

Trade Unions & **Child Labour**

Booklet 7

**The Tripartite Structure
to Combat Child Labour**

*Developing National and International Trade Union Strategies to Combat Child Labour
Project INT/96/M06/NOR*

*Bureau for Workers' Activities
INTERNATIONAL LABOUR OFFICE*

This booklet is one of seven booklets in the series “Trade Unions and Child Labour”. The booklets were produced in the year 2000 as part of the ILO/ACTRAV project, Developing National and International Trade Union Strategies to Combat Child Labour (INT/96/M06/NOR), sponsored by the Government of Norway.

The series of booklets comprises:

- 1** Guide to the Booklets
- 2** Union Policies and Action Plans to Combat Child Labour
- 3** Fact Finding and Information about Child Labour
- 4** Campaigning Against Child Labour
- 5** Collective Bargaining to Combat Child Labour
- 6** Using ILO Standards to Combat Child Labour
- 7** The Tripartite Structure to Combat Child Labour

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Preface

ILOs Bureau for Workers' Activities (ACTRAV), has been involved in issues concerning environmentally sustainable development and child labour for many years - through supporting trade unionists to develop and to implement their own policies and action plans.

Child labour is a vast and complex area, and many different groups are engaged in the elimination of child labour, and there are a large number of publications on the subject.

So, why do we need more?

Just as with the question of environmentally sustainable development, trade unions have asked for materials dealing with the issue of child labour *from the specific point of view of workers and their organizations.*

This series of booklets is designed as an introductory "one stop" guide for trade union activists who have decided that they want to get involved in child labour and want information to get them on track.

You, the reader, may be involved in trade union work at many levels: at a national centre; in a national trade union; in the regional or local structure of a national centre or national union; or as an activist in an enterprise or a public service such as a school or hospital.

It does not matter which level you work at, or what position you hold, whether you are a full time paid staff member of a trade union or a voluntary activist like a shop steward or a branch secretary. At any level, in any trade union position, you can make a contribution to the fight against child labour. The struggle is worthwhile. It is a struggle for basic human rights - the right of the child to education and childhood as well as a trade union issue because it is a question of adult employment.

You can use the materials as working papers. Often, you will think of things that you need to do. Record these points and then take the appropriate action.

Above all, the materials are tools to be used.

There are checklists, action points, quotations, case studies, reference material throughout the materials.

The booklets were produced in a collective process by trade unionists themselves. Draft booklets were prepared and were then sent out for comments to many trade union organizations and used in several workshops in Africa and Asia. They were then revised in the light of feedback at a small workshop in Geneva. Further revision took place before a final editing process.

Geneva, 2000



Else-Marie Osmundsen
Chief Technical Adviser
Bureau for Workers' Activities, ILO

Photo ILO/ACTRAV/Child Labour Project



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Tripartism and Child Labour

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Tripartism refers to the special relationship of the social partners in the ILO, where workers, employers and governments contribute to the setting of workplace standards and the protection of workers' rights worldwide. Tripartism is central not only to social stability, but also to sustained growth and development, and in this perspective the child labour issue must be given special attention. Using ILO conventions and recommendations to further union needs and policies is one tool among others, which can encourage tripartism and influence national laws.

To achieve their aims, trade unions need to work with the other social partners in democratic structures. Through these tripartite structures, at industry and national level – and of course at the international level, through the ILO, trade unions can promote their own policies and plans on child labour and, more importantly, influence the policies and plans of government and employers. Convention No. 138 on Minimum Age and Convention No. 182 on the Worst Forms of Child Labour are concrete examples of how successful tripartite cooperation can be in the fight against child labour.

In addition, trade unions do not only have the tripartite structures where they can channel their efforts, but trade unions may be able to collaborate with other groups and agencies in order to translate their policies into effective action against child labour.



Employers

Child labour is also a problem for some employers. Employers do not want to see unfair advantage gained by the use of child labour. Those who do not use child labour are undercut on price by those using child labour. Employers have an interest in stopping this unfair competition by cooperating in the struggle against child labour. Trade unions have a common interest with such employers in establishing minimum labour standards at national and international level, including strong laws against child labour.

Trade unions should approach employers' organizations to see if employers will join with workers to take action against child labour. At the national level, employers and trade unions can work together for the ratification of conventions, to prevent the exploitation of working children and to remove children from abusive working situations.



Illustration Gian Maria Roccia

The International Organisation of Employers

The International Organisation of Employers has issued a statement about child labour. You may find it useful to quote this policy statement to employers' organizations at national level.

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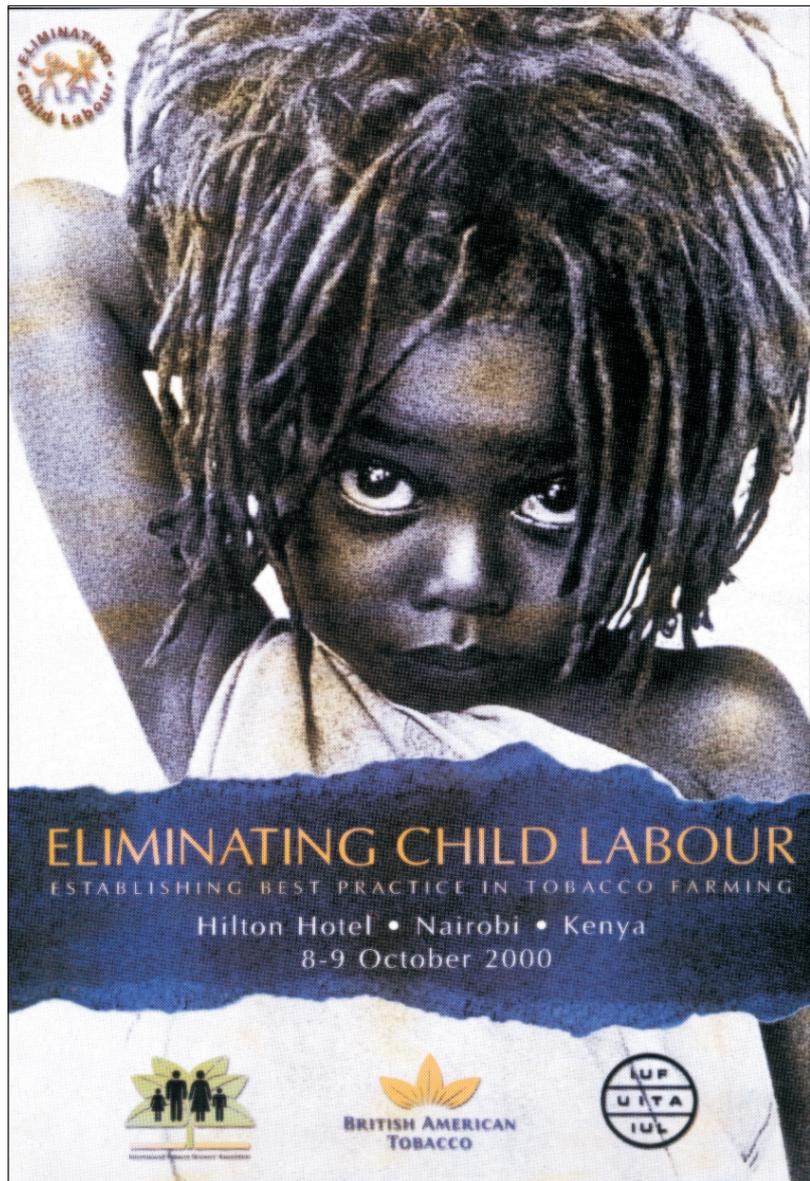
The General Council of International Organisation of Employers resolves this 3rd day of June 1996 to:

