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Geneva

The Social Partners and IPEC: Action against child labour, 2008-2009

Supplementary report
to the IPEC International
Steering Committee

March 2010

International
Programme on
the Elimination
of Child Labour
(IPEC)

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Abbreviations

ACT/EMP	Bureau for Employers' Activities (ILO)
ACTRAV	Bureau for Workers' Activities (ILO)
CPLP	Portuguese acronym for the Organization of Portuguese Speaking Countries
CSEC	Commercial sexual exploitation of children
CSR	Corporate social responsibility
DWCP	Decent Work Country Programme (ILO)
EFA	Education for All
EI	Education International
EMP/MULTI	Multinational Enterprises Programme (ILO)
GTF	Global Task Force on Child Labour and Education for All
ILC	International Labour Conference
ILO	International Labour Organization
IOE	International Organization of Employers
IPEC	International Programme on the Elimination of Child Labour (ILO)
ITC	International Training Centre (ILO)
ITGLWF	International Textile, Garment and Leather Workers Federation
ITUC	International Trade Union Confederation
IUF	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations
LUTRENA	Multi-donor funded programme to combat trafficking in children in West and Central Africa (IPEC)
MDG	United Nations Millennium Development Goal
MOU	Memorandum of Understanding
NAP	National action plans on child labour
NCLC	National Child Labour Committee
NGO	Non-governmental organization
NSC	National Steering Committee
PALOP	Portuguese acronym for African Portuguese Speaking Countries
PRONIÑO	Child labour programme developed by Telefónica Foundation in Latin America (13 countries)

PRSP	Poverty Reduction Strategy Paper
Roadmap	National strategic framework that indicates how countries will organize public and private action and the resources needed to reach the goals set by the Hemispheric Decent Work Agenda of the Americas
SCREAM	Programme on Supporting Children's Rights through Education, the Arts and the Media (IPEC)
SIMPOC	Statistical Information and Monitoring Programme on Child Labour (IPEC)
TACKLE	Tackling child labour through Education: EC funded project in 11 ACP countries (IPEC)
TBP	Time-bound programme
TPR	Technical progress report
UCW	Understanding Children's Work. An inter-agency research project (ILO, UNICEF and World Bank) established in December 2000 in the context of the Oslo Agenda for Action, which laid out global priorities in the fight against child labour
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UNMIK	United Nations Interim Administration Mission in Kosovo
WDACL	World Day Against Child Labour
WFCL	Worst forms of child labour
WFP	World Food Programme
YEN	Youth Employment Network

Introduction

Following the recent thematic discussion in the IPEC Steering Committee, IPEC has worked to further enhance the role and capacity of the social partners in close collaboration with ACT/EMP and ACTRAV. The Directors of ACT/EMP and ACTRAV both addressed IPEC staff in the global IPEC staff meeting held in 2008. Workers' and employers' specialists also participate in IPEC meetings in the field. The Implementation Report 2008-2009 includes an overview of IPEC's work with the social partners. This Report on the contribution of the social partners offers a more detailed presentation of activities and achievements of workers' and employers' organizations in collaboration with IPEC during the past two years. The information provided in this booklet is for the purpose of comparison, knowledge sharing and to encourage future social partner action.

Good law, in conformity with international standards and properly enforced, is essential for the elimination of child labour. Tripartite social dialogue lies at the heart of the development of law and public policy. Essential too is the role of the social partners in the workplace. The so-called "Chennai Agenda", formulated at an IPEC-ACTRAV Asian inter-subregional seminar in Chennai, India in December 2005, was endorsed by the Workers' Group in the ILO Conference debate of the 2006 Global Report on Child Labour. It seeks to encourage a stronger and effective presence of the social partners in those parts of the labour market where child labour remains prevalent and the rule of law still largely absent – not least in the informal economy and in much of the agricultural sector. It reflects the experience of numerous countries in all regions, in which the membership of workers' organizations among informal economy and rural workers is growing and the historical experience of the early trade union movement in the industrialized countries. Its purpose is not to substitute for law but to provide a platform for protection of workers and their children through negotiation and through which to demand ever more strongly that governments ensure that the protections enshrined in law have universal application.

The great extent of social partner activities - a sample of which are described in this supplementary report - reflects their commitment and comparative advantage in tripartite consultation and national action and their representative role in the workplace. There are also questions about the type of engagement for which the social partners have the capacity and wish to undertake. To begin with, Conventions No. 138 and No. 182 set out specific roles for workers' and employers' organizations which IPEC activities seek to support. The social partners also pursue different roles

depending on their own organizational and national contexts. A key question concerns the nature of the engagement of the social partners in IPEC projects: whether, in accord with the decent work agenda and with pursuit of the 2008 ILO Declaration on Social Justice for a Fair Globalization, it is on the basis of their core mandate and specific comparative advantage - their unique representative role in social dialogue at all levels; or whether it is as service-providers, in a similar manner to government agencies and the voluntary sector. Increasingly there is consensus on the interlinkage between the ILO standards on child labour, forced labour and discrimination and the role of education for all. Engaging the social partners in the workplace in the struggle against child labour must be centre-stage.

The biennium was one of considerable progress in IPEC's work with the social partners. It was also one in which the worldwide movement against child labour suffered the loss of two leading social partner champions. Mr Ashraf Tabani, member of the ILO Governing Body and Employers' group spokesperson in the IPEC Steering Committee, died in August 2009 at his home in Pakistan. In November, Neil Kearney, General Secretary of the International Textile Garment Leather Workers Federation, died suddenly in Dhaka, Bangladesh, while on mission with his colleague Javier Chercoles from the Inditex company, with which the ITGLWF had signed a global framework agreement. IPEC and the worldwide movement mourned their deaths and remember with thanks their great contribution to the struggle for a world without child labour.

General overview

The implementation of Conventions No. 138 and No. 182 requires a wide range of interventions and IPEC is working to strengthen its capacity to pursue it mandate through social dialogue and tripartism. Through work with ACTRAV and ACT/EMP, IPEC is seeking to address this challenge through direct joint initiatives, as well as by seeking the guidance of tripartite committees as to how to accelerate this process.

There has been progress. However, at the policy level, notably in the context of the integrated promotion of fundamental rights at work reflected in the Decent Work Agenda and in the 2008 Declaration on Social Justice for a Fair Globalization, there is still more to be done to ensure that child labour elimination is always adequately reflected in Decent Work Country Programmes (DWCPs). In this respect, social dialogue continued to be crucial to IPEC's activities in the 2008-2009 period and to the pursuit of the Global Action Plan to combat child labour and assist countries in reaching the intermediate goal of eliminating the worst forms of child labour by 2016, by seeking the integration of child labour elimination in national efforts to attain Decent Work.

Working with the ILO's tripartite constituents is important to the Programme, and promotion of tripartism is built into IPEC's approach from the start in each country where it has operations. National Steering Committees on child labour – set up to oversee IPEC programmes as required by the memoranda of understanding between IPEC and individual governments – cannot function without effective representation from government, employers' organizations and trade unions. IPEC encourages the formation of tripartite bodies as part of building national capacity and through tripartite meetings seeks to ensure the participation of all three ILO constituents in consultation at the national and international levels on various issues concerning child labour. IPEC's experience has shown that some of these tripartite entities continue functioning after the end of IPEC projects. Being less contested than some other matters in labour relations, child labour may sometimes be a point of consensus that can provide a springboard for social dialogue about other labour issues.

Tripartite consultation is also mandatory for drawing up the list of hazardous work required under Convention No. 182 and is in general pursued when adapting national legislation to conform to Conventions No. 138 and No. 182. Article 22 of the ILO Constitution requires member States to make regular reports on the measures they have taken to give effect to the Conventions that they have ratified. Biennial reports are

requested for the twelve fundamental and priority Conventions (among which are Conventions No. 138 and No. 182). Workers and employers may send their comments on the report either prior to finalization of the report to the Government for consideration, or directly to the ILO. Where a country has ratified the Tripartite Consultation (International Labour Standards) Convention No. 144 (1976), governments are obligated to consult workers' and employers' organizations when preparing reports. During the biennium, IPEC trained social partners to help them take advantage of this possibility to participate in the child labour reporting process and a new approach on this matter was undertaken for constituents from Portuguese speaking countries in Africa (PALOP).

A key point for IPEC is to take advantage of the social partners' positions in influencing policy development and reform within the sphere of key socio-economic areas, such as employment, trade, social welfare and education. IPEC's strategic approach to integrate child labour issues and concerns in national development frameworks and programmes inevitably has to count on the involvement of social partners in national policy debates based on social dialogue. Employers' and workers' organizations have a unique representative mandate in the world of work and bring unique knowledge and competence to national discussions. Beyond this national policy work, they have a key comparative advantage in representing their members in industrial relations and reaching out the benefits of collective voice to the informal economy.

In the case of trade unions, these upstream policy efforts are commonly handled by national trade union centres, while direct workplace action is more often handled by grassroots organizations, sectoral affiliates or sectoral federations in some national confederations, such as unions representing agricultural or domestic workers. In some cases (e.g. CONTAG in Brazil and HMS in India), trade unions have been able to tackle child labour by organizing in the informal and rural economies.

In IPEC's recent collaboration with employers' and workers' organizations, efforts have in part been directed at capacity building and in part at direct action where the constituents are present in the communities or workplaces where child labour exists. In addition, IPEC is now placing special emphasis on the convening role that national trade union centres must play in the anti-child labour movements in their countries and are offering special support for them to play this role, for example by creating a sustainable network of child labour focal points and financing their own plans of action that are in line and in connection with the National Action Plans (NAPs). By its nature and based on Article 6 of Convention No. 182, a NAP should be developed involving "relevant government institutions and

employers' and workers' organizations", and should therefore disclose the interest and mandates of the social partners. This was a particular aspiration of IPEC's projects in the field in the past biennium: to contribute to the setting up of National Action Plans, preferably in the context of Decent Work Country Programmes (DWCPs). DWCP guidelines would then be the coherent framework through which activities and actions financed by IPEC projects with the social partners could contribute to the overall national efforts to combat child labour.

In this context, IPEC continues to benefit from the support of and collaboration with the ILO's Bureaux for Employers' and Workers' Activities (ACT/EMP and ACTRAV) in Geneva, recognizing their unique role in presenting the priorities and views of workers and employers within the ILO, and with the ILO employers and workers specialists in the field. To further enhance collaboration with employers' and workers' organizations, during the biennium, IPEC staff at headquarters and field were trained on issues related to collaboration and the involvement of the social partners in IPEC projects and other child labour related activities. IPEC staff have been encouraged to improve the collaboration with the ILO employers and workers specialists in the field.

A specific team was created at IPEC headquarters to pursue the inclusion of social dialogue in the implementation of IPEC activities, to support the mainstreaming of child labour issues in the policies, programmes and activities of the social partners at both international and national level, and to strengthen their role in the global campaign against child labour. At the 2009 meeting of the IPEC Steering Committee, a special supplement on social dialogue was presented to include details about various initiatives, as it was not possible to present them in detail in the IPEC Implementation Report for 2008.

Against this background, the cooperation between IPEC and employers' and workers' organizations is well established in most countries where IPEC is supporting projects. Progress has been reported in a number of IPEC projects. The following examples represent a few of the many initiatives that were carried out in the biennium or are currently underway. Tripartite cooperation is the cornerstone of national action against child labour and IPEC interventions. It thus is not possible to present in detail all the examples that illustrate the special value of action by the social partners. In addition to working with IPEC, these constituents have also continued to act as independent actors within the worldwide movement.

In relation to policymaking and upstream policies, such as National Action Plans, the involvement of employers' and workers' organizations in the countries where the Programme was active increased in 2008-2009. Strong emphasis was placed on widening the network of partner organizations by providing training for the social partners targeted at their local, national, regional and global representatives.

Some initiatives focused on social partners' organizational structures and capacity to influence national policies on child labour and raise public awareness. Others took place in the spirit of "South-South" cooperation (e.g. in Angola and Haiti), bringing together partners from different countries to promote the exchange of experiences and good practices, notably those addressed through ILO Decent Work Country Programmes. During 2008, workers' and employers' organizations were also involved in the regional preparatory consultations and in the Tripartite Meeting to draft the Draft Resolution on Child Labour Statistics for the 18th International Conference of Labour Statisticians, and in the Conference itself. This normative instrument was adopted in December 2008.

Considering the impact the global financial and economical crisis may have on the capacity of many countries to maintain their commitments towards child labour elimination, the collaboration with the social partners to avoid this scenario is becoming an increasing priority for IPEC. The crisis calls for a need to integrate more employers' and workers' organizations in IPEC's work in order to guarantee sustainability of the results of project interventions.

IPEC continued to work with employers' organizations, companies and investment funds to assist them in their efforts to respect core labour rights and contribute to the elimination of child labour. In October 2008, IPEC and ACTRAV senior specialists participated in the "Inter-Regional Workshop on Sharing Experiences and Taking Action in Combating Child Labour" that was held in Baku, Azerbaijan, as a follow-up to the 2007 Istanbul Conference.

Also in October 2008, IPEC and ACT/EMP, in collaboration with the IOE, held a conference in Argentina entitled "Business against Child Labour: Tools for Action". The event brought together business leaders from Latin America to share experiences. It also served as a forum for launching the Spanish version of the ACT/EMP-IOE Guides for Employers on Eliminating Child Labour¹ and providing training in its use. Further, throughout 2008,

¹ ACT/EMP-IOE: *Guides for employers on eliminating child labour* (Geneva, 2007). Available also in French, Spanish, Russian, Indonesian and Mongolian.

numerous workshops and lectures were held across Argentina to promote the UN Secretary General's Global Compact and the Enterprise Network against Child Labour. The IOE-ACT/EMP Guides for Employers on Eliminating Child Labour were disseminated in the Americas and national efforts by employers' organizations were financed by IPEC (e.g. in Paraguay, Argentina, Chile, Uruguay). The network of child labour focal points in employers' organizations is growing: in addition to national-level activities, two sub-regional workshops took place at the end of 2009 to promote the use of the ACT/EMP-IOE Guides, one in Mexico (for the countries of Central America and the Caribbean) and one in Colombia (for the Andean countries).

