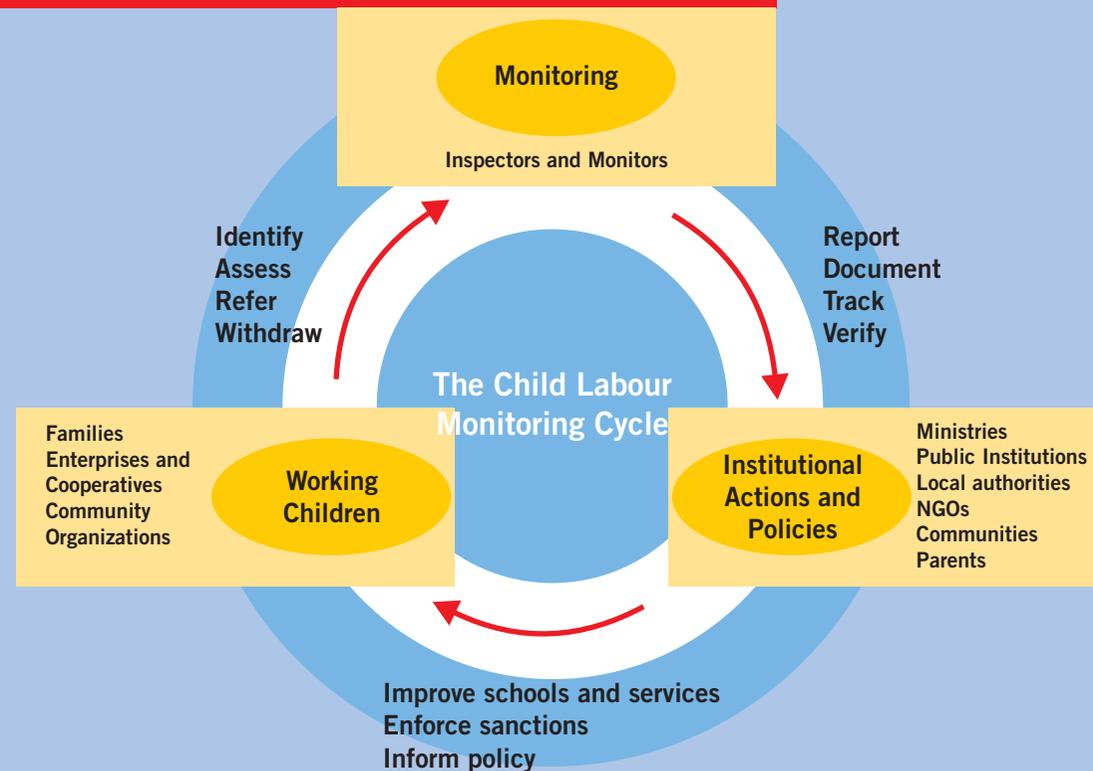
### The Main Partners in Child Labour Monitoring

Child Labour Monitoring is not possible without the active cooperation and involvement of labour inspectors, employers' organizations, trade unions, NGOs, community groups and parents. Child Labour Monitoring involves all these partners and encourages the evolution of a multi-sector alliance to reduce risks and hazards in the workplace. In the formal economy, it can replace a regulatory frame of mind of "enforcement" with one emphasizing joint action and prevention. Employers' organizations are important allies in creating a climate of acceptance of monitoring and for ensuring that child labour does not re-occur. Similarly, adult workers and their organizations must be part of the alliance as they traditionally have an important role in ensuring respect of labour standards and acceptable working conditions.