Call on employers and their organizations to:

- ✓ Raise awareness of the human cost of child labour as well as its negative economic and social consequences.
- ✓ Put an immediate end to slave-like, bonded and dangerous forms of child labour while developing formal policies with a view to its eventual elimination in all sectors.
- ✓ Translate child labour policies into action plans at the international, national, industry and enterprise levels.
- ✓ Implement the plans, taking care to ensure that the situation of the children and their families is improved as a result.
- ✓ Support activities targeted at working children and their families, such as the establishment of day care centres, schools and training facilities, including training of teachers, and initiate such activities wherever possible.
- ✓ Encourage and work with local and national government authorities to develop and implement effective policies designed to eliminate child labour.
- ✓ Promote access to basic education and primary health care, which are crucial to the success of any effort to eliminate child labour.

ITGA/IUF statement

A joint policy statement always provides a starting point for action. The International Union of Food, Agricultural, Hotel Restaurant, Catering, Tobacco and Allied Workers' Association (IUF) has developed a joint statement with an industry body, the International Tobacco Growers Association. This followed a video produced by the IUF, in cooperation with the ICFTU and the ILO/ACTRAV project on child labour.



**International Tobacco Growers Association (ITGA) and
International Union of Food, Agricultural, Hotel Restaurant, Catering,
Tobacco and Allied Workers' Association (IUF)**

JOINT STATEMENT BY THE ITGA AND THE IUF

The ITGA and the IUF recognise the need to end the use of child labour in the tobacco growing sector and to provide children with an upbringing that gives them the best chance to succeed in all aspects of life.

The ITGA and the IUF share the view that child labour results from a number of factors including the generally poor social and economic conditions faced by tenant farmers and labourers. These poor conditions are often compounded as a result of the deaths of family members arising from the prevalence of AIDS in rural communities in many developing countries where tobacco is grown.

The ITGA and the IUF are jointly committed to the achievement of best practice in relation to both agricultural production and internationally recognized employment standards and workers' rights.

The ITGA and the IUF agree that the needs of each country differ and local solutions should be found within a framework including the following principles:

- ✓ **Children have a right to schooling, a full family life and a safe and healthy upbringing.**
- ✓ **Children under the minimum legal age or under the age recognised by the relevant ILO Convention should not be employed in the production of tobacco leaf.**

Because many tobacco enterprises are family-run, it may be possible that children take part in routine chores as part of family life. However, this must not extend to potentially hazardous tasks using machinery and crop chemicals.

The ITGA and the IUF will work closely with their members to develop a research programme that covers child labour and the general social and economic standards of tenant farmers and labourers.

The ITGA and the IUF recognise that these issues may be difficult to resolve in the short-term and will therefore require a long-term commitment from all parties concerned.

The ITGA and the IUF agree to seek to establish a joint programme of research, information exchange and action in order that internationally recognised standards can be fostered in countries where tobacco and related crops are grown. Priority countries and a timetable for this programme will be developed and announced at a later date. This programme will include joint activity in relation to AIDS awareness and prevention programmes.

For the ITGA:
Antonio Abrunhosa,
Executive Director ITGA

For the IUF:
Ron Oswald,
General Secretary IUF

Witnessed on behalf of the International Labour Office (ILO):
Kari Tapiola,
Executive Director for Fundamental Principles and Rights at Work.

Date: 10/6/1999

Proposed work plan

| CHILD LABOUR ACTION PLAN: WORKING WITH EMPLOYERS | | | |
|---|--|-------------------------------|--|
| In what areas can unions cooperate with employers? | Who should be responsible for it? | What is the timetable? | What preparations need to be done before approaching employers? |
| | | | |
| | | | |

Remember that this plan is a preparation for working with the employers, and in the event of joint action there will probably be a joint committee, which will then be in a position to draw up a work plan for and coordinate the action.

Governments

Trade unions and employers alone can certainly not end child labour. It will take the concerted effort of all concerned. Governments, however, will have a critical role to play in this struggle. But governments vary enormously in their attitude towards the problem. Some governments will sincerely want to end child labour. Others will pretend to be interested as long as there is international pressure or embarrassment. Besides, governments are not consistent. Ruling parties lose elections, a new party comes to power with a different political agenda.

If we want to influence government, unions must be prepared for a continuing struggle. Some governments may not welcome trade union involvement, particularly if unions have been in conflict with governments over other issues. However, trade unions can make it clear that disagreements on some issues should not stop collaboration on others. Moreover, trade unions must make it clear that child labour is a trade union issue, therefore, they must be involved.

How can unions influence and work with government? The first task is to find out which ministry of government deals with child labour. The issue may not be dealt with by the Ministry of Labour, but by the Ministry of Child Welfare, or the Ministry of Health, and in some cases child labour is dealt with by several ministries.

Trade unions can:

- ◆ make a list of all the officials dealing with child labour;
- ◆ find out which officials attended the ILO Conference at Geneva in 1999 which adopted Convention No. 182;
- ◆ visit these officials regularly. Keep asking what the government is doing. Keep reminding them that you want to see Convention No. 138 and Convention No. 182 ratified as soon as possible;
- ◆ identify and approach Members of Parliament.