In May 2009, an inter-regional training course on child labour and project cycle management was co-organized by the ITC-Turin and ACT/EMP in collaboration with IPEC, for focal points and project officers in employers' organizations in 14 countries in Africa, Eastern Europe and the Caucasus: Angola, Azerbaijan, Botswana, Cameroon, Ethiopia, Ghana, Malawi, Moldova, Mozambique, Namibia, Nigeria, South Africa, Tanzania and Sudan. In addition to acquiring more information on child labour and the role of employers, participants were also able to exchange ideas and experiences with their colleagues and increase their knowledge about how to develop coherent and effective project proposals.

The Moldova Global Compact Network adopted a code of conduct for employers on the elimination of the worst forms of child labour. In Costa Rica the employers of the tourism sector helped to protect children through a code of conduct. The Federation of Ugandan Employers has been active in combating child labour in the coffee, tea, rice and sugar sectors, setting up child labour monitoring committees at the local level. In Ghana, a rubber estates company has provided educational support, including education grants to employees, to keep children away from work and in school. The Mongolia Employers' Federation has taken the lead in a wider alliance to address child labour in the informal gold mining sector. In India, a group of 22 employers' associations in partnership with the state Government of Andhra Pradesh has conducted surveys, organized awareness campaigns and provided direct services such as transitional schools. In Guatemala, from February to September 2008, FUNCAFÉ, the Coffee Growers' Foundation for Rural Development, and ANACAFÉ, the National Coffee Association, surveyed coffee producers' perceptions of child

labour. A public presentation of the results of the survey was made in 2009².

IPEC provided technical advice to the Norwegian Government Pension Fund on child labour and socially responsible investing. In addition, IPEC responded to requests from companies for advice on the preparation of corporate policies to eliminate child labour, through the promotion of Decent Work within the framework of social dialogue. This was also done in the context of IPEC's contributions to the newly created ILO Corporate Social Responsibility (CSR) Helpdesk, coordinated by EMP/MULTI.

IPEC continued its engagement with the multi-stakeholder Eliminating Child Labour in Tobacco (ECLT) Foundation by tackling child labour in tobacco growing in the Urambo District of Tanzania. IPEC carried on its efforts to steer CSR programmes toward effectively addressing child labour, for example in Zambia, where IPEC has mobilized the Federation of Employers to support recreational centres that provide critical social services to children withdrawn from child labour. IPEC has launched an awareness raising campaign with the Federation and advised them on codes of conduct prohibiting child labour. Some 80 companies are currently collaborating in this effort.

IPEC made presentations at the meeting "Identifying Good Practices for Producers/Purchasers to Reduce the Use of Child or Forced Labor", organized by the U.S. Department of Labor and the National Research Council in May 2009, and at the "Briefing Session on Sourcing Responsible Cotton" organized by the Ethical Trading Initiative in London in May 2009.

Recognizing that the interdependence of fundamental rights at work means that action to support one should inevitably have beneficial effects on others, IPEC has made regular references in communications and in training to the so-called "Chennai Agenda". The 2006 ILO Global Report on child labour made reference to this outcome of an IPEC/ACTRAV inter-sub regional workshop, held in Chennai in December 2005, in which national trade union centres from the Asian region had exchanged experiences of linking organizing in agriculture and the informal economy with the struggle against child labour. For some, the struggle against child labour had been a helpful entry point for action, for others their normal recruitment and organizing campaigns had inevitably strengthened their capacity to combat child labour. The Workers' Group endorsed that broad organizing approach in the 2006 International Labour Conference

² Available at:
<http://www.oit.org.pe/ipcec/alcencuentros/interior.php?notCodigo=1706>.

discussion of the Global Report and recognized that while tripartite social dialogue to develop effective public policy was essential, the pursuit of the trade union core mandate - independent self-organization of workers for the purposes of collective bargaining - was the most significant workplace contribution trade unions could make to the struggle against child labour.

Notwithstanding the continued national-level policy work with national employers' organizations and national trade union centres, not least in national child labour tripartite committees, the "Agenda" also recognizes that child labour takes place in workplaces. It focuses on the comparative advantage of strengthening the presence of workers' organizations and structures for social dialogue in those areas of the global economy where child labour is most prevalent - in unprotected, informal work, in domestic service and in agriculture. It notes that organized workplaces are inevitably free of child labour and thus barriers to freedom of association are also significant barriers to the elimination of child labour. It also maintained the view that organising was the sole route to the establishment of a collective, democratic voice. While NGOs might play a valuable supporting role in such campaigns, only the elected representatives of workers could have a mandate to represent their colleagues in dialogue and bargaining with employers and public authorities.

Though the Chennai meeting had involved only trade union centres from Asian countries, their experience was common to unions in other regions, where numerous similar examples abound of the interrelationship – explicit or implicit – of organizing agricultural and informal economy workers in a wide range of sectors and capacity to support the fight against child labour: from Costa Rica to Brazil; Ghana and Senegal to Tanzania and Zambia; as well as from Pakistan and India to Indonesia and the Philippines.

This perspective has, of course, implications for IPEC's work globally and at the national level. It requires, for example in the implementation of the global agreements on child labour in mining and agriculture signed, respectively, at the 2005 and 2007 International Labour Conferences, a more effective working relationship with the relevant Global Union Federations (GUFs) and their affiliated national organizations. And indeed, at the level of global collective bargaining, during the biennium multinational enterprises and GUFs concluded the following Global Framework Agreements (GFAs), all of which incorporate clauses on child labour: Building and Woodworkers International (BWI) with Italcementi Group and Faber-Castell; International Federation of Chemical, Energy, Mine & General Workers' Unions (ICEM) with StatoilHydro and Rhodia;

International Metalworkers' Federation (IMF) with Vallourec and Aker ASA; UNI Global Union with Danske Bank, Elanders, ISS (renewed in 2008), Kelly Services, Manpower, Randstad, USG People, Takashimaya and G4S plc. This perspective also requires integration in project design of sectoral and child labour free area approaches which can engage the social partners on the basis of their comparative advantage and representative capacity in their sectors, enterprises and workplaces.

A parallel element is to strengthen the national policy capacity of workers' organizations and an important element in interdepartmental cooperation within the ILO has been the initiation of a rolling programme of ACTRAV-IPEC training workshops and continued support for national trade union child labour focal points.

After the first of these ACTRAV-IPEC workshops on social dialogue and child labour at the ITC Turin (2007) and in Brazil (Bahia, 2008), further workshops took place in 2009 to continue the strategic training of child labour focal points in national trade union centres. In March 2009, the third meeting of this kind took place in Santo Domingo for the workers' organizations of Central America. Likewise, representatives of the Caribbean trade unions met in Barbados in August 2009 to be trained on how to submit and implement their action plans on child labour.

The ITUC adopted an action plan on the fight against child labour and disseminated a Mini Action Guide for its affiliates³. The guide provides advice to ITUC affiliates on issues such as using collective bargaining, participation in tripartite dialogue, promoting international labour standards, joining the Global March against Child Labour and the Global Trade Union Alliance to Combat Forced Labour and Trafficking, and campaigning for the ratification and implementation of ILO Conventions No. 138 and No. 182. The Guide also makes reference to the 12to12 Portal as a community website to disseminate good practices and interact with a worldwide network of partners. Combating child labour is one of the main areas for the close cooperation of the ITUC with the Global Union Federations (GUFs), the international organizations of trade unions in the different sectors.

High level discussions were held in Brussels in 2008 between the ITUC and IPEC, resulting in an agreement to enhance the first-hand knowledge of senior trade union leaders about the struggle against child labour, inter alia by facilitating field visits to IPEC projects. Based on this spirit, a senior Indian ILO Workers' Group member was invited to Central America and

³ Available at: http://www.ituc-csi.org/IMG/pdf/guide_CL_EN_Final.pdf.

accompanied by IPEC's Director of Operations and field colleagues to visit IPEC projects in Panama, Costa Rica and the Dominican Republic and gain first-hand knowledge of how social partners are involved in the projects' activities and guarantee sustainability of the results.

Within this context, the Trade Union of the Americas (TUCA-CSA, the regional organization of the ITUC), defined priorities including the fight against commercial sexual exploitation of children (CSEC) and child domestic work. TUCA-CSA is currently implementing the Action Programme adopted at its foundation which includes a commitment to eliminate the worst forms of child labour.

As the following shows, trade unions around the world actively participated in the celebration of 2009 World Day Against Child Labour (WDACL) as part of the on-going strategy to strengthen social dialogue among constituents and key stakeholders in order to develop strategies to address child labour issues. In particular, some trade union representatives who were trained as child labour focal points in the ACTRAV-IPEC workshops mentioned above requested IPEC support to directly execute awareness raising activities.

In June 2009, IPEC fostered actions implemented by trade unions, for example in Costa Rica, Ecuador and Sri Lanka. Under the South-South cooperation project financed by Brazil, the first Portuguese-speaking African countries (PALOP) pioneer group of SCREAM trainers in Angola was trained by IPEC in 2008. The National Union of Angolan Workers (UNTA) followed up the momentum, involving itself in direct training of teachers on the SCREAM methodology, and organized awareness raising activities in the schools of Luanda to mark the 2009 World Day.

In Panama, in March 2008, ILO/IPEC attended the founding congress of TUCA-CSA at which the Action Programme adopted included a commitment to "give priority to the elimination of the worst forms of child labour; commercial sexual exploitation of children and trafficking of minors".

The role of good law, universal education, social dialogue and the promotion of mature systems of industrial relations were themes advanced by both trade union and employer speakers at the National Convention on the Right to Education and Abolition of Child Labour convened by the National Commission for Protection of Child Rights in New Delhi in December 2008, in which ILO and IPEC officials took part.

IPEC has used occupational safety and health to mainstream child labour concepts in the agenda of stakeholders in several IPEC projects worldwide. In Africa, a joint International Union of Food Workers, ACTRAV and IPEC activity followed this strategy and organized a workshop on child labour in agriculture for worker health and safety trainers of agricultural trade unions in Ghana, Kenya and Tanzania. Consultants were hired to enhance IPEC's work to support the elimination of the worst forms of child labour in the informal economy through alliance building with key actors in Ghana, Kenya and Tanzania and to maximize the achievements of the social partners, mainly by pursuing opportunities in the area of safe work for youth (dealing with occupational safety and health issues; youth employment and linkages between formal training in youth polytechnics and the situation in the informal economy). Under this scheme, arrangements have begun for training workshops for workers and artisans in the informal economy focussing on HIV/AIDS, gender, occupational safety and health, workers' and children's rights and the psychological and physiological needs of children.

The ITUC, Education International (EI) and their affiliated organizations in the European and Maghreb countries played a central role in activities to restructure and strengthen the Global March against Child Labour in the Pan-region.

Action programmes and other activities developed with and for social partners in 2008-2009 included the following topics and countries:

- Social dialogue mechanisms in Brazil, Cambodia, Cote d'Ivoire, Fiji, Guyana, Kenya, Morocco, Sierra Leone, Senegal and Zambia;
- Child labour monitoring systems in Albania, Brazil, Bulgaria, Cambodia, Ghana, Mali and Ukraine;
- Child labour databases in Brazil and Peru;
- Establishment of National Action Plans in Brazil, Argentina, Cote d'Ivoire, Kenya, Madagascar and Yemen;
- Awareness and advocacy campaigns – including on the promotion of occupational safety and health – in Ghana, Kazakhstan, India, Cote d'Ivoire, Kenya, Malawi, Mali, Mongolia, Morocco, Namibia, Niger, Senegal, South Africa, Tanzania and Tajikistan;
- Preparation of the list of hazardous work in Bolivia, Brazil and Mali; and sensitisation through occupational health and safety in Tajikistan
- Direct intervention against child trafficking in Brazil and Kenya;

- Direct sectoral interventions including in tobacco production, mining and quarrying in Ghana, Zambia, Mali, Malawi and Niger; flower and banana production in Ecuador; textiles in Morocco; sporting goods in Pakistan; brick making and fishing in Cambodia; agriculture in Brazil, South Africa, Tajikistan (cotton) and Tanzania; transport in India; commercial sexual exploitation of children (CSEC) in Argentina, Belize, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Guyana, Honduras, Panama, Paraguay, Peru, Uruguay, Venezuela and Viet-Nam; more broadly in the informal economy in Brazil, India, Kenya, Mali, Tanzania, Uganda, Uzbekistan and Zambia; and in Cote d'Ivoire on activities to combat trafficking of children, mainly under LUTRENA;
- Youth employment and vocational training in Kazakhstan, Pakistan, Tajikistan, Uzbekistan and Malawi;
- HIV/AIDS in Cameroon, Ghana, Kenya, Madagascar, Malawi, Namibia, South Africa, Uganda and Zambia;
- Corporate social responsibility approaches in Azerbaijan, Bulgaria, Kazakhstan, Kenya, Kyrgyzstan, Moldova, Tajikistan and Uzbekistan;
- Numerous activities related to the role of education and teacher trade unions, inter alia, in Albania, Fiji, Kosovo, Indonesia and Moldova; and
- South-South cooperation has become more visible in the last biennium. The intensification of exchanges of experiences between the constituents and social partners in the field can be seen by several activities that have taken place such as tripartite study tours from Morocco to Mali; national trade unions from Haiti and the Dominican Republic intensifying their partnership through bilateral meetings; and trade unions from Uganda and Kenya assisting counterparts in Zambia in developing policies to combat child labour.