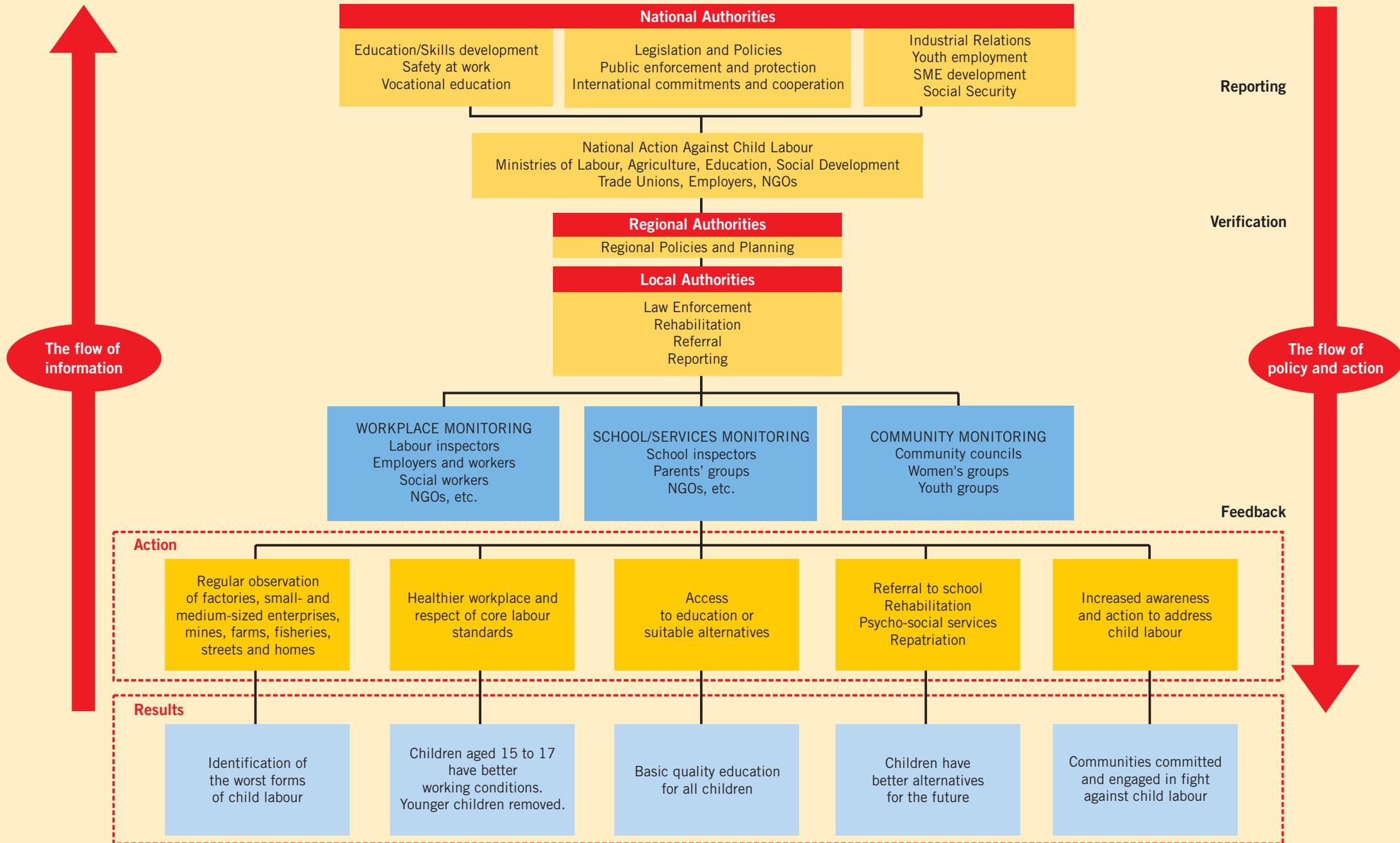
A Child Labour Monitoring Framework is an integrated effort of several parties, taking place at different levels and different stages.

This framework incorporates and assigns a place in the monitoring process to these parties based on their differing capacities to access, assess, and act on child labour.

It ensures that action against child labour is mainstreamed into different levels of government and promotes a broader, long-term impact on children, families, policies and institutions in countries working against child labour.



# Conceptual map of Child Labour Monitoring



# The main elements of Child Labour Monitoring

- **Identification and assessment:** Girls and boys at work or in transit to work are identified. A team of child labour monitors who have been trained in monitoring techniques conduct the monitoring.
- **Referral:** If children are found, identified as child labourers and assessed to be at serious risk, they are removed and referred to services corresponding to their needs via a network of service providers and agreed procedures.
- **Protection and prevention:** The workplace is checked to see what types of work-related hazards exist and to which child labourers may be exposed, using a common set of tools.
- **Immediate data management and analysis:** After the monitoring visit information is recorded and reported upon for appropriate action.

Each of these activities helps to get children out of danger. Knowing that there will be regular observations of suspected worksites, employers are less likely to hire young workers thus preventing child labour.

When these observations take the added step of educating the workers and employers about any hazards that might exist, young workers are protected.

Child Labour Monitoring uses a mixture of monitoring approaches in both the work place and the community. It aims to combine the different skills, mandates and competencies of the institutions and actors involved, under a common monitoring framework.