Proposed work plan

| CHILD LABOUR ACTION PLAN: WORKING WITH GOVERNMENT | | | | | | |
|--|----------|----------------|-----------------------|-----------|-------------------|---------------|
| Objectives | Strategy | Action to take | Person(s) responsible | Timetable | Possible problems | Help required |
| | | | | | | |
| | | | | | | |

Working with labour inspectors

One government agency which should be targeted by trade unions is the labour inspectorate. In those countries with national law concerning child labour, there is almost certainly a labour inspectorate charged with its enforcement.

A meeting of labour inspection experts dealing with child labour was organized by the ILO in 1999 (Meeting of Experts on Labour Inspection and Child labour, Geneva 1999). The conclusion of the experts makes interesting reading. There are very real problems now facing labour inspectors, the meeting pointed out. One problem is the lack of resources:



Illustration Gian Maria Roccia

In developing countries generally there was a great shortage of human and material resources to carry out the functions of labour inspection. There were perhaps genuine intentions to apply the law, but performance failed to measure up to these intentions. Posts existed but qualified inspectors could not be found and there were insufficient funds for training and purchasing equipment.

The other big problem is interference from those who benefit from child labour. Frequently these are powerful people, who are themselves, or who know, political leaders or officials who will put pressure on inspectors. The possibility of this is greater when inspectors do not come under a single central authority, but under local or provincial administrations. To quote again from the report:

“Although Article 4 of Convention No. 81 was clear in stating that labour inspection should, if national law and practice so permitted, come under one central authority, some countries varied in the extent to which labour inspection was organized under a central, regional or local body. The further labour inspection was removed from this central authority, the greater the risk of involvement of vested interests in decisions affecting its independence. Pressure to change the manner of organizing had often occurred because of the perceived costs of running

labour inspection without highlighting the benefits also in economic terms. This had been a particular issue in developing countries because of the regular requirement of many structural adjustment programmes to cut public expenditure and reduce public services more or less drastically. The impact on the independence and operation of labour inspection was therefore largely negative, with obvious consequences also for the ability of inspectors to meet the challenge of combatting child labour.”

Labour standards and inspectors

There are two important International Labour Conventions concerning labour inspectors:

- ◆ Labour Inspection Convention No. 81 (1947) deals with industry and commerce.
- ◆ Labour Inspection in Agriculture Convention No. 129 (1969) deals with all agricultural enterprises.

Labour Inspection Convention No. 81 lays down standards for cooperation between inspectors and workers. Although it does not explicitly refer to child labour, it applies to all labour inspectorates. Article 5 of the Convention states:

“The competent authority shall make appropriate arrangements to promote:..Collaboration between officials of the labour inspectorate and employers and workers or their organisations.”



Illustration Gian Maria Rocca

The Recommendation further states that representatives of the workers and the managements should be authorized to collaborate directly with officials of the labour inspectorate.

Convention No. 129 (Article 13) says much the same:

“The competent authority shall make appropriate arrangements to promote collaboration between officials of the labour inspectorate in agriculture and employers and workers, or their organizations where such exist.”

The 1999 meeting of Experts on Labour Inspection and Child Labour, already referred to, which had many senior labour inspectors represented, also recommended:

“Good active working relationships should be sought with employers’ and workers’ organizations at all levels...”

And the meeting also called for close cooperation with other agencies:

“To eradicate child labour, a comprehensive set of measures must be taken that require the collaboration of other actors. First, it should be ensured that labour inspectors work closely with other departments of labour administration. Furthermore, the labour administration services should work in close co-operation with services responsible for health, education, training, welfare and guidance of children and young persons.”

Clearly, an important role for unions is to encourage members to act as “watchdogs” - to monitor cases of child labour, not only in the workplace, but in their community. Unions can establish channels of communication with inspectorates to pass on cases of abuse.

Checklist: working with labour inspectors

- ✓ Find out if your Government has ratified Conventions No. 81 and No. 129.
- ✓ Check what national law says about inspectorates and cooperation with workers' organizations.
- ✓ Identify the inspectorate(s) which deals with child labour.
- ✓ Check if there has been any ILO training for the inspectorate.
- ✓ Get copies of any guidance issued to the inspectors.
- ✓ Approach the inspectorate for a meeting on how to collaborate on the elimination of child labour.
- ✓ Put all communications in writing. Keep copies yourself. Send copies to your union's office bearer who deals with child labour and your national federation's child labour coordinator.
- ✓ When writing to an inspector with a complaint, give as much information as you can. Quote the legal provisions in detail.
- ✓ Give the inspector a reasonable time to act, then send a reminder.
- ✓ If the inspector ignores your complaint, you can write to the headquarters. Send copies of the letters which you sent to the inspector, to headquarters with your complaint.
- ✓ Keep copies of all your letters. Always be polite. Give facts, not opinions.

Proposed work plan

| CHILD LABOUR ACTION PLAN: WORKING WITH LABOUR INSPECTORS | | | | |
|---|----------------------|-----------------------|-----------|---------------|
| Action to be taken | Information required | Person(s) responsible | Timetable | Help required |
| | | | | |
| | | | | |

Trade unions

It is recognized that within the tripartite structure trade unions have to collaborate with the other social partners – employers and government. However, trade unions sometimes overlook the fact that they should also strengthen cooperation between themselves. This is one of the most effective ways of both advancing the positive profile of trade unions as well as strengthening the trade union participation and contribution to the fight against child labour.



Photo ILO/ACTRAV/Child Labour Project

JOINT TRADE UNION EFFORTS IN INDIA

TUPEP

In India the five Central Trade Union Organizations, AITUC, BMS, CITU, HMS and INTUC, have established a forum called TUPEP, the Trade Union Partnership for Environmental Protection.

In September 2000 a workshop was held in New Delhi concerning the child labour problem, with representatives from the leadership of all the five organizations.

During the discussions the participants informed that the national centres have been working on child labour issues for some time, but there have been no joint efforts by the trade unions so far. The leaders, however, felt that TUPEP could play an important role in the fight against child labour by planning some joint actions/activities:

- ◆ Joint letter to Prime Minister, preferably during his meeting with Central Trade Union Organization in November, 2000.
- ◆ Letters to Members of Parliament and to the Ministry of Labour to raise Child Labour elimination issue in Parliament and pressurize the Government to ratify ILO Convention No. 182.
- ◆ Issue of joint posters and hand outs against child labour.
- ◆ Hold joint press conferences.
- ◆ To observe anti child labour day throughout the country.