Regional focus

Africa

Following the Lisbon Declaration⁴ and the commitment to enhance the partnership under the CPLP, ITC-Turin in collaboration with IPEC HQ and ILO offices in Addis Ababa, Dakar, Lisbon and Yaoundé organized a workshop, in Lisbon in November 2009, to train government, workers' and employers' representatives from Portuguese speaking countries in Africa on the reporting on child labour Conventions. In total eight social partner organizations, as well as ten Government counterparts from Angola, Cape Verde, Guinea-Bissau, Mozambique and Sao Tome and Principe participated in the five day workshop.

Occupational safety and health has been one vehicle for IPEC to encourage the mainstreaming of child labour concepts in the agenda of stakeholders in several IPEC projects worldwide. Following this strategy, in Africa a joint IUF-ACTRAV-IPEC workshop for worker health and safety trainers on child labour in agriculture was organized with agricultural trade unions in Ghana, Tanzania and Uganda. Consultants were hired to improve ILO/IPEC support for the elimination of the worst forms of child labour in the informal economy through alliance building with key actors in Ghana, Kenya and Tanzania and to maximize the achievements of the social partners, mainly by pursuing opportunities in the area of safe work for youth (occupational and safety issues; youth employment and linkages between formal training in youth polytechnics and the situation in the informal economy). Under this scheme, arrangements to start organizing training workshops for artisans in the informal economy and to develop a manual for training practitioners in the informal economy have begun. A manual will focus on HIV/AIDS, gender equality, occupational safety and health (OSH), workers' and children's rights and the psychological and physiological needs of children.

In cooperation with the Kenyan National Teachers' Union, a compendium of good practices for the Skills Project implemented in Ghana, Kenya and

⁴ In May 2006, the Ministers of Labour and Social Affairs of the CPLP countries signed a declaration in Lisbon which, inter alia, enhanced support for social partners and governments in the application of the Conventions relevant for child labour.

Tanzania was published and used during the activities for the 2008 WDACL.

In 2009, under the ILO Regular Budget Supplementary Account (RBSA) National Action Plan (NAP) project, social partners have been included in the consultation processes in all five project countries (Burkina Faso, Burundi, Comoros, Djibouti and Niger) and are members of the working groups in charge of drafting the NAPs.

In **Angola**, the National Union of Angolan Workers (UNTA-CS) was a key partner in implementing awareness raising sessions on children's rights in the schools of Luanda. Angolan teachers discussed child labour and the right to education within their unions and involved their students with the help of SCREAM. This is the first pioneer group of the Portuguese-Speaking African Countries (PALOP) trained as "SCREAM multipliers" thanks to the IPEC South-South Project. The results of these activities were presented at the UNTA-CS headquarters in September 2009 and three DVDs were produced to document the activity and celebrations in Luanda of the 2009 WDACL.

In **Burkina Faso** in the Essakan mining site, the mining company owning the exploitation license, an active member of the Professional Miners Employers' Organization (GPMB), is undertaking numerous activities against child labour including support for basic education and youth employment. Moreover, a Steering Committee, including the Sub-regional Project to Combat the Trafficking of Children for Labour Exploitation in West and Central Africa (LUTRENA) and implementing partners, was set up to coordinate the production of a documentary on child trafficking, strategies to combat it and anti-trafficking legislation.

In **Cameroon**, the Groupement Interpatronal du Cameroun (GICAM), LUTRENA and the ILO are working together on a plan for fundraising in order to develop strategies at the national level for the rehabilitation and reintegration of victims of child trafficking.

In **Ghana**, at the national level, in a pioneering initiative in 2006, the Ghana Employers' Association (GEA) with technical support from ACT/EMP and IPEC developed codes of conduct on child labour in collaboration with five commercial oil palm and rubber plantations. The codes lay down basic principles for responsible farming and labour practices, including the elimination of child labour among contractors, sub-contractors, smallholders and out-growers. IPEC supported the implementation of the codes by assisting in a monitoring team training programme in 2008. The team is composed of representatives of the Child Labour Unit and Factory

Inspectorate of the Ministry of Labour, the GEA, oil palm and rubber companies, Ghana General Agricultural Workers Union, smallholder-, out-grower- and contractor-associations and IPEC project staff. In partnership with GEA, ILO/IPEC is supporting the development and testing of a Code of Conduct for Employers in the Ajumako Enyan Esiam District. This is where a Decent Work Country Programme (DWCP) was piloted and where a Time-Bound Project (TBP) is providing direct services to children by promoting their enrolment in schools and apprenticeships. The direct services to children were complemented with economic empowerment initiatives for families. GEA also worked with ILO/IPEC to adapt the manual on safe work for youth developed by ILO headquarters to the Ghanaian context. Most importantly, the Tripartite Committee, led by the Ministry of Employment and Social Welfare, has been spearheading the development of a National Action Plan.

In **Kenya**, the Government and the social partners have been supported with continuous capacity building activities, including seminars, workshops and informal meetings. This has helped the partners in developing their plans of action and in identifying target areas, especially in policy advocacy. In January 2007, a clause on the abolition of the worst forms of child labour was added to the Memorandum of Agreement between the Kenya Coffee Growers and Employers' Association and the Kenya Plantation and Agricultural Workers' Union. During 2008, IPEC fostered as a consequence awareness raising activities in the sector. IPEC also supported activities of the Central Organization of Trade Unions – Kenya (COTU-K) in the framework of the National Plan of Action and in the context of the TACKLE project, which is contributing to the revision of policies and strategies in the fight against child labour. In particular, COTU-K and its affiliates were assisted in mainstreaming child labour issues in their policies, programmes and collective bargaining. Sensitization and training workshops targeted branch office bearers, negotiators and education officers of affiliated unions. The project supported a COTU-K awareness raising and advocacy campaign on the dangers of child labour through training workshops and by producing and disseminating information, education and communication materials. In the Dangme East District Assembly, activities involving the social partners were undertaken to support the replication of good practices developed by LUTRENA. COTU-K demonstrated that, with the direct provision of services by trade unions for working children and their families, such as educational materials, savings schemes or income generating activities, the sustainability of results is enhanced, making a decisive contribution to the achievement of the NAP targets.

The Kenyan Youth Business Entrepreneurs attended a workshop on how to conduct their businesses without child labour.

Under TACKLE strategy, the Federation of Kenya Employers (FKE) is including the elimination of child labour in its corporate social responsibility (CSR) programme. FKE is also part of three action programmes to combat child labour through education support, skills training, sustainable school feeding initiatives and entrepreneurship training. Moreover, in February 2009, the National Steering Committee (NSC) approved two action programmes that will withdraw 900 children and prevent 300 from child labour in Nairobi, Kisumu and Siaya.

In December 2008, IPEC co-organized with the trade unions in **Madagascar** a meeting to draft a trade union work plan on enhancing their role in direct intervention with children engaged in child labour and other economic activities. The trade unions are playing a pro-active role in the relevant tripartite institutions, notably the National Committee to Combat Child Labour and its regional committees in eight of the country's 22 regions, and, under TACKLE initiative, in October 2009, a workshop was held in Madagascar to support workers in finalizing an action plan on combating child labour. Initiatives include joint awareness raising and social mobilisation activities and, in the framework of the National Plan of Action launched in 2004, the setting of national time-bound targets for the next fifteen years. In addition, IPEC started a collaboration with the Ambatovy/SHERITT project (private sector, nickel mining) on social mobilisation for the IPEC CSEC project.

In **Malawi**, advocacy and social mobilisation were used to mainstream child labour issues into the activities of workers' and employers' organizations. IPEC worked with the Employers' Consultative Association of Malawi (ECAM) to support the Tobacco Association of Malawi in its fight against child labour in tobacco plantations as well as in lobbying and advocacy. The ILO Manual on Safe Work for Youth was translated into Chichewa to support the capacity of ECAM and its affiliates. Support was also delivered to the Malawi Confederation of Trade Unions to prepare the implementation of the NAP, as well as to the Teachers' Union of Malawi to strengthen its advocacy capacity at district level.

In **Mali**, activities undertaken by the social partners with IPEC focused on five issues:

- Revision of the list of hazardous work with the participation of the national employers' council (Conseil National du Patronat Malien - CNPM) and the two national trade union centres, the National

Workers' Union of Mali (UNTM) and the Workers' Trade Union Confederation of Mali (CSTM);

- Awareness raising in the context of the World Day against Child Labour, with the support of the UNTM and CSTM affiliated teachers' unions (SNEC and FNE);
- Use of IPEC direct intervention strategies, under the aegis of the National Child Labour Committee, by the CNPM in the cotton sector in three districts in coordination with the Compagnie Malienne pour le Développement du Coton;
- Engagement of the trade unions and employers' organizations in the discussion and validation of research reports required for the development of public policy and time-bound target setting;
- Capacity support was also delivered to the CNPM, UNTM and CSTM to assist their strategies to strengthen their capacity not only in Mali but also with employers' and workers' organizations at the sub-regional level, including in Burkina Faso, Cote d'Ivoire, Guinea and Senegal.

The First General Meeting of the CNPM was held in Segou in June 2009 under the theme «Regional Employers Mindful of the Observance of International Conventions on Child Labour», indicating the importance given by social partners, notably CNPM, to child labour.

A Technical Monitoring Commission established to review the list of hazardous work has examined a research-based draft list. The consultation process was extended to regional capitals where regional technical services, employers' and workers' organizations and civil society organizations examined and proposed amendments to the draft list. The National Steering Committee against Child Labour supervised the finalization of the document under the leadership of the Higher Labour Council with input from a body of national experts and the active participation of social partners. The finalised list was presented to the Council of Ministers and was subsequently published by the Minister of Labour, Civil Service and State Reform.

This approach will also be used for the process of NAP development (PANETEM). In July 2009, the Government established a National Commission for the Supervision of PANETEM composed of 19 members representing the ministerial departments, the social partners, children's organizations, UN agencies including the ILO and civil society organizations. At the end of this participatory process, which will last

approximately 12 months, a consensual PANETEM, integrating all concerns related to child labour in the country, should be agreed and could be adopted by the Government of Mali in early 2010.

In **Morocco**, IPEC activities with the social partners concentrated on sensitisation and mobilisation for the WDACL, discussion of strategies for action programmes and training with the General Workers' Union - Morocco (UGTM) national trade union centre.

A NAP and a Plan of Social Compliance have been developed in Morocco under processes of tripartite consultation. The latter aims at sensitizing enterprises about the ILO Minimum Age Convention, No. 138. Moreover, the government has had several rounds of talks with the most important trade unions and the Confédération Générale des Entreprises du Maroc (CGEM) in order to discuss the implications of the rise in food prices and its effect on children and child labour.

In **Namibia**, the Agricultural Employers Association, a member of the Programme Advisory Committee on Child Labour, continues to advise its members about changed production processes in charcoal production, improving safety and ensuring that children are neither employed nor exposed to hazards.

In **Niger**, the collaboration of employers' and workers' organizations has revealed the very positive attitude of the social partners. The Niger Federation of Employers (FOPN) decided to implement joint activities with the IPEC project on the elimination of child labour in the mining sector in West Africa. During the past years, FOPN has been contributing funds for activities organized by IPEC, such as the WDACL and building classrooms in the two major project areas in Niger. FOPN plans also to contribute to the development of the NAP against child labour. Two classrooms collapsed in severe storms in May and June 2009 and are being reconstructed by FOPN.

Support to miners' organization of the Komabangou and M'Banga mining sites in capacity-building for action against child labour lasted from October 2008 to July 2009. The trade union coalition against child labour (Intersyndicale de lutte contre le travail des enfants au Niger) began to implement action programmes to assist children withdrawn from mining and to raise greater awareness of the hazardous working conditions in mining sites, especially for children.

In addition to their advocacy role and interventions at the policy level, the social partners have been involved in field activities as implementing

agencies, contributing additional funds and logistics. They are also developing task forces for project design and management as an effective strategy to make social dialogue an effective mechanism at the national level.

In **Senegal**, emphasis was placed upon maintaining the strong social dialogue necessary to maintain momentum in developing a national action plan and to better coordinate strategies. This was achieved via tripartite workshops to design action programmes, the dissemination of the SCREAM methodology with trade unions and meetings to share experience between constituents. Tripartite efforts also sought to develop an appropriate institutional framework for the elaboration of a TBP.

The social partners were very engaged in the preparations for the celebrations of the 2009 WDAFL and developed a sub-theme on "The Role of the Workers' and Employers' Organizations in the Fight to Eliminate Child Labour of Girls". Discussions on this sub-theme took place on 12 June 2009 and were chaired by high state officials and included representatives from the government, workers' and employers' organizations, as well as UNESCO.

TACKLE is also present in **Sierra Leone**, and the project fostered the creation of a National Steering Committee on Child Labour in 2008.

In the context of the ILO-IPEC programme in **South Africa** "Towards the Elimination of the Worst Forms of Child Labour" (TECL I), covering South Africa, Swaziland, Lesotho, Namibia and Botswana, a series of opportunities arose in the contexts of the DWCP in South Africa and the National Tripartite Commission. An IPEC mission in December 2007 identified opportunities for training support to the South African national trade union centres and for piloting, with agricultural workers' and teachers' trade unions, a joint programme against child labour and to promote the importance of education in farming communities. The programme is likely to have replicable benefits in the other four countries covered by TECL. During the mission, employers voiced their desire to engage their organizations, including from the informal economy, in activities that might raise the issues of vocational education and skills training. The South African Agricultural Union, AgriSA, continues to place pressure on its members to eradicate child labour in commercial agriculture. TECL's research on child labour in commercial and subsistence agriculture suggested that child labour has been substantially reduced on commercial farms and that farm workers working there had seen an improvement in their working conditions as a whole. Within the framework

of the TECL II Project in South Africa, the members of the National Council of Trade Unions, in July 2009, developed a child labour policy as part of their programme of focus.