Each of these activities also produces information. A Child Labour Monitoring Process ensures that this information is collected in a consistent fashion, sent to a central point, and then shared with those who need to undertake further action.

Child Labour Monitoring promotes a legal workforce, a healthy work environment, and schooling or other growth-enhancing activities for children.

The overall objective of Child Labour Monitoring is to ensure that, as a consequence of monitoring, child labourers are removed from work and legally employed young workers are safe from exploitation and work hazards.

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

Article 5, ILO Convention No.182

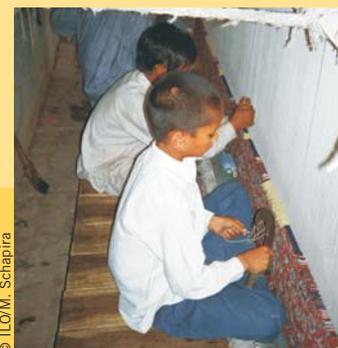
## Child Labour Monitoring and Education

A comprehensive Child Labour Monitoring Process involves both schools and the workplace: children should be in school, not at work. Children who drop out of school are at high risk. When young children are removed from work, it is vital that they do, in fact, go to school and not to some other form of work. Monitoring school entry, attendance and completion helps to do this.

## Child Labour Monitoring as a form of prevention

Monitoring prevents child labour. As part of the process, partners are sensitized to issues of child labour and workplace hazards. Child Labour Monitoring aims to promote a new culture in the workplace which tackles the risk of child labour before it starts. In the informal economy and in rural areas, preventive work can be embedded in monitoring as part of the overall process of community organizing, advocacy, awareness-raising and alliance-building. In areas where government structures are not widely available, effective monitoring and social service networks can be built and sustained through social partners, such as trade unions, cooperatives, people’s organizations, workers groups and village committees.

*“Child Labour Monitoring is an active process for stopping child labour. It involves direct observations, repeated regularly, to identify child labourers and to determine risks to which they are exposed, to refer them to services, to verify that they have been removed and to track them to ensure that they have satisfactory alternatives.”*



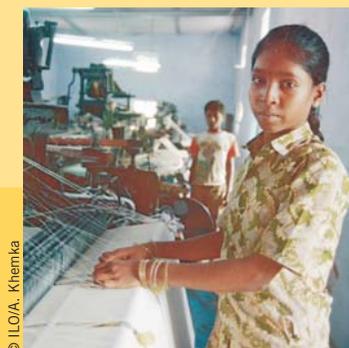
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Child Labour Monitoring was instrumental in removing 10,250 child carpet weavers and their siblings from child labour in Sheikhupura-Gujranwala province of Pakistan and placing them in the school system.



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In Turkey, five thousand children between the ages of 15 and 18 have been directed into the education system through monitoring.



© ILO/A. Khemka

In Bangladesh, the monitoring system has been directly responsible for a significant reduction in the number of child workers needing to be removed from garment factories: from 10,547 in 1995 to just 24 in 2003.

# Steps and Outcomes in setting up a **Child Labour Monitoring Framework**

## Developing the monitoring process

### The Preparation Stage

1. Determining the problem and level of response
2. Reviewing the legal and child-labour-policy frameworks, information collection and management capacities and building alliances
3. Raising awareness

**Expected Outcomes:** Review of essential laws, institutional structures and raised awareness of child labour and CLM

*The overall objective of child labour monitoring is to ensure that, as consequence of Child Labour Monitoring, children and young workers are safe from exploitation and hazards at work.*

### The Designing, Testing and Training Stage

1. Setting up the management of the CLM
2. Developing and testing the monitoring tools
3. Developing a referral system
4. Organizing monitoring teams
5. Training monitors and building capacity
6. Testing the CLM design and thinking about replication

**Expected Outcomes:** Credible, simple, cost effective and sustainable CLM developed

## Monitoring child labour

### The Monitoring Phase

1. Preparing for the visit
2. Conducting the visit
3. Withdrawal and referral
4. Protection and prevention
5. Concluding the visit
6. Immediate data management and analysis

**Expected Outcomes:** Workplaces monitored regularly, child labourers identified and referred to services

### The Follow-up Phase

1. Tracking of child labourers
2. Quality control and verification
3. Providing data for enforcement of laws
4. Information dissemination and analysis
5. Providing inputs to laws, policies and social planning

**Expected Outcomes:** Information from the monitoring visits used for immediate follow-up and shared for social planning and policy review purposes