The Teacher Federations

In September 2000, a meeting was also held with the leadership of the four teacher federations (AIACHE, AIFTO, AIPTF, AISTF) that are affiliated to Education International. In this meeting the representatives clearly expressed their frustration regarding the inability to carry out their proposals to IPEC concerning child labour. Two years had passed in trying to get approval from the IPEC National Steering Committee without success. Therefore, the meeting agreed that time had come for the four teacher federations to take action by forming a committee and electing a convener in order to strengthen their effort in the fight against child labour.

TUPEP and the Teacher Federations

After the separate meetings of TUPEP and of the Teacher Federations, both groups had a joint meeting where the conveners from TUPEP and the Teachers Federations agreed to meet later to discuss on how bridges could be built in the struggle against child labour.

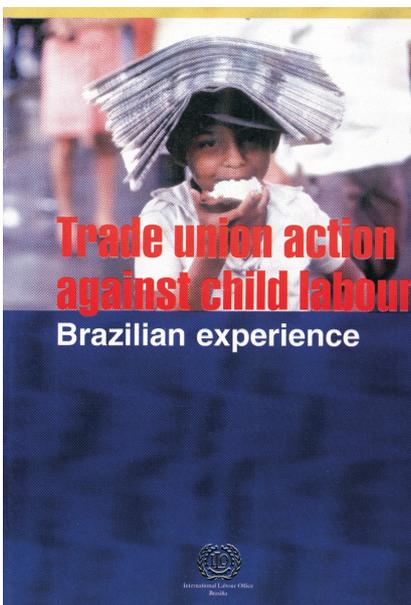
Teachers and teachers' unions

Strong evidence exists internationally that compulsory primary education is an extremely effective mechanism for reducing and even eliminating child labour. This has been the case with countries in different stages of economic development. Only governments have the resources and power to provide such education and pass the laws and establish the necessary mechanisms to enforce attendance. In some countries there are enforcement authorities, with names such as School Attendance Officers; the exact title may differ from country to country.

Some countries may not have officers to enforce school attendance. This does not mean that enforcement is impossible: teachers can also monitor school enrolment, attendance and dropout rates. They have a close relationship with children, knowledge of their daily lives, of their families, homes and communities. They also will know when activities such as harvesting affect attendance. So teachers can play a very important role in the promotion and enforcement of school attendance, as well as the detection of work which deprives the child of schooling.

Teachers will become aware of children “dropping out” of school in order to work, or children who are persistently absent or late, or too tired to study properly because of work. This can be reported, perhaps through the teachers’ union, both to the school attendance authorities and labour inspectors concerned with child labour. It is also important to strengthen the link between the school attendance authorities and the teachers, who can be “watchdogs”. Just as trade unions can monitor the workplace, teachers’ trade unions can be “watchdogs” at school.

Teachers’ unions can also organize awareness raising about child labour among teachers, parents, children and the community. They can advocate the importance of free, universal, good quality education for all children, up to a minimum school leaving age. Education is one of the most effective tools in the prevention of child labour.



WHAT TWO TEACHERS' TRADE UNIONS IN LATIN AMERICA HAVE DONE...

Campaigning for children: CNTE - Brazil

- ◆ Struggles to have the social sector understand the need for public policies to eradicate child labour.
- ◆ Raises awareness amongst education workers through seminars, workshops, training, etc.
- ◆ Carries out research in order to diagnose the reality of child labour; records and publishes educational experiences which may help children workers to stay or return to school.
- ◆ Demands that the state implements projects which include child labour and which analyse the position of child workers.
- ◆ Publishes leaflets, booklets and videos on education and its relation to child labour.
- ◆ Fights for resources and investments which comply with federal, state and municipal legislation.
- ◆ Fights for the principle of quality free public schooling for everyone; for proper pay, status and training for permanent professional teachers and social educators.

Campaigning against bad legislation: OTEP- Paraguay

At the same time as Education International started its cooperation with the ILO/ACTRAV project "Action against Child Labour through Education and Training", discussions were taking place in Paraguay on a reform to the Childhood and Adolescence Code which included, for example, the "right to work" for children.

Thanks to the planning seminars which took place within the project's frame of work, OTEP, the teachers' trade union, was able to incorporate the issue of prevention and eradication of child labour in its agenda and participated with other groups in Paraguay in the struggle for the abolition of the most controversial paragraphs on the issue of child labour in the draft Code.

The results were that even though the approved legislation reduced the minimum age to work, the pressure exerted moderated those articles which favoured child labour.

Building Alliances and Networks to Combat Child Labour

Convention No.182 obliges ratifying states to “design and implement programmes of action to eliminate as a priority the worst forms of child labour.” It goes on to state:

2. Such programmes of action shall be designed and implemented in consultation with relevant government institutions and employers’ and workers’ organizations, taking into consideration the views of other concerned groups as appropriate.

This is the first time an international labour convention has made such a reference. It is a recognition of the fact that a broad alliance of civic groups is required to effectively rid society of the scourge that is child labour. But what does “other concerned groups” mean? It is a reference to non-governmental organizations (NGOs), and civic groups, such as parents’ organizations, church groups, etc. They will have an interest in, and may have experience of, working to end child labour.

Non-governmental organizations

There is no clear definition of NGOs. They can range from huge international organizations with budgets of millions of dollars to small, locally based societies. They are a range of institutions outside government, which are not under the control of government.

There are a wide range of opinions in the trade union movement about NGOs. Sometimes NGOs have different views from trade unions, but they can be allies. A number of NGOs cooperated with trade unions in the debates leading up to the adoption of Convention No.182. Unions also cooperated with NGOs in the Global March Against Child Labour to the International Labour Conference in 1998.

The Tripartite Structure to Combat Child Labour



Having developed their own agenda, policies and action plans, unions can decide whether they want to work with non-governmental organizations. Before working with NGOs, unions must ask themselves the following questions:

- ◆ Which activities or action could benefit from collaboration with an NGO?
- ◆ Does the NGO have access to information or resources which the union can benefit from if a relationship is established?
- ◆ What kind of NGO can we collaborate with?
- ◆ Does the NGO respect the role of the trade union?
- ◆ Do the interests of the NGO and the trade union coincide on this issue? Or is there a conflict of interests now? Is there likely to be a conflict of interests?