In **Tanzania**, affiliates of the Trade Union Congress of Tanzania (TUCTA) have continued to play an effective role against child labour and, in so doing, accumulated expertise and experience. Notable among those are the Tanzania Plantation and Agriculture Workers Union (TPAWU) and the Conservation Hotels, Domestic and Allied Workers Union (CHODAWU), which, respectively, cover the agriculture and domestic service sectors. The two unions are reaching for withdrawal, prevention and rehabilitation of about one third of all the children targeted by the project.

Recently, the stakeholders have suggested forming an institution belonging to all tobacco stakeholders with the aim of addressing child labour in the tobacco sector. The employers in this industry, with the help of sectoral workers and TPAWU representatives, have developed a Code of Practice. The Association of Tanzanian Employers (ATE) will receive reports on the application of the Code from individual employers at its annual general meetings. The Code will serve as a binding commitment of the individual employer to their association. ATE included child labour as a permanent agenda in its training programme for the implementation of the DWCP. With the support of ILO/IPEC and TUCTA, the association has disseminated the Code of Practice on child labour among its members in commercial agriculture and has mainstreamed child labour in the work programmes of its field officers.

The project has translated the Guidelines on the Design of Direct Action Strategies to Combat Child Domestic Labour into Kiswahili. The Guidelines are intended in particular for NGOs and Community-Based Organizations (CBOs) which are implementing programmes and activities to combat child domestic labour. CHODAWU has subsequently undertaken the dissemination of the Guidelines to NGOs and CBOs in the target districts, as well as among stakeholders at the national level. The project is currently disseminating the Guidelines more widely as part of a public sensitization and awareness raising campaign intended to draw increased attention to domestic child labour and its worst forms.

On-going initiatives by district officials and social partners to integrate child labour into the district development processes have been given impetus by the data and information generated through the child labour module in the integrated labour force survey.

The NAP for the elimination of the Worst Forms of Child Labour has been finalized by the government and adopted by the social partners and stakeholders. The NAP is expected to contribute towards the achievement of the goals and targets of the Millennium Development Goals and the National Strategy for Growth and Reduction of Poverty (NSGRP). The NAP document outlines key issues that are critical to the effective elimination of child labour, including poverty reduction; the legal framework; social protection; availability, access, quality and relevance of education; withdrawal, rehabilitation and social integration of child labourers; and monitoring and evaluation. The corresponding main strategic activities to address these issues are listed along with the respective lead agencies and collaborating partners. While the implementation of the NAP both at national and local levels is essential for the achievement of the eventual elimination of the worst forms of child labour, it is envisaged that the plan will be piloted initially in few selected districts and key institutions. The government has requested ILO technical and financial support for this purpose.

On the 2009 World Day, child labour awareness seminars and celebrations were organized in Urambo for the tobacco sector and representatives of the TPAWU, TUCTA, ATE, the Association of Tanzania Tobacco Traders and the Western Zone Tobacco Cooperative Union were invited.

In **Togo**, two projects to fight youth unemployment were launched by the government in March and August 2009: the Programme for Youth Employment (PPEJ) and the Root and Tuber Plants Production Development Project (PRT).

The social partners actively participated in four workshops to develop sectoral action plans on child domestic work, child trafficking, child labour in the urban informal economy and CSEC in the catering and hotel industries.

The 2009 WDAFL was celebrated in partnership with the government, the workers' and employers' organizations as well as NGOs such as the Bureau International Catholique pour l'Enfance (BICE) and WAO Afrique. In Togo, the WDAFL celebration was again an opportunity to launch a year-long national campaign to heighten public attention on child labour and the project provided partners with support for drafting various messages to the population. Countrywide sensitization campaigns are on-going with the key message to end child labour and to give girls an equal chance to education and training.

In September 2008 in Kampala, **Uganda**, the IPEC project on HIV-induced child labour held a regional tripartite workshop, drawing participants from the national tripartite constituents and ILO child labour specialists from Kenya, Tanzania, Madagascar, South Africa, Zambia, Malawi, Senegal, Ghana, Cameroon and Namibia. Representatives of ILO/AIDS projects also attended. The participants shared knowledge about practical tools and training and other materials produced with their partnership under the project, lessons learned and good practices developed, as well as a draft synthesis report analysing policies on HIV/AIDS induced child labour in the respective countries.

In February 2008, the Federation of Ugandan Employers (FUE) in collaboration with ACT/EMP conducted a national employers' workshop to validate the findings of the child labour survey in the inland fishing sector. Thereafter, information and training materials were produced and awareness raising activities conducted with beach management units (BMUs)⁵, fish processing companies, primary and secondary school children and their parents. Training programmes on eliminating child labour were also conducted in five fishing companies in July and in October sensitization workshops were conducted in 4 fishing districts (Mukono, Kamuli, Wakiso and Kasese) targeting the BMUs. October 2008, a national tripartite seminar was held on the elimination of child labour in the fishing sector.

On 30 June 2009, a meeting was held between IPEC and the Uganda National Association of Teachers Unions (UNATU) to brief each other and to find ways for future collaboration. UNATU had already been approached by the Kyambogo University in Uganda, with a view to designing an action programme on the development of awareness raising materials in partnership with the Union. UNATU was eager to strengthen collaboration with IPEC and sponsored the participation of one IPEC staff member in a child labour and education course at the ITC in Turin.

In **Zambia**, the IPEC Project of Support to the Time-Bound programme gave assistance to the revision of the national social dialogue mechanism and the institutional capacity of the Zambian Federation of Employers (ZFE) and the Zambia Congress of Trade Unions (ZCTU) to address child labour. Outcomes of this initiative included:

- The formulation of a national institutional policy on child labour for the Zambian trade union movement, coming into force in 2009;

⁵ BMUs are community fisheries management institutions legally empowered and registered with the Department for Fisheries Resources

- The increased sharing of knowledge between COTU-Kenya and ZCTU;
- The integration of child labour in the ZFE's CSR agenda;
- The development of a child labour strategy for non-traditional mining with the active participation of ZFE, ZCTU, the Federation of Free Trade Unions in Zambia, the Gemstone and Allied Workers' Unions and the Small-scale Mining Association of Zambia. A status meeting was held in November 2008 during which partners reported on awareness raising activities, small scale direct support and community mobilisation. However, partners felt strongly that they have a need for a more concerted, strategic approach. The project therefore secured Regular Budget for Technical Cooperation (RBTC) funds from the ILO Lusaka office to conduct a strategic planning exercise, which was held first week of March 2009.

In February 2009, ZCTU officially adopted its National Policy on Child Labour. The purpose of the policy is to assist and give guidance to ZCTU and its affiliates on various matters in respect to children's rights in the world of work. This policy complements other stakeholders' policies and programmes including the TBP, the National Child Policy, the Draft Child Labour Policy (to be adopted by the government), and the Employment of Children and Young Persons Act of 2004.

The policy was drafted by a Steering Group in which representatives of ZCTU shared their technical knowledge about child labour in specific sectors of the Zambian economy, such as agriculture and small-scale mining. The formulation of the ZCTU National Policy on Child Labour was subjected to a comprehensive consultative process with stakeholders. The consultation process leading to the adoption of ZCTU's policy is an example of social dialogue between ZCTU, the government (Ministry of Labour and Social Security), the national employers' organizations including ZFE and civil society organizations.

Key contributions during the drafting process also came from sister African workers' organizations, in particular from COTU-K, and from the National Organization of Trade Unions (NOTU) - Uganda. In this case child labour issues represented an area of concern uniting workers across the borders in a spirit of South-South Cooperation.

The Ministry of Labour and Social Security has completed provincial consultations for the NAP and the tripartite-plus working group responsible

for drafting the NAP. The draft NAP will be presented to a national symposium at the end of 2009. Workers and employers, as well as the Ministry of Sport, Youth and Child Development and the Ministry of Community Development are active members of the working group.

In June 2009, an IPEC mission to launch the UCW report agreed on follow up activities in Zambia, including a cost-benefit study to be carried out in 2009-10. The study is funded by and housed under TACKLE, but the TBP SP will continue to be actively engaged during its remaining period of implementation. TACKLE is the other IPEC project present in the country that is also engaged in increasing the capacity of workers' organizations, notably the Zambia Congress of Trade Unions. The Project sponsored a training programme on trafficking and child labour including at least 50 participants from the key ministries, the employers' organizations and the trade unions. The training, which took place in September 2009, reached over 500 children through the dissemination of information on child labour and trafficking.

In the framework of the second IPEC project involving Uganda and Zambia – on HIV/AIDS-induced child labour in Sub-Saharan Africa – the social partners were engaged both in its implementation and closure. Trade unions and employers' organizations took part in awareness raising campaigns in March 2008 to increase the capacity of their members and others to understand and to use information to combat HIV/AIDS-induced child labour, using the ILO training manual on HIV/AIDS and SCREAM. ZCTU trained members of the Communication and Allied Workers' Union (NCWU) to include the subject in their programming.

The Americas

In the 2008-2009 biennium, combating child labour was a high-profile shared goal of employers' organizations and trade unions in Latin America. The ACT/EMP-IOE Guides for Employers on Eliminating Child Labour were widely disseminated by IPEC and ACT/EMP in the region to promote further initiatives against child labour by the business sector. Workers' organizations benefited from a training programme jointly organized by IPEC and ACTRAV.

The Spanish language versions of the ACT/EMP-IOE Guides were launched during the Latin American and Caribbean Sub-regional Conference on "Business against Child Labour: Tools for Action", in Buenos Aires, Argentina during October 2008. After the launch, national activities took place in Chile, Paraguay and Uruguay with the apex employers'

organizations of these countries to promote ACT/EMP-IOE Guides among the business community.

In October 2009, employers' representatives from the Andean countries (Bolivia, Colombia, Ecuador, Peru and Venezuela) participated in a workshop in which they also shared their good practices on this matter. Another technical meeting was held in Mexico in November 2009 for the Central American countries.

PRONIÑO, the CSR branch of the telephone company Movistar and Telefónica Foundation to combat child labour, adopted IPEC's intervention models in Latin America, where PRONIÑO is active in 13 countries. In September 2008, in Lima, the Telefónica Foundation organized the Second PRONIÑO International Meeting: more than 700 people from 17 Latin American countries participated as well as senior IPEC staff from headquarters.

In December 2008, in Brazil (Bahia), as part of the ongoing programme to establish a sustainable global trade union network of child labour focal points, a training course for representatives from nine countries was organized. A further ACTRAV-IPEC workshop took place in March 2009 in the Dominican Republic for trade union national centre focal points from the Central American region, Haiti and the Dominican Republic. Likewise, representatives of the Caribbean trade unions met in Barbados in August 2009 and were trained on how to submit and implement their action plans on child labour. This meeting was hosted by the Barbados Workers' Union Labour College. Initial plans of actions were drafted by the participants for future IPEC and ACTRAV joint technical and financial support. IPEC staff also participated in the workshop "Formación y organización sindical para la prevención y erradicación del trabajo infantil en América Central, Dominicana y México", organized by the TUCA-CSA with ACTRAV support on 11-14 November 2008 in San José, Costa Rica. Participants came from Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama.

Social partners of the Andean countries participated in the meeting on indigenous child labour organized by IPEC and UNICEF in Lima, 27-28 March 2008. As a follow-up to this meeting, the NCLCs of Bolivia, Colombia, Ecuador, Peru and Paraguay created working groups/sub-commissions to deal specifically with child labour in indigenous communities. On 18-19 June 2009, in Lima, social partners participated in a technical meeting on horizontal cooperation among South American countries to share good practices developed with IPEC support. In September 2009, a sub-regional technical meeting on child labour

inspection was organized in Quito, with participation of government representatives and social partners of the Andean countries.

Employers and trade unions participated actively in the celebration of 2008 World Day Against Child Labour and their participation increased in 2009. This is part of the on-going strategy to strengthen social dialogue among constituents and key stakeholders so as to develop strategies for addressing child labour issues. In particular, some of these trade unions, whose representatives were trained as child labour focal points in the IPEC-ACTRAV workshops, requested IPEC support to execute awareness raising activities. Some trade union organizations used television (e.g. CEDOCUT-Ecuador) and Internet interviews (e.g. CUT-Peru) to raise awareness about child labour. In June 2009, IPEC financed mini-programmes implemented by trade union national centres, for example in Costa Rica (implemented by the Central del Movimiento de Trabajadores Costarricenses – CMTC) and in Ecuador (implemented by the Confederación Ecuatoriana de Organizaciones Clasistas Unitarias de Trabajadores – CEDOCUT).

In Panama, in March 2008, IPEC attended the founding congress of the Trade Union Confederation of the Americas/Confederación Sindical de las Américas (TUCA-CSA), at which the Action Programme adopted included a commitment to “give priority to elimination of the worst forms of child labour; commercial sexual exploitation of children and trafficking of minors”. The conference was addressed on the challenge of child labour by Victor Baez, newly elected General Secretary of the TUCA and by the then ILO Workers’ Group spokesperson in the IPEC Steering Committee, who addressed the “Chennai Agenda” and the link between elimination of child labour, other fundamental rights at work and organizing in the informal economy.

At the conference, a significant number of trade unionists took part in capacity building and training sessions sponsored by IPEC on the role of unions in combating CSEC; on drafting and validating a guide on health concerns of CSEC victims; in the presentation of the national plan for the prevention and elimination of CSEC and in a workshop on “Masculinity and social tolerance of the population in the face of CSEC of children and adolescents”. Sixty-five Panamanian employers also participated in workshops aimed at the business community and on the perspectives of private companies for the prevention of CSEC.

TUCA-CSA affiliates are implementing the Action Programme adopted at its foundation. Priorities defined included the fight against CSEC and child domestic work. In 2009, TUCA-CSA requested ILO assistance to sponsor

its initiative "Strengthening of Continental Trade Union Action for the Prevention and Elimination of Domestic Child Labour" in the Americas, in the context its Continental Plan for the Prevention and Elimination of Child Labour. Under this initiative, IPEC and ACTRAV are providing technical and financial assistance and new trade union resource material on action against child domestic work started being tested in 2009 through several national and sub-regional workshops, where trade unionists from different countries shared their experience in the spirit of South-South cooperation.

In August 2008, in Buenos Aires, IPEC, through its sub-regional projects, was part of the organizing committee for the Latin American preparation for the III World Congress against sexual exploitation of children and adolescents, which took place in Brazil in November 2008 and at which IPEC was represented by a delegation including its Director Michele Jankanish. One objective of the preparatory meeting was to strengthen the representation at the Congress of the Central American countries and that of the TUCA-CSA.

Seminars and training activities incorporated concerns of the Latin American trade union movement, with IPEC support or independently, about collective bargaining and policy concerns such as gender differences, masculinity patterns, the situation of indigenous populations and intercultural relationships, environmental protection, the informal economy, CSEC and child trafficking.

The scarcity of resources invested in most countries on combating CSEC and child trafficking and the relative weakness of the trade union presence in the sectors concerned are factors that have influenced how high up the trade union agenda these challenges have been, but they have been priority concerns also in countries in which the trade union presence is less strong. The waterways trade unions in nine South American countries pursued an innovative strategy to reach remote areas of the Amazon and Plata River basins and to campaign and raise awareness in the region where trafficking of children has increased in the past years.

As regarding strategies to tackle CSEC, IPEC organized many activities to strengthen trade union capacity, for example the Costa Rican workers' organizations (amongst others, Central Movimiento de Trabajadores Costarricenses – CMTC, and Confederación Sindical Rerum Novarum – CSRN) benefited from capacity building sessions and in 2009 they signed a document "No tolerance to CSEC" about trade union strategies to tackle CSEC. In October 2009, the Haitian workers' organizations Confederation of Haitian Workers (CTH), Coordination Syndicale Haïtienne (CSH), the

General Independent Organization of Haitian Workers (OGITH) and the Unity for Constructive Action by Haitian Unions (UACSH), participated in a workshop that dealt with child domestic labour and CSEC.

CSEC was also a preoccupation for employers. In 2008, implementation of the global Code of Conduct of the World Tourism Organization, which arose from the 2001 Yokohama Conference on CSEC, continued to be pursued in all countries in the region. In Honduras, IPEC with the Chamber of Business (COHEP) and the Chamber of Tourism organized a seminar for 66 business representatives to foster exchange of experiences with the Costa Rican Chamber of Hotels. CANATURH, the Honduran tourism employers' organization, conducted seven workshops for companies to promote the code. Similarly, the Belize Tourism Industry Association held four events involving 76 companies while, in Guatemala, five activities took place to train trainers of the national tourism authority, INGUAT. In Costa Rica, in 2008, 29 new companies signed the Code of Conduct for the prevention of commercial sexual exploitation in the tourism sector and 41 carried out training for some 520 employees. In the Dominican Republic the global hotel group ACCOR, within the framework of its corporate social responsibility activities and with the national tourism training authority, organized a cycle of conferences for its employees on CSEC in the hospitality sector. Furthermore, through social dialogue, four local steering committees drafted action plans on child labour. In Panama, representatives from employer organizations of the tourism sector participated in the signing of a Letter of Commitment between the National Committee for the Prevention of Crimes of Sexual Exploitation (CONAPREDES) and the Tourism Chamber of Panama, with the participation of a representative from the Costa Rican Chamber of Hotels.

To increase the knowledge base, the IPEC sub-regional project to combat CSEC in Central American countries supported the production of several publications. Amongst others, trade union leaders and representatives of the business sector wrote their contributions in a thematic bulletin *¡Ya es hora! Workers' and employers' organizations share responsibility in the fight against CSEC*, April 2009. In 2008, the CSA-TUCA developed the trade union training module on commercial sexual exploitation of children and adolescents: *Educational action from the perspective of workers' organizations*. The Central American trade unions also validated the publication *A shared responsibility. Workers' organizations in the fight against the commercial sexual exploitation of children and adolescents* produced by IPEC in 2008, with technical inputs from ACTRAV.

In **Argentina** in June 2008, a workshop held in the municipality of Almirante Brown, organized in the framework of the Child Labour Tripartite

Committee, CONAETI, and with the support of the Argentinian employers, aimed to set a base line and common strategy to combat child labour in the local garbage dump. This initiative was subsequently discussed in Buenos Aires during the Latin American and Caribbean Sub-regional Conference on Business against Child Labour: "Tools for action. Local and global players shared concrete experiences in tackling child labour in supply chains". The Conference hosted more than 80 participants – including representatives of employers' organizations of 17 countries throughout Latin America and the Caribbean, as well as representatives of individual enterprises, academics and government representatives. Further, throughout 2008, multiple workshops and lectures were held across Argentina to promote the UN Secretary General's Global Compact. These events included contributions by the ILO on issues of child labour and were attended by numerous interested employers, most notably representatives of small enterprises.

In the framework of CONAETI, IPEC also assisted constituents to develop and implement a "Work Plan for an Enterprise Network against Child Labour", which has already identified twelve programmes to be undertaken by member institutions. Recommendations were disseminated amongst members to encourage greater employer activity against child labour.

The Enterprise Network against Child Labour is lead by CONAETI, with the technical support of UNICEF and the ILO. In June 2008, an internal awareness raising campaign was launched regarding child labour issues – addressed to clients and employees. In 2009, further campaigns regarding child labour were launched and made available on the web. In 2009, ACT/EMP supported FLACSO, Argentina's initiative to document the experience of the Enterprise Network and others on CSR policies against child labour.

In May 2009, the ILO convened a meeting to respond to a request from tobacco producers of the provinces of Misiones, Salta and Jujuy for technical assistance on how to eliminate child labour. At the meeting with 35 stakeholders at the Tabacos Norte headquarters in Misiones, it was agreed to produce a study on child labour in the tobacco sector, to improve the companies' registries on child labour and to train 100 technical staff of the province of Misiones with the ACT/EMP-IOE Guides. IPEC financed this training held on 5-6 November 2009.

In **Bolivia**, at the end of 2007, an agreement was signed between the Bolivian Ministry of Labour, employers' representatives (Confederación de

Empresarios Privados de Bolivia) and workers' representatives (Central Obrera Boliviana) to start a consultation process aimed at developing the list of hazardous work. A draft list was produced after an ample consultation process based on social dialogue.

In **Brazil**, ILO constituents have developed the Bahia State Decent Work Agenda, which includes strategies for making the state child labour free. IPEC has promoted the restructuring of the tripartite Mato Grosso State Forum for the Prevention and Elimination of Child Labour and design of a State plan of action to combat child labour in the framework of the second State-level Decent Work Agenda. The ILO/IPEC project of support to the Time-Bound programme (TBP) maintained technical assistance for the two existing social dialogue mechanisms: the National Child Labour Tripartite Committee (CONAETI) and the National Forum for the Prevention and Elimination of Child Labour (FNPETI). The TBP assisted CONAETI technically and financially in revising the second list of hazardous work to be prohibited for children as well as in establishing a South-South cooperation group to co-ordinate cooperation among Brazilian ILO constituents and counterparts in other parts of Latin America and in lusophone countries. A major action programme was finalised with the Brazilian National Confederation of Rural Workers, CONTAG, to promote the active support of rural youth for children's rights. Awareness raising, training and capacity-building activities were executed countrywide. Some 4,000 youth rural leaders benefited from this initiative.

In March 2009, CONTAG published a *Letter of Denunciation to Public Opinion* with 13 issues on child labour. The letter, published in partnership with IPEC and FNPETI, is a result of the 10th National Congress of CONTAG and reaffirms that the guarantee of full protection to children and adolescents is a positive strategy and an investment for family based agriculture.

During August 3-8, 2009 in São Paulo, some 2500 delegates attended the 10th National Congress of CUT. ILO/IPEC along with the Secretariat of Social Policies of the CUT coordinated the re-launch of the June 12th campaign at the Congress. The Congress presented a major opportunity to train trade unionists on the child labour issue. Fruit of the strong partnership the project has with the Confederation, a space in its Congress was provided to discuss the subject and orient participants about the importance of combating child labour. The IPEC Chief Technical Advisor and the Director of the ILO Office in Brasilia took part in the Congress and ILO/IPEC and CUT signed a partnership to combat child labour.

In Bahia, the State Forum on the Prevention and Elimination of Child Labour was dissolved, leaving a gap in the State's action against child labour. It was the only existing tripartite consultation forum on child labour. ILO/IPEC with Ministry of Labour held the "First Congress on Child and Adolescent Labour in Bahia State - Challenges and Proposals for the Formulation and Implementation of Public Policies" with the objectives of bringing stakeholders together, strengthening the partners' network and re-establishing the Forum. The objectives were achieved and now the State Forum is in full operation with the participation of IPEC.

The Mato Grosso State Decent Work Agenda was initiated through the replication of methodologies the State of Bahia used for combating child labour. Bahia was the first Brazilian state to elaborate its own Decent Work Agenda, and Mato Grosso is the second. On April 14-16, a State Conference for Decent Work was held in Mato Grosso's capital Cuiabá and launched the Mato Grosso State Decent Work Agenda, initiated through the replication of methodologies used in Bahia. The government, employers and trade unions discussed ways to strengthen social dialogue and encourage actions to promote the key pillars of the Agenda: creation of decent jobs for men and women, strengthening of social dialogue, extension of social protection and respect and promotion of the ILO standards and the 1998 Declaration on Fundamental Principles and Rights at Work. Through IPEC methodologies, principally tripartite dialogue, the State Forum developed a State Plan for the Elimination of Child Labour.

The Brazilian Federation of Banks (FEBRABAN) carried out a campaign entitled "Your Tax Can Benefit Children and Adolescents". The campaign aims to stimulate society to allocate a percentage of due personal income tax to social projects. In December 2008, ILO/IPEC met employers' organizations and provided technical support to FEBRABAN for the implementation of the campaign and information about the situation of children in Brazil that has been used to create a handbook. FEBRABAN was the first organization of employers to develop a proposal for the strengthening of resources for children and adolescents and the first to mobilize its affiliates to contribute to municipal programmes on the prevention and elimination of child labour. IPEC also provided technical support for a *Technical Manual on the Funds for the Rights of the Child and Adolescents* in order to guide and stimulate the channelling of taxes to the funds.

Since November 2008, following a decision of FNPETI's general meeting, a working group was set up to coordinate the 2009 campaigns against child labour, including UNICEF, the Ministry of Sports, Education and Health, the

News Agency for Children's Rights (ANDI), CONTAG, the National Confederation of Workers in Education (CNTE) and the General Union of Workers (UGT) and ILO/IPEC. The communication campaigns of 2009 on the child labour theme began with the Carnival in February with an extensive campaign in all the 27 States of Brazil. The campaign reached approximately 40 million people and ended in April 2009.

A technical workshop, attended by 50 young people and 20 authorities, was held in Brasilia on 1 and 2 July 2009 in the context of the Decent Work Agenda for Youth at which, the document *Decent Work and Youth in Brazil* was presented by the Director of the ILO Office in Brazil. IPEC and the National Council of Youth (Conjuve) guided the dialogue among young people, especially from the CUT, Força Sindical, the National Confederation of Employers and the organizers of the workshop.

The second Congress of the Central of Workers of Brazil (CTB) was held in São Paulo 24-26 September, 2009. The Congress debated the world crisis and the role of trade unions in the protection of employment and decent work, including the prevention and elimination of child labour. The CTB, through its Social Policy Secretariat, has been following the work of the São Paulo Forum for Prevention and Elimination of Child Labour. IPEC was invited by the CTB to take part in a workshop about child labour and the protection of young workers.

The Subcommittee for the Revision of the National Plan of Prevention and Elimination of Child Labour and Protection of Adolescent Workers is composed of representatives of government, employers, trade unions, civil society and ILO/IPEC. IPEC provided technical and financial support to the review of the National Plan, carried out in a context of social dialogue, in which government, employers, trade unions and civil society debated improvements to strengthen the national plan and policies to combat child labour.

In an effort to guide the Bahia programmes and public policies to combat child labour, the government of Bahia is developing a State Plan for the Prevention and Elimination of Child Labour and Protection of Adolescent Workers – like the National Plan on Child Labour, by a process of social dialogue. The Inter-institutional Committee for the Prevention and Elimination of Child Labour in the State of Bahia is composed of representatives of government, workers, employers, civil society, and ILO/IPEC.

On 21 September, 2009 a State Pinwheel March "Bahia free of child labour: a pact for childhood and adolescence to increase municipal

mobilization and commitment to child labour elimination” was launched. The march was coordinated by the Steering Committee of the Pact for Childhood and was composed of several institutions, among them representatives of employers (Federation of Industries of the State of Bahia – FIEB) and trade unions (Força Sindical).

In June 2009 in **Chile**, ACT/EMP together with IPEC organized the seminar “Chile without child labour: the contribution of the business world,” which was hosted by the Ministry of Labour and Social Welfare of Chile, the Confederation of Industry and Commerce (CPC) and the ILO Subregional Office in Santiago. As a result of the seminar, a joint declaration was issued by these institutions aiming at promoting the elimination of child labour in Chile. The joint declaration states that the best way to eliminate child labour and protect adolescent workers is by creating conditions conducive to the promotion of sustainable enterprises that generate opportunities for the adult population. The Declaration promotes public-private initiatives aimed at eliminating child labour and seeks to make Chile one of the first child labour free countries in Latin America.