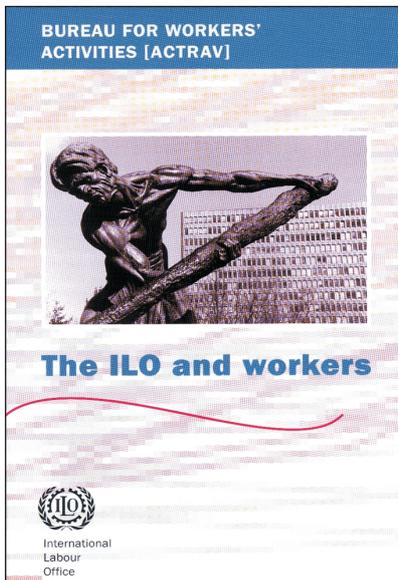
You may find in your discussions that you have other questions which must be considered before you go into any kind of working relationship with a specific NGO or group of NGOs dealing with the child labour issue. There is evidence of successful collaboration between NGOs and trade unions. However, there is no magic formula for this collaboration, and trade unions must weigh the arguments for and against working with NGOs carefully before entering into a working relationship. You may decide at the end of your deliberations that you will only work with a specific NGO by exchanging information on your activities or using each other's expertise.

The ILO and Child Labour

The ILO takes action against child labour in three ways:

1. through standard setting - as evidenced by the adoption of Convention No. 182 on the Worst Forms of Child Labour;
2. through technical cooperation - activities, projects and research;
3. through advocacy - ensuring that the issue of child labour remains high on the agenda of the UN system, of governments, the media and world public opinion.

ACTRAV



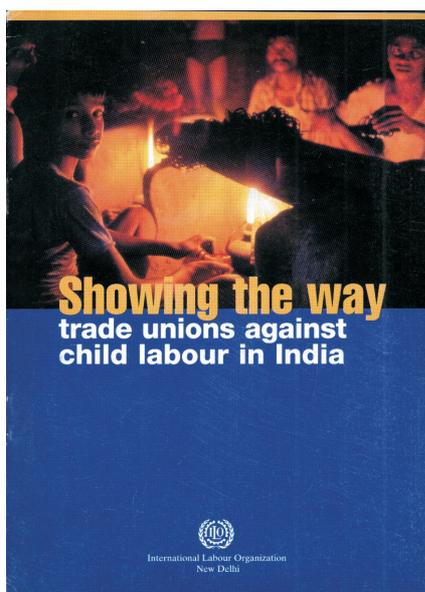
The ILO Bureau for Workers' Activities (ACTRAV) coordinates all office activities concerning workers' organizations at Headquarters and in the field. ACTRAV operates with the following objectives:

- ◆ to support the establishment of free, independent and democratic workers' organizations;
- ◆ to encourage the organization of workers and strengthen their capacity to participate in decision-making processes in order to defend and promote their interests;
- ◆ to ensure that ILO projects and programmes address the needs of workers and their organizations, and to promote the active involvement of trade unions in the activities of the ILO.

Staffed mainly by officials drawn from the ranks of trade unions, the Bureau for Workers' Activities maintains, strengthens and develops relations between the ILO and workers and their organizations at the international, sectoral, regional and national levels. In particular, it keeps the Office informed of developments in the trade union world and ensures its support to workers and their organizations in pursuing the aims and activities of the ILO. The Bureau also provides assistance to workers' delegates to the Confer-

ence, the Governing Body, regional conferences, meetings of consultative committees and sectoral industrial committees. It provides the Secretariat to the Workers' Group at ILO meetings, seminars and conferences, and assures liaison between the workers' organizations and the ILO's technical services.

ACTRAV and child labour



ACTRAV has several priorities for its technical cooperation work; child labour is one of the priorities, along with women workers, organizing the unorganized, globalization, fundamental workers' rights and the environment. These projects are not financed by the ILO's regular budget, but from special contributions by member States.

The project which has produced this handbook has been financed by the Norwegian Government, which has also financed a special project on child labour with teacher trade unions on training and education to combat child labour.

The two projects are: "Developing National and International Trade Union Strategies to Combat Child Labour", and "Action Against Child Labour Through Education and Training".

We cannot leave the fight against child labour to others...

The active participation of worker constituents in ILO activities to combat child labour is of paramount importance..The objective of these activities is the translation of the workers' commitment to the abolition of child labour into concrete action, including campaigns for the ratification of Conventions Nos. 29, 138 and 182, through closer cooperation between the trade union movement and the International Programme on the Elimination of Child Labour (IPEC) and other relevant ILO action programmes. Educational materials will be developed, awareness-raising activities carried out and support provided for the efforts of trade unions in this respect, particularly through the workers' specialists in the multidisciplinary advisory teams and the staff of the major programme in the field.

From ACTRAV fact sheet

Joint Trade Union Efforts in Nepal Nepalese Trade Unions and Teachers' Organizations

The ACTRAV workshop held in Nepal in 1999 in cooperation with the Nepal Teachers' Association (NTA) and the Nepal National Teachers' Association (NNTA) gave the leaderships the opportunity to discuss and agree on future plans to combat child labour. Some of these plans were then presented to IPEC for their consideration.

Recently, ILO-IPEC signed an agreement with the NTA and the NNTA to implement an action programme on the theme of education and child labour.

During the CTAs mission in September 2000, meetings were held with the three trade union confederations (NTUC, GFONT, DEFONT) and with the two teacher organizations, in order to bring various key actors under a single umbrella. It was envisaged that linking teachers' unions with the trade union organizations would produce better results in terms of cooperation and collaboration in combating child labour in Nepal.

Building on these initiatives, it was agreed to hold a two-day joint consultative meeting for trade unions and teachers unions of Nepal to discuss how, in practice, to collaborate with each other and develop a consensus on the subject.

The objectives were:

- ◆ to reinforce the unity around the trade union common understanding on child labour (the "Dhulikel Declaration") and allow the teachers' unions to subscribe to the Declaration;
- ◆ to formulate a joint Plan of Action on the Worst Forms of Child Labour;
- ◆ to form a joint committee to oversee the implementation of the plan of action as well as other joint ventures relating to child labour, in particular trade union representations in IPEC Project Advisory Committees and other bodies formed under IPEC projects or the Time Bound Programme.