In July 2009, under the framework of the Joint Declaration, IPEC presented the ACT/EMP–IOE Guides to the Chilean UN Global Compact partners - a meeting attended by representatives of 20 leading companies. As a result of this activity, the ILO initiated conversations with the Asociación Chilena de Seguridad (ACHS) to conduct joint actions. ACHS is a private business organization which affiliates 40,000 enterprises, covering almost 2 million workers, with a view to providing them with occupational risk prevention, and health, educational and recreational services. ACHS’s governance includes workers’ representatives and it works closely with the industrialists’ association in Chile - SOFOFA.

In September 2009, also under the framework of the Joint Declaration, the ILO initiated collaboration with SODIMAC (Chilean multinational home-improvement company), which seeks to raise awareness about the importance of eliminating child labour and promoting safe working conditions for adolescent workers (15 to 18 years). In practice, ILO intervention will support the company’s voluntary training programme for SODIMAC’s suppliers. In this context, a study on the *Strategy for the prevention and elimination of child labour in the enterprise: The case of SODIMAC* will also be produced.

Also in September 2009, within the framework of Chile’s National Decent Work Programme, the CPC (employers), the CUT (workers) and the

Ministry of Labour approved the list of hazardous work activities for persons below 18 years.

In November 2009, ACT/EMP and IPEC in Santiago jointly provided technical assistance to Acción RSE (a business NGO of which the CPC is a permanent board member) to define guidelines to assess companies' efforts to eliminate child labour and promote safe working conditions for young workers. ILO criteria were used for the selection of the best sustainability report issued among Acción RSE members.

In **Colombia**, the three Colombian national trade union centres (CUT, CTC and CGTD) continued to consider the fight against child labour as part of their organizational priorities and participated in training activities on national strategy organized by IPEC.

With the support of ILO/IPEC in **Costa Rica**, the document *Strategy for the elimination of hazardous work for rural adolescent workers* was published with a component on corporate social responsibility based on the country's experiences.

IPEC continued to support workers' organizations through awareness raising workshops on the role of unions in the prevention of CSEC and on the *Procedural Guide for health workers for the care of CSEC victims* for affiliated unions of the CMTC and Rerum Novarum national centres, which involved 177 trade unionists. Additionally, 70 teachers participated with the Costa Rican Teachers' Union (Sindicato de Trabajadores de la Educación Costarricense - SEC) in the National Forum on strategies for the education sector on CSEC. The Independent Workers' Federation, affiliated to the CMTC, pursued an innovative strategy to support collective organization of informal street traders in San Jose. It ensured school enrolment or provision of pre-school child care services for some 60 children during their mother's working hours. The trade unions, however, expressed their desire for a new structure of tripartite representation in the national tripartite committee, in which employers and workers had only one seat each out of a total of eighteen.

In November 2009, the **Dominican Republic** formally adopted its Roadmap, a national strategic framework elaborated to reach the goals of the Hemispheric Decent Work Agenda (i.e. eliminate the worst forms of child labour by 2015 and all forms by 2020). In addition to national authorities and social partners, the Governor of the State of Bahia (Brazil) participated in the launch event. The national workers' and employers' organizations participated as an integral part of the team, which contributed technically to the development of the Roadmap.

The national trade union centres implemented activities funded by IPEC, as part of the development of the trade union movement's responsibility in sustaining activities and results developed by the IPEC project in the country. The Dominican Employer's Federation (COPARDOM) offered, through its television programme, two slots for IPEC to disseminate information related to child labour, first during the World Day campaign and second during the validation process of the Road map. The teacher trade unions marked the 2008 WDAFL with a march in which their members publicly demanded better quality public education as a fundamental strategy for the elimination of child labour. Social partners also participated in TV and radio shows during the world day.

In **Ecuador**, the IPEC project to support the national Time-Bound Programme ended in June 2008, and national and local trade unions and employers' associations committed to continue developing actions against child labour, CSEC and trafficking. Among the key actors that have allocated resources to this effort, not least in the banana and cut flower sectors, were the employers' trade association EXPOFLORES, the IUF-affiliated FENACLE trade union, the Ministry of Labour and Employment, the Fundación Nuestros Jóvenes, Fundación Quimera, the Instituto Nacional del Niño y la Familia (National Institute for Children and Families, INNFA) and various municipal governments.

The Foro Social Florícola (FSF), a tripartite structure with representatives of the government, flower producers and exporters and workers' organizations (part of the National Committee for the Progressive Elimination of Child Labour - CONEPTI), decided to extend its action based on the experience gained by implementing action programmes with ILO support. Its good practices were promoted in Chile in a spirit of South-South solidarity.

In 2009, the trade unions affiliated to the FUT (Unitary Workers Front) and the UGTE (Unión Nacional de los Trabajadores del Ecuador), officially designated focal points for activities on child labour issues. Government, workers' and employers' representatives were part of the presentation of the national plan to prevent and eliminate child labour, which took place in May 2009. On the occasion of the WDAFL celebration, the vice-president of the Confederación Ecuatoriana de Organizaciones clasistas Unitarias de trabajadores (CEDOCUT) was interviewed on national TV. In June 2009, the FUT produced a training module on child labour from a gender perspective: *El trabajo infantil desde una perspectiva de género. Estrategias y líneas de acción para su erradicación - Propuesta de los trabajadores y trabajadoras.*

IPEC initiated discussions with CNUSS, the coordinating body of the Salvadoran trade union confederations, to support its engagement in the national strategy against the worst forms of child labour. For this purpose, a workshop was conducted with one of the member confederations, the Democratic Workers Confederation (CTD).

In **Guyana**, in May 2009, the National Steering Committee for TACKLE was established. Eight of its members – government representatives, employers, trade unions and labour inspectors – were part of the ITC-Turin training on Education For All and on Child Labour Elimination in August and September 2009. The social partners, as well as the Ministry of Education and the Ministry of Labour, are supporting the rapid assessments and baseline data collection being planned for 2010.

In 2009, **Guatemala** was the first country in the subregion to launch a Roadmap to become a child labour free country, followed by the Dominican Republic. Design of the Roadmaps in the Central American countries and the Dominican Republic is being supported by IPEC.

In March 2009, a study on child labour in the coffee sector developed by producers' organizations (FUNCAFÉ, the Coffee Growers Foundation for Rural Development, and ANACAFÉ, the National Coffee Association) was presented to the public. IPEC is supporting FUNCAFE-ANACAFE to assist them in strengthening the child labour dimension of the textile and garment sector strategic plan. Within the business community, IPEC is also collaborating with the Asociación de la Industria de Vestuario y Textiles (VESTEX), whose code of conduct has a clause on child labour.

In **Honduras**, in collaboration with on-going ILO/IPEC projects, workshops were held to strengthen unions grouped in the southern zone regional committee. Another workshop took place in the Central Zone with 55 participants to sensitize trade unions on the role of workers' organizations in presenting ILO Article 22 reports about national implementation of ILO child labour Conventions.

On 15 April 2008, six Honduran trade union confederations (CGT, CNC, CTH, COCOCH, CUTH, COSIBAH) renewed their commitments to action against child labour, through the *Trade Union Policy of the farm workers' movement for the prevention and elimination of child labour*. In 2009, the Honduran trade union national centres included child labour in a declaration about HIV-AIDS.

In **Nicaragua**, in 2009, three tripartite agreements against child labour in the agricultural, fishing and mining sectors were signed. The Ministry of

Labour, coffee producers and rural workers' union (Asociación de Trabajadores del Campo) successfully implemented action programmes in the department of Jinotega. The Government and the social partners were involved in implementing the tripartite agreement *Future Harvest* on child labour in agriculture. On 10 September 2008, in Managua, the employers' organizations (COSEP), the trade union organizations, represented by the Union Liaison Committee, and the Labour Ministry signed the National Decent Work Country Programme 2008-2011. This agreement includes provisions on child labour. Technical and financial support was provided to the employers' sector for the drafting of a *Practical Guide for the implementation of the lists of hazardous work*. With respect to the trade union sector, the implementation of the document *The Role of the Trade Union Sector in Monitoring Child Labour* is being supported in the municipalities of Carazo, El Crucero and Santa Teresa, in conjunction with teachers, community leaders and the Citizen Power Councils (CPC), in the context of the start of the new school year. Technical assistance will be provided in support of the drafting of a monitoring plan for child labour based on this document and its subsequent implementation in those municipalities. Training was provided for 320 teachers on the issue of child labour using the ILO's SCREAM methodology.

In June 2009, in **Mexico** City key representatives of employers' and workers' organizations participated with other stakeholders in the strategic planning process of a new IPEC project. The aim of this project is to contribute to the prevention and elimination of child labour, in particular the worst forms in the agricultural sector, with special focus on indigenous children and child labour as a result of internal migration. The project will seek to reinforce social dialogue mechanisms and enhance the capacity of social partners so that they can better fulfil their roles in the fight against child labour.

In **Panama**, the Panamanian Institute for Labour Studies (IPEL), which has a tripartite steering committee, has included the theme "Together, Let's Eradicate Child Labour" in its XXIX Panamanian Workers' National Art Contest 2009.

The trade unions, through representatives of the National Council of Organized Workers (CONATO), participated in training activities on child labour and the role of trade unions at the local level. Within the framework of the TUCA-CSA continental plan to prevent and eliminate child labour, three trade union centres affiliated to CONATO - Convergencia Sindical, CTRP and CGTP - have integrated child labour as a priority in their agenda. In March 2009, the VII CONATO Congress approved the Childhood and

Youth Policy elaborated by the Comisión Nacional de la Juventud y la Niñez de la Central General de Trabajadores de Panamá (CGTP).

Within the framework of CSR, the IPEC project in Panama supported child labour elimination initiatives developed by private partners such as PRONIÑO, and the Association “Solidarity Day” of FENOSA. An executive director of the National Council of the Private Enterprise (CONEP) has been appointed to achieve more effective application of CSR, especially regarding child labour.

The University of the Americas (UDELAS), the national trade union coordinating body, CONATO, and the Panamanian Institute of Labour Studies (IPEL) joined forces to develop a child labour degree programme. Classes involving 35 trade unionists from the seven main national trade union centres began in August. IPEL, a tripartite body, presided by the Labour Ministry, provided scholarships for the trade union students, while the University covered teaching costs and the ILO-IPEC country project provided technical support and study materials. Through its support to the degree course and to the students, the project has contributed to the institutional strengthening of the trade unions, the academic community and the key institutions that liaise between workers and the education system.

On 23 February 2009, the government and the social partners signed **Paraguay's** Decent Work Country Programme in which child labour prevention and elimination features as a priority.

In October 2009, the employers' organization Unión Industrial Paraguaya (UIP) began raising awareness of its members about the implications of child labour, especially in its worst forms.

In an interview broadcast on CUT TV, as part of the 2009 WDACL events in Peru, a representative of the Ministry of Labour's National Committee for the Prevention and Elimination of Child Labour explained the work of the Committee and the role of trade unions affiliated to the CUT – the Peruvian national trade union centre.

In **Uruguay**, in March 2009, the ILO organized a tripartite seminar for the business sector, “El mundo empresarial y su lucha contra el trabajo infantil: herramientas para la acción” with the Chamber of Industries of Uruguay (Camara de Industria del Uruguay - CIU) and the National Chamber of Commerce and Services of Uruguay (Camara Nacional de Comercio y Servicio del Uruguay - CNCS). Employers' good practices on tackling child labour and the IOE-ACT/EMP Guides were presented.

To celebrate WDAFL 2009, the member organizations of the National Committee to Eliminate Child Labour (CETI) used IPEC materials to raise awareness on the issue. They also developed a new website (www.cetiuruguay.org) and new materials. The Uruguayan Institute of the Child and Adolescent (INAU) and the national trade union centre Plenario Intersindical de Trabajadores - Convención Nacional de Trabajadores (PIT-CNT) produced specific training modules. They also supported the child labour awareness raising day organized by CETI on 27 October 2009.

On 30 September 2009, in Montevideo, 50 representatives of the CETI, including from PRONIÑO and PIT-CNT participated in a SCREAM training programme.

Asia and the Pacific

In Asia, and notably in the framework of Time-Bound Programmes, IPEC supported various action programmes and activities to foster an enabling environment to combat the worst forms of child labour, involving trade unions and employers' organizations and strengthening the capacity of the social partners in tripartite national steering committees on child labour.

In **Bangladesh**, the Smart Business Initiative (SBI) Alliance was officially launched on 21 May 2009. Around 250 participants attended the launching ceremony from government, employers, trade unions, civil society, academia, private partners and the media. The main objective of the SBI Alliance is to bring together a diverse group of organizations for the purpose of awareness raising and advocacy on child labour. This includes also capacity building of partners and developing sustainable replicable models of safe working conditions for workers and employers. Since May 2009, the Alliance has selected eight sectors in the urban informal economy of Dhaka City for workplace improvement programmes. A baseline survey is being conducted in the selected sectors to determine the requisites of the intervention.

In **Cambodia**, IPEC activities sought to mobilize and strengthen the capacity of employers and their organizations. This has required a strong social dialogue component in the development of policies and, in 2008, awareness raising and advocacy strategies were pursued with the Cambodian Federation of Employers and Business Associations (CAMFEBA). Similarly, two national trade union centres – the Cambodia Confederation of Trade Unions and the Coalition of Free and Democratic Trade Unions in Cambodia – took a lead in the establishment of a Project

Advisory Committee against Child Labour, in which there are five members from each of the two organizations. Cambodia has also been part of a trend seen in several countries in Latin America and Africa, in which trade unions have proven to be effective in direct interventions: in 2008 more than 100 children from the brick-making, fishing and salt sectors benefited from active trade union support to combat child labour. The salt producers' community in Kampot, with additional support from UNICEF, maintained its commitment to implementing a code of conduct aimed at achieving a salt production sector free of child labour by 2009. IPEC projects continued to support the dissemination of both employers' and workers' codes of conduct and consensus was reached to include child labour in the collective bargaining agenda. IPEC fostered consultations, supported by the Provincial Department of Labour and Vocational Training, towards establishing an employers' association on child labour in Siem Reap.