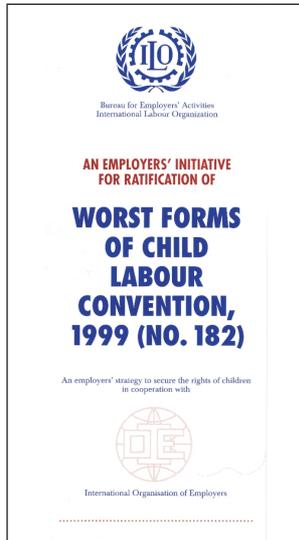
The meeting was held beginning December 2000. Representatives of the three national centres and the two national teachers' unions participated in the meeting, as well as representatives from the Ministry of Labour, the employers' association, and the media. The meeting

was successful in reaching its objectives in general, and it was positive to note the call from the employers side to proceed from trade union unity to joint social partners' initiatives and committees.



Photo ILO/ACTRAV/Child Labour Project

ACT/EMP



The ILO Bureau for Employers' Activities, known as ACT/EMP, works closely with the International Organization of Employers (IOE), to raise awareness of the human, economic and social costs of child labour and to develop action plans for child labour. In each of the IPEC's twenty-five member countries, the employers' organizations are represented on the National Steering Committees to develop and oversee the implementation of the national plans of action. The Bureau works to develop the capacity of employers' organizations to assist their members who are facing the problem of child labour. As a first priority, the Bureau will develop employer action programmes focussing on removal and rehabilitation of child labour in South Asia and in English-speaking Africa.

IPEC

The International Programme on the Elimination of Child Labour (IPEC) was established in 1992, and is funded by several member states of the ILO. It is the technical cooperation arm of the ILO for child labour.

The main objectives of IPEC are:

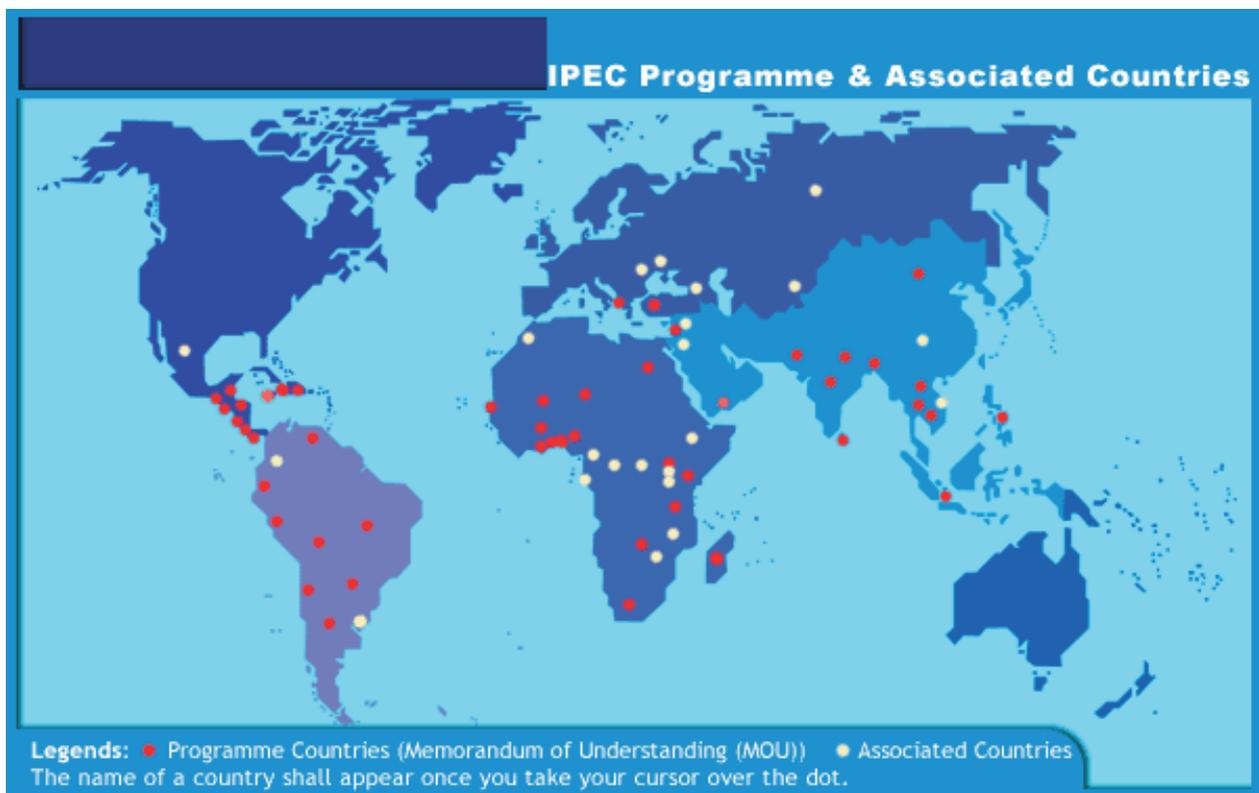
- ◆ to motivate governments, workers and employers to engage in a dialogue on child labour and to create problem-solving alliances;
- ◆ to improve the capability of ILO member States to design and implement policies and programmes for the progressive elimination of child labour, with particular emphasis on the worst forms of child labour;
- ◆ to create increased awareness about child labour in the community and in the workplace;
- ◆ to support direct action with potential or actual child workers to demonstrate that it is possible to prevent children at risk from entering the workforce at an early age and to withdraw working children from exploitative and hazardous work;

- ◆ to promote the development and application of protective legislation and to get countries to ratify and take measures to enforce both Convention No. 138 on Minimum Age and Convention No. 182 on the Elimination of the Worst Forms of Child Labour;
- ◆ to integrate child labour issues systematically into social and economic development policies, programmes and budgets.

Countries involved with IPEC

By November 2000, a total of 49 countries had signed a Memorandum of Understanding (MOU) with the ILO, committing themselves to work towards the elimination of child labour. In addition twenty-four countries are also associated with the programme, without signing a memorandum of understanding. If your country has signed the MOU or is associated with IPEC, your union may be able to get involved in IPEC's work in order to implement some of your action plans concerning the elimination of child labour.