In November 2008, the ILO/IPEC Time-bound programme support project (TBP-SP) in Cambodia came to an end. As a follow-up, the publication *Good Practices and Lessons Learned* highlights the experiences drawn from four years of extensive actions in eliminating child labour under the TBP-SP and documents successful strategies and actions by the social partners in combating child labour in Cambodia. The partnership with the workers' organization PACT Against Child Labour, composed of five union federations, led, inter alia, to the development and institution of a code of conduct for all trade unions under the PACT umbrella, as well as to the adoption of a trade union plan of action. The PACT was registered in the Ministry of Labour and Vocational Training (MOLVT) as an umbrella union working together against child labour. Achievements through cooperation with CAMFEBA during the project include the development of a code of conduct for employers, as well as the training of ten child labour focal points in the seven project areas who advocate against child labour among the different employers.

In **China**, ILO/IPEC sought ways to reach small-scale employers inclined to hire under-age workers. To this end, the project collaborated with the Work Improvement in Small Enterprises (WISE) Network which promotes practical, voluntary action to improve working conditions by owners and managers of small and medium enterprises.

Moreover, to celebrate the WDAFL 2009 in Yunnan Province, the Women's Federation worked together with the provincial Labour Bureau and the All China Federation of Trade Unions (ACFTU) to conduct a joint child labour campaign.

In **India**, in the framework of the IPEC Andhra Pradesh State-based Project, the Andhra Pradesh Federation of Trade Unions for the Elimination of Child Labour (APFTUCL) which brings together five of the six main national trade union confederations and the Andhra Pradesh-based Telugu Nadu Trade Union Council, continued to provide direct assistance to vulnerable, street-dwelling and itinerant children in the informal urban sector. IPEC continued to assist APFTUCL through its constituent organizations that have a strong presence in the railway sector in the state to identify child labour on trains, in railway stations and in nearby informal housing settlements. A model for addressing this category of child labour was developed under the aegis of the project and implemented first in Hyderabad and then replicated in twelve more railway stations and ten bus stations in Andhra Pradesh. The South Central Railway Mazdoor Union launched a website designed to provide assistance to children. A significant outcome has been the network developed among stakeholders and the leading role of employers' organizations and trade unions in coordinating a safety network for rescue, release and rehabilitation of urban child labourers. Three desks in transit points, street contact points and joint enforcement drives were established. Child Help Desks, set up in each of Hyderabad's three main railway stations, have identified homeless, itinerant and migrant children and provided immediate counselling services. Moreover, the Child Help Desks liaised with transit homes with the full support of the APFTUCL, leading to 10,373 children being identified and rescued.

Meanwhile, in the IPEC project in Karnataka, trade union involvement has been central to the success of the key anti-poverty element of the strategy to eliminate child labour. Numerous "self-help groups" resembling micro-cooperatives of up to 20 families each have been established to enhance the income-generating capacity of the families and communities concerned and ensure that children have access to education and remain in school.

The Consortium of Employers' Associations for the Elimination of Child Labour (CEASE) (www.ceasecl.org) has continued its work by identifying critical child labour sectors. CEASE's target areas for continued action are hybrid cotton seed farming, the hotel industry and leather processing. CEASE has also taken the initiative to impart skills training for children rehabilitated from the industry after their basic education. Membership of CEASE has increased to 46 member associations.

As a follow-up to the 2008 WDAFL the Industrial Development Area (IDA) of Uppal, consisting of over 250 small-scale industries, declared itself to be a child labour free zone. The Uppal Industries Association (UIA) along with

CEASE and ILO/IPEC asserted that IDA Uppal is the first industrial estate in the state to introduce the concept of a child labour free zone.

Reflecting the continual deepening of cooperative relationships between IPEC and the Indian social partners, IPEC's Head of Operations met senior representatives of India's main national trade union centres and employers' organizations for discussions in New Delhi in December 2008 and addressed a national employers' conference on the global financial crisis on skills, youth employment and child labour. NM Adyanthaya, Workers' Group spokesperson in the IPEC Steering Committee, Ms Leyla Tegmo-Reddy, ILO Subregional Director and the ILO Subregional Child Labour Specialist all addressed a conference on the right to education and abolition of child labour organized by the National Commission for Protection of Child Rights in New Delhi. The conference was also addressed by the Minister of Labour Oscar Fernandes and the Minister of Women and Child Welfare Renaka Chowdhury and by employer and trade union representatives.

Linked to the increased attention paid by the social partners to South-South cooperation during the 2008 International Labour Conference, the worker delegations from Brazil and India organized a meeting between their respective Ministers of Labour at which the parties committed to increase their exchange of good practices about the involvement of the ILO's tripartite constituents in the struggle against child labour. This agreement reflected closely the decision taken in September 2007 at an international trade union workshop in Kuala Lumpur organized by the ITUC, ACTRAV and ILO Special Action Programme against Forced Labour to promote further trade union cooperation between Brazil and India.

In **Indonesia**, education has been the entry point to mobilize and enhance the capacity of teacher trade unions to play an even greater role. An action programme with trade unions is being finalized to strengthen their skills in planning and conducting actions against child labour using IPEC resource materials. In 2008, the 3-year project "Mobilization and capacity-building of teachers' trade union and wider trade unions in combating child labour in Indonesia" was initiated. Financed by the Japanese Trade Union Federation (RENGO) it seeks to mobilize and train Teachers' Association of the Republic of Indonesia (PGRI) officials to take actions to eliminate and prevent child labour. In June 2009, a 3-day training workshop organized by PGRI took place in Jakarta in which 23 PGRI officials reached a deeper understanding on why child labour is a trade union issue (based on the ILO/ACTRAV trade union training modules) and the role they can play in combating it.

In 2009, in preparation for a large action programme to engage Indonesian businesses, IPEC initiated a Rapid Assessment on CSR policies and their application towards eliminating child labour.

In **Mongolia**, an agreement was signed with the teachers' trade union to organize a national campaign on education and child labour in the framework of the 2008 WDAFL. This awareness raising strategy also sought to mobilize the social partners more widely, notably including the Mongolian Employers' Federation (MONEF). Previously, IPEC had signed a contract with MONEF to it support in improving understanding about child labour among employers in several emerging sectors such as construction and tourism.

In September 2008, the national list of hazardous work was modified following consultations with workers' and employers' organizations, ministries and NGOs. The new list covers work carried out in the formal and informal economy, identifies hazardous conditions prohibited for children in herding, prohibits the employment of children in night clubs and body massage establishments and identifies workplace conditions hazardous for children.

The Confederation of Mongolian Trade Unions (CMTU) began an ILO/IPEC supported project "Protection of young workers and elimination of child labour: Trade union action". The project seeks to support effective trade union action through providing legal assistance to victims of child labour and young workers in need and building awareness within trade unions and the general public about the worst forms of child labour through information, training and campaigns. CMTU's work focuses on the mining industry, construction and the informal economy.

In addition, the National Network Against the Worst Forms of Child Labour has been established as a forum for social dialogue and tripartism. The Network includes 26 organizations (employers' and workers' organizations, NGOs and government agencies) engaged in children's rights, child protection, women's and families' issues and social development. It advocates for improved policy and legal responses to child labour and works to improve the capacity of member organizations to address the elimination of the worst forms of child labour and prevention of children from engaging in them.

In **Nepal**, the two major trade union centres, the General Federation of Nepalese Trade Unions (GEFONT) and the Nepal Trade Union Congress-Independent (NTUC-I), are pursuing minimum and equal wages for men

and women in agriculture within eight districts. This is being accomplished in connection with the US Department of Labor (USDOL) funded IPEC project on the sustainable elimination of child bonded labour. This industrial relations approach is proving effective in securing minimum and equal wages in the agriculture sector where no government mechanism existed before to inspect or monitor labour standards.

The implementing agencies have organized joint monitoring activities with the government agencies, particularly the District Development Committee, the District Education Office, the District Labour Officer, and the Child Welfare Officer, as well as workers' and employers' organizations and journalists. All these have contributed to the high visibility of the project activities and to raising awareness about child labour in the districts.

IPEC consulted stakeholders in March 2008 about the IPEC/FIFA Football for Hope Programme in Sialkot, **Pakistan** to follow up action programmes and plan a final action programme, in particular to establish an exit strategy for the project. From 13 to 17 October 2008, the project organized a special female football coaching camp in the Government Lady Endrosen Girls School in Sialkot, in which 26 volunteer female coaches, referees and managers from eight different government and private schools of the Sialkot District received football training. As a consequence, the girls are now developing girls' football programmes, in their different schools and communities. The project also financed the translation of SCREAM resources into Urdu. A FIFA football resource kit was drafted during 2008, finalized in 2009 and to be launched in 2010 around the WDAFL.

Despite the political unrest in Pakistan, IPEC sought to strengthen existing initiatives such as those in Sialkot and organized a football event with the participation of FIFA in January 2009. Thus, during the last biennium, Pakistan has seen a variety of initiatives by the social partners, ranging from child labour seminars with workers, employers and target community members, the creation of training manuals on child labour in crisis and sector-specific (soccer-ball industry) workshops on social dialogue to interviews on TV and radio channels to highlight the efforts of the Government and the social partners.

To mark the 2009 WDAFL, several events took place throughout Pakistan. In Sialkot, a female football tournament was organized by the women's wing of the District Football Association. Ten teams from different schools participated to draw attention to girl child labourers. Even though the security situation on 12 June 2009 in Peshawar was precarious, events

took place to celebrate the WDAFL and a song was launched that depicts various aspects of child labour. Other events organized by the social partners, the Government and NGOs took place in Islamabad, Lahore, Mansehra, Quetta and Karachi.

FIFA, as an IPEC partner and donor of a CSR project on the football stitching industry in Pakistan, also organized the 1st Football for Hope Forum in South Africa in June 2009. 100 practitioners and stakeholders, including an IPEC senior official and FIFA 2010 World Cup sponsors participated to share lessons and good practices on child labour. On that occasion, the IPEC Pakistan project was presented as a good example of CSR and strategic alliance.

To commemorate the 2009 WDAFL, **Sri Lanka** focussed its efforts on the conflict-affected location of Amparai where the vulnerability of children drifting into child labour has been exacerbated. The ILO, through its implementing trade union partner, the National Workers Congress (NWC), conducted a series of events culminating in a seminar for parents followed by an exhibition on child labour.

During the two weeks before the event, some 200 girls and boys participated in an essay and art competition held in schools. The events were guided by the workers' 12to12 portal from which ideas for advocacy and awareness raising were drawn. The best entries were chosen by the NWC and the paintings/art work will be used to adorn a calendar they plan to develop for the coming year. The majority of paintings reflected child domestic labour and children in the agricultural sector.

NWC organized the event in collaboration with the Ministry of Education to enhance their capacity to arrange more awareness raising events. The importance of education and inclusion of the girl child in all aspects of child development was stressed consistently.

The seminar offered an opportunity to the ILO Colombo office to present international child labour Conventions and Recommendations to parents in the community, many of whom were community leaders with a general awareness of the child labour situation. The discussions helped to draw anecdotal evidence that child labour was prevalent in the construction industry, at the domestic level and in the informal agro-based sector. NWC addressed the gathering and encouraged the participants to strengthen their social network and outreach to the marginalized groups within the region. This would help to spread the message on the impact of child labour on the full development of children and the fact that the

already disadvantaged girl child's situation worsens when trapped in child labour. The seminar was followed by a public exhibition of the poster competition and selected essays were read out to a group of parents.

The ILO/IPEC Bangkok office in **Thailand** in collaboration with the ILO Tokyo office concluded a CSR project with funding from AEON Co. Ltd. which was used for the action programme "Strengthening vocational training options to prevent child labour in rural schools in Chiang Rai Province of Thailand". The project offered financial support to already existing vocational programmes of two schools to prevent children from engaging in the worst forms of child labour in the province. The project has successfully delivered valuable outcomes such as improving already existing vocational training activities and involving more students in them.

In the Pacific, IPEC activities have been intense in **Fiji** under the TACKLE Project, where a Child Labour Project Advisory Committee including the relevant ministries, workers' and employers' organizations was formed. Its members play a key role in legislative review, child labour training, research and coordinating project work plan activities.

To present the initial findings of the policy and legislative review, a Child Labour Symposium on Social Justice was held with 100 participants from the Government, trade unions, employers' organizations, civil society, NGOs, academia, media, UN agencies and the diplomatic corps. The final draft of the legislative review process was presented at the 1st National Child Labour Forum in December 2008.

The Fiji Employers Federation (FEF) organized two workshops to celebrate the 2009 World Day against Child Labour. Ten representatives from the Government and workers' and employers' organizations attended child labour training courses at the ITC-Turin.

A close partnership with the Fiji Teachers Union (FTU) was established and FTU's theme for 2009 "Education for Poverty Alleviation" was closely aligned with TACKLE's development objective. IPEC supported the annual FTU Conference in May 2009 which addressed the links between child labour, poverty and education. A proposal to conduct school surveys and child labour awareness raising with FTU members has been drafted.

Europe and Central Asia

Child labour continues to be present to a greater or lesser degree in most member States in the European region. IPEC projects to combat child labour operate in Eastern Europe, the Balkans and in Central Asia and the social partners were active throughout the region.