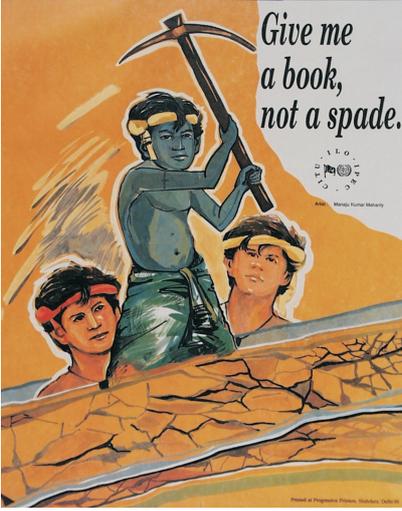
Countries involved with IPEC By November 2000



The Tripartite Structure to Combat Child Labour

| Countries which have signed a MOU with IPEC | Countries associated with IPEC |
|--|--|
| <p>Africa:</p> <p>Benin, Burkina Faso, Egypt, Ghana, Kenya, Madagascar, Mali, Niger, Nigeria, Senegal, South Africa, Tanzania, Togo, Uganda, Zambia</p> | <p>Africa:</p> <p>Burundi, Cameroon, Congo, Democratic Republic of Congo, Ethiopia, Gabon, Ivory Coast, Malawi, Morocco, Rwanda, Zimbabwe</p> |
| <p>Arab States:</p> <p>Lebanon, Yemen</p> | <p>Arab States:</p> <p>Jordan, Syria, West Bank and Gaza</p> |
| <p>Asia:</p> <p>Bangladesh, Cambodia, India, Indonesia, Laos, Mongolia, Nepal, Pakistan, Philippines, Sri Lanka, Thailand</p> | <p>Asia:</p> <p>China, Vietnam</p> |
| <p>Europe:</p> <p>Albania, Romania, Turkey</p> | <p>Europe:</p> <p>Bulgaria, Georgia, Kyrgyzstan, Russia, Ukraine</p> |
| <p>Latin America and the Caribbean:</p> <p>Argentina, Belize, Bolivia, Brazil, Chile, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Jamaica, Nicaragua, Panama, Paraguay, Peru, Venezuela</p> | <p>Latin America and the Caribbean:</p> <p>Colombia, Mexico, Uruguay</p> |

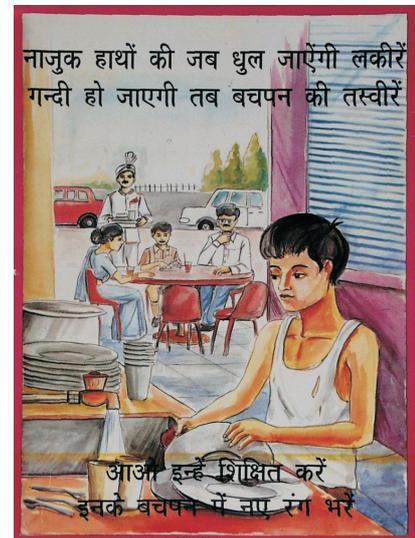
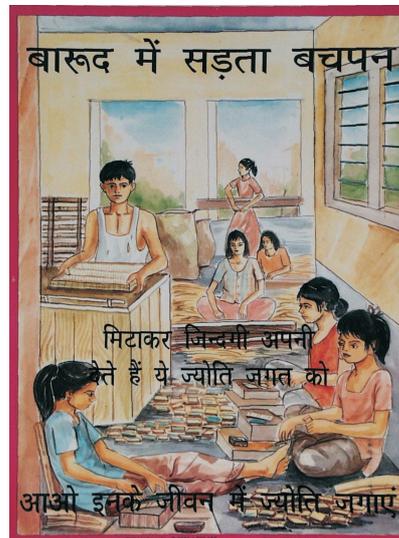
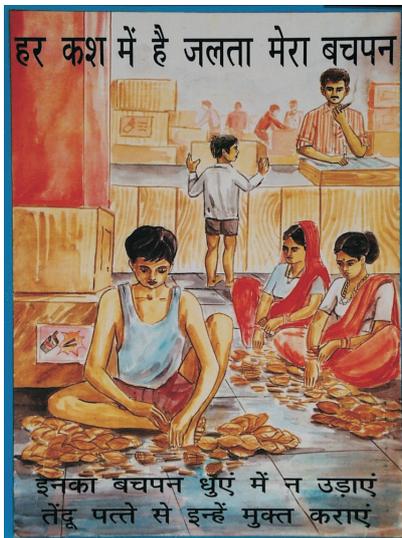
How IPEC works



In each country where IPEC operates, the ILO will sign a Memorandum of Understanding (MOU) with the government. A budget is agreed with the IPEC Programme Steering Committee in Geneva. A tripartite national committee is established, and this is chaired by a senior official of the Ministry of Labour. Other ministries may be represented together with representatives from the employers' organizations and the trade unions. The tripartite partners should work together as equals in overseeing IPEC activities. Some other experts and groups may be co-opted. Staff will be appointed to run the IPEC project, and trade unionists should be able to apply for some of these posts.

The committee will develop a programme of activities, and this is usually project based. Projects may benefit any of the social partners, or be run through other groups under tripartite supervision. Projects have included:

- ◆ the inclusion of child labour in trade union education programmes;
- ◆ helping to establish a child labour unit or developing other institutional capacity;
- ◆ training for labour inspectors;
- ◆ research into child labour, including assessing the numbers of child labourers;
- ◆ non-formal education initiatives;
- ◆ rehabilitation of children removed from work;
- ◆ publications, films and exhibitions about child labour;
- ◆ awareness raising.

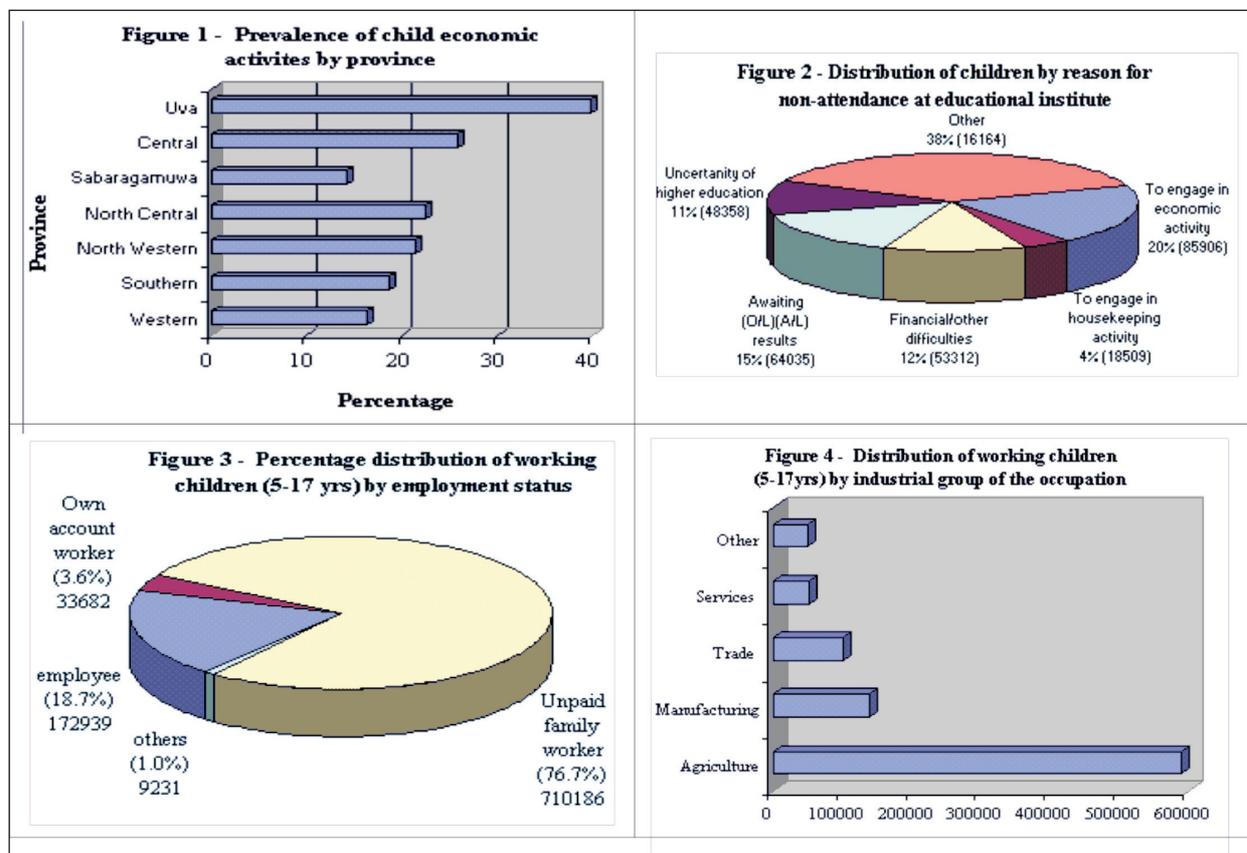


SIMPOC

The Statistical Information and Monitoring Programme on Child Labour (SIMPOC) was created within the ILO to improve the information base and data collection methodology on child labour. SIMPOC was launched in 1998 as an inter-departmental programme, managed by IPEC with technical assistance from the ILO's Bureau of Statistics, to assist member countries in establishing the following:

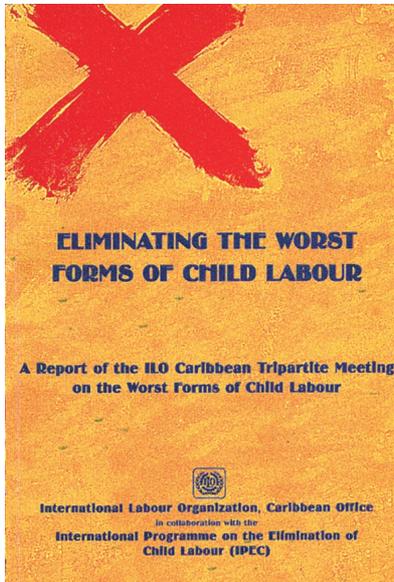
- ◆ a programme for the collection and use of quantitative and qualitative data on the scale, distribution, characteristics, causes and consequences of child labour;
- ◆ a basis for child labour data analysis which would be used in planning, formulating and implementing interventions, monitoring their implementation and assessing the impact of policies and programmes;
- ◆ a database on child labour consisting of information on institutions and organizations active in this field, child labour projects and programmes, industry-level action, and national legislation and indicators; as well as
- ◆ data which could be compared across countries.

For more about the work SIMPOC is doing, please refer to Booklet 3, *Fact Finding and Information about Child Labour*.



Source: From Summary findings of child labour survey in Sri Lanka, 1999. SIMPOC.

IPEC and trade unions



More than 120 IPEC programmes have been implemented by trade unions in more than twenty countries. If you want to work with IPEC, you must first approach the national coordinator and obtain a copy of the IPEC programme document for your country. Trade union national centres should have a member on the IPEC Steering Committee. This should be your first point of contact. Keep ACTRAV informed about your approach to IPEC.

If you decide to request support from IPEC for any activities you wish to carry out, you should meet the IPEC National Coordinator. Obtain copies of any reports and evaluations of IPEC activities in your country. Find out who is on the national committee. Meet the union members of the national committee.

Trade unions thinking of working with IPEC may find it helpful to contact any international organization to which they belong for advice, and should also approach ACTRAV either directly or through the nearest workers' activities specialist. (These specialists are based in the multi-disciplinary advisory teams (MDTs), which cover groups of countries.)

Unions should be aware that IPEC has strict reporting procedures, so they must have the capacity to undertake good record keeping before agreeing to undertake an IPEC programme. Unions should promote IPEC projects which concentrate on trade union strengths and should avoid doing things which governments or NGOs are doing.

Unions are advised to draw up their own plans, using the guidelines in this handbook, before making any applications to IPEC.

IPEC is not the only source of support within the ILO for trade unions wishing to develop work on child labour. ACTRAV places a high priority on the question, and gives particular assistance to national trade unions in the development of their policy and action plan. ACTRAV is also interested in developing the capacity of trade unions so as to strengthen their participation in the IPEC framework, where appropriate.



- 1** Have Conventions No. 81 and No. 129 been ratified by your country? What is the relationship like between labour inspectors and the trade union movement? Which part of the labour inspectorate is charged with enforcing child labour laws?
- 2** What kind of agreement with the labour inspectorate can the trade union seek?
- 3** How can you approach the labour inspectorate to obtain a commitment to work with the union in the removal of children from the workplace?
- 4** What can be done to strengthen the links between labour inspectors, school enforcement officers, trade unions and teachers?
- 5** What can be done to improve education facilities in your country? Specifically, what can your union do to press for education reforms and more resources for public education?
- 6** Which trade unions and teachers' organizations could your union approach to cooperate on joint action against child labour?
- 7** What kind of campaign can your union and the teachers' union undertake?
- 8** What activities can be carried out in cooperation with the employers?
- 9** With which non-governmental organizations or civic groups in your community can you build an alliance to end child labour? Give reasons why.
- 10** Is your country involved in activities in cooperation with IPEC? Have there been any projects with trade unions? What was the experience?
- 11** Have you seen the Memorandum of Understanding between IPEC and your Government? What does it say about trade unions?