In October 2008, ACT/EMP, the Turkish Confederation of Employer Associations (TISK) and the National Confederation of Employers' Organization (ASK) in collaboration with IPEC and the ILO Bureau for Gender Equality organized an inter-subregional workshop in Baku, **Azerbaijan**, which shared experiences on combating child labour in supply chains and the roles and responsibilities of businesses and governments. The workshop sought to foster the development of plans for concrete action. Employers' organizations from Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Tajikistan, Turkey, Ukraine and Uzbekistan were present and adopted a joint statement highlighting that child labour was a serious concern that employers' organizations were committed to eliminate. It was stated that sustainable social and economic development was not possible without full elimination of child labour and the workshop called upon governments, trade unions, other employers' organizations, civil society and the international community to cooperate for this common cause.

Throughout 2008 the IPEC programme "Combating Child Labour in Central Asia: Commitment becomes Action" continued to support tripartite national child labour coordination councils. In **Kazakhstan, Kyrgyzstan and Tajikistan**, IPEC assisted the governments and the social partners in implementing tripartite agreements, which included provisions on the elimination of child labour. IPEC also provided technical and financial assistance for an action programme to raise awareness among employers, and for a project in Kazakhstan: "Promotion of youth employment in Pavlodar oblast to prevent children and young people from worst forms of child labour" which was implemented in cooperation with employers' organizations.

In 2009, effective actions took place in Tajikistan coordinated by trade unions, notably the Trade Union Committees of the Agro-Industrial Complex and implemented by the Federation of Independent Trade Unions. From September to November 2009, 185 chairpersons of trade union committees were trained on hazardous child labour in agriculture; awareness raising actions with the media were undertaken to improve their capacity to understand and report on child labour in cotton fields; and

an occupational safety and health material was produced. In addition to this, a strategy to increase capacity of the heads of local branches of the Dekhkan Farmers' Association was implemented by the Union of Employers of Tajikistan. 200 heads of farmers' associations participated in training sessions organized in Vahdat, Varzob, Rudaki and Gissar and a Child Labour Resource Centre was established in the Rudaki rayon for farmers to increase the capacity of farmers' associations through awareness raising activities, seminars, roundtables and trainings.

As a direct follow-up to the inter-regional workshop "Sharing Experiences and Taking Action in Combating Child Labour" organized by ACT/EMP jointly with ILO-IPEC in Azerbaijan in 2008, in November 2009, ACT/EMP organized roundtables for employers of Central Asia on "The role of employer's in the elimination of child labour in agriculture". The discussions aimed at raising employers' awareness on child labour in agriculture and identifying what employers could do to prevent, protect and rehabilitate working children engaged in hazardous agricultural work.

Trade unions, the ITUC and Education International (EI) gave significant input to restructure the Global March against Child Labour in the region. A conference attended by IPEC officers, trade unions and NGO partners of the Global March in the Newly Independent States, supported by the ILO Moscow Office and IPEC and co-organized by the Federation of Independent Trade Unions of Russia (FNPR) and the New Perspectives Foundation, was hosted by the FNPR at its Moscow headquarters in May 2008. The conference, opened by FNPR and the ITUC Pan-European Regional Council (PERC) President Mikhail Shmakov, stressed the authority of ILO Conventions No. 138 and No. 182 and the importance of freedom of association in cementing the global alliance against child labour and the Global March. The conference exchanged experiences from the NIS countries and, stressing the importance of combating child trafficking and child labour in agriculture, recommitted participants to the aim of eliminating child labour and securing universal education. ITUC-PERC President Shmakov and the presidents of the Podkrepa Confederation of Labour and the Confederation of Independent Trade Unions of Bulgaria were also among the opening speakers at a pan-regional Global March Conference, hosted by Podkrepa-CL in Sofia in September 2008. ACTRAV and IPEC officials also participated in the Conference, which was funded by the Friedrich Ebert Foundation, ILO-ACTRAV, global union federations (EI, ITGLWF and IUF) and other social partners. The Conference agreed to establish a new pan-regional organization including the states of the ILO European region plus Morocco, Algeria and Tunisia, an office in Brussels and a new pan-regional coordinating committee composed of trade union and NGO representatives from the various sub-regions. It also stressed the

importance of paying particular attention to the role of inclusive education in combating social exclusion and discrimination and to child labour in agriculture and domestic service and child trafficking into and within the region.

In **Albania**, as a follow-up to IPEC-supported capacity-building activities in 2007 and in the framework of two projects funded by the Dutch Algemene Onderwijsbond (General Education Union, AOB) and EI to combat child labour, the Albanian Trade Union Federation of Education and Science (TUFES) mainstreamed child labour in its agenda. TUFES held four training workshops for 107 primary school teachers, other trade unionists and representatives of local education directorates on SCREAM (which had been translated into Albanian and adapted) and child labour monitoring systems. IPEC-Albania and EI funded activities for World Day against Child Labour, organized by IPEC-Albania, TUFES, the ministries of Education and Labour, Social Affairs and Equal Opportunities, and the Albanian parliamentary coalition. A press conference launched the week against child labour and the slogan of the year, appealing for greater attention and support from Government and civil society.

A joint agreement between the trade unions, employers' organizations, the above ministries and the Labour Inspectorate on prevention and elimination of child labour – stressing that "Education is the right response to child labour" was signed on 12 June 2008. It defined the roles and responsibilities of each signatory in the identification of children involved in the worst forms of child labour or at risk of entering into the worst forms of child labour, integration in the education system, capacity building on child labour, mainstreaming of child labour into collective agreements, support in job placement, inspections at the workplace and awareness raising.

A year later, on 11 June 2009, a roundtable "Enhancing the capacities of trade unions to implement the Joint Agreement on the prevention and elimination of child labour in Albania" was held with 60 participants, co-chaired by the Deputy Minister of Labour and TUFES. It focused on the evaluation of the steps taken since the signing of the Joint Agreement and drafted an Action Plan for the period of June 2009 to June 2010. Two one-day training seminars for 80 participants were held in Vlora and Pogradec to help finalize the Action Plan which encompasses four main objectives: (i) increasing the number of signatories to the Joint Agreement, (ii) training the key stakeholders and continuing child labour activities at central and local levels; (iii) creating a group to monitor implementation of the Joint Agreement and (iv) raising awareness and sensitizing the media to child labour issues.

AOB funded several projects in Albania in 2008 and 2009: teachers have been trained on child labour and on how to use SCREAM; trade unionists, employers' representatives and labour inspectors have undergone training activities, the results of which have been highly appreciated by AOB and the beneficiaries. A national conference on "Strengthening the Education Trade Unions in their Involvement in the Elimination of Child Labour in Albania" organized by TUFES and funded by AOB took place on 22 May 2009. ILO/IPEC participated in discussions about the consolidation of trade union structures, in particular of the education trade unions and their engagement in the prevention and elimination of child labour as part of the Joint Agreement.

In February 2009, in Tirana, TUFES organized a two-day training workshop on the prevention and elimination of child labour for 25 participants from trade unions, employers' organizations, the Labour Inspectorate, schools and NGOs. It aimed to increase the knowledge and understanding of child labour and appropriate measures and coordinating actions for the prevention and elimination of child labour in the formal economy. ILO/IPEC delivered a presentation focusing on ILO Conventions No. 182 and No. 138, the situation of child labour in Albania, trade union involvement in addressing child labour and actions to be taken in order to prevent and eliminate child labour.

A seminar on child labour in the textile, garment, leather and footwear sectors in Albania was held on 29 June 2009, organized and funded by the European Trade Union Federation in Textile, Clothing and Leather (ETUF-TCL) with the support of the Albanian Textile, Clothing and Leather Trade Union. ILO/IPEC presented good practices in eliminating child labour to the Albanian trade unionists present.

One-day child labour monitoring workshops were organized for 179 participants from local action committees, multidisciplinary teams (MDTs), TUFES and the Independent Trade Union of Albanian Education (ITUEA) in June 2009 in the framework of an ILO/IPEC action programme. The training aimed to strengthen participants' knowledge about child labour and to prepare the work plans for MDTs.

Activities with the social partners in **Bulgaria** aimed to raise the business community's awareness about child labour and to involve trade unions in the child labour monitoring system (CLMS). On the 2008 World Day Against Child Labour, a national roundtable involving the Bulgarian Forum of Business Leaders, Podkrepa-CL, the Confederation of Independent Trade Unions of Bulgaria and key government agencies was organized by IPEC-Bulgaria in collaboration with the ILO National Coordinator and

UNDP/Global Compact National Network Bulgaria. The responsibility of employers' in eliminating child labour and the link with education was discussed. The meeting concluded that businesses should monitor the prohibition of child labour as part of their corporate social responsibility and cooperate with government agencies in ensuring that the education system was relevant to the needs of the labour market. IPEC also took part in the European and Maghreb regional conference of the Global March, held in Sofia in September 2008 and hosted by Podkrepa-CL.

A Teachers' Trade Union affiliated to Podkrepa-CL organized a roundtable on 19 June to mark the 2009 WDAFL. ILO/IPEC delivered a presentation on the worst forms of child labour, ILO Conventions and the EU's strategy for children in Bulgaria. 21 teachers, five children, a representative of the General Labour Inspectorate and media participated in the roundtable.

In **Kosovo** (UNMIK), in the framework of a mini-programme funded by IPEC, UNICEF, the UN Development Coordination Office in Kosovo, teachers' trade unions and the Kosovo Union of Parent-Teacher Associations jointly organized several activities to strengthen local responses to child labour. In an example of listening to children in accordance with Recommendation No. 190 and in order to strengthen the response of schools to child labour, teachers' unions held discussions with children's groups about the barriers to education faced by child labourers. A children's representative and the General Secretary of the teachers' union presented the conclusions at a conference on child labour organized by the Ministry of Labour and Social Welfare on 12 June in Skenderaj. Thirty-six language and art teacher trade unionists were trained in SCREAM methodologies and launched SCREAM-based activities with over 700 school children. Leaflets with children's messages about combating child labour were produced for the conference and distributed to key local and national stakeholders by the teachers' trade union. In the framework of the ongoing IPEC Action Programme, six branch presidents of the teachers' trade union took part in workshops on the role of schools and teachers in preventing children at risk of entering into the worst forms of child labour and reintegration of withdrawn children. Trade unionists were further involved in identifying gaps in educational responses to child labour based on lessons learned during the programme. Fifty employers attended an end of year photographic exhibition to raise business awareness about child labour in the country organized, with IPEC assistance, by the US Chamber of Commerce in Kosovo. Following the event, further information was provided to members of the US Chamber of Commerce in Kosovo on ways to involve employers and their organizations in combating child labour, including through corporate codes of labour practice, especially

when their sectors sub-contract into the informal economy; through financial support for corporate social responsibility (CSR) activities aimed at eliminating child labour; and through apprenticeships, vocational training and job opportunities for vulnerable families.

Two representatives of the Kosovo Union of Independent Trade Unions (BSPK), one representative of the Kosovo Chamber of Commerce and one representative of the Kosovo Business Alliance are members of the Technical Working Group which drafts the Kosovo/UNMIK Action Plan (KAP) on Prevention and Elimination of the worst forms of child labour. Participation of trade unions and employers' organizations' representatives in the Technical Working Group ensures that their views are reflected in the KAP and lay the ground for their further involvement in the implementation and monitoring of the KAP.

Selections from the ACTRAV *Trade Unions and Child Labour* booklets and from the ACT/EMP *Guides for Employers* were prepared and published in Albanian (1,000 copies) and Serbian (100 copies). Two Kosovo/UNMIK specific brochures on the role of trade unions and employers' organizations in addressing child labour have been drafted based on local consultations and workshops with over 90 representatives of the Kosovo Union of Independent Trade Unions (BSPK), employers' organizations and individual employers. These brochures will be finalized by March 2010 and will be the basis for further awareness raising and sensitizing activities targeting trade union members and employers.

The ILO Senior Specialist on Employers' Activities in Budapest and a representative of the International Organisation of Employers visited Kosovo/UNMIK, 27-29 April 2009. They met with the Kosovo Chamber of Commerce, the Kosovo Business Alliance, the Kosovo Confederation of Employers, the American Chamber of Commerce, the Alliance of Kosovo Agribusinesses and the Serbian Association of Employers (Kosovo Branch) to determine which activities they would be interested to participate in and with which organizations the IPEC project in Kosovo/UNMIK could most usefully work.

A representative of the National Employers Federation in Agriculture and Food Processing Industry of Moldova, who also coordinates the ACT/EMP Project in Moldova, visited Kosovo/UNMIK in July 2009. The purpose of the mission was to share experiences in formulating and promoting a code of conduct against the worst forms of child labour for employers in the agriculture and food processing industry. Experiences were shared during seven meetings held with two individual employers, one representative of Agro Klina (business association), two representatives of the Kosovo

Chamber of Commerce, and two representatives of the Ministry of Agriculture, Forestry and Rural Development.

Within the last biennium, **Moldova** has undertaken many steps towards eliminating child labour. For the 2008 WDACL, the teachers' union organized a roundtable on education as the right response to child labour which aimed at strengthening the capacity of teachers' trade unions to take action against child labour. Thirty teacher union leaders, representatives of the Ministry of Education and Youth, NGOs, youth centres, UNDP and the local Global Compact Network attended. A leaflet to publicise the WDACL and to clarify "myths about child labour" was used by the organizations present, IPEC implementing agencies and the media.

In June 2008, ILO/IPEC Moldova facilitated the organization of the first consultations between the Government, the Global Compact Network in Moldova and UNDP on the design of a Code of Conduct for the Elimination of Worst Forms of Child Labour, targeting companies in all sectors. The development of this code was influenced by the code developed under the ACT/EMP project with the National Agricultural Federation (FNPAIA).

ILO/IPEC participated in the quarterly meeting of the Global Compact Network in Moldova and made several recommendations on the ways the local Global Compact Network could contribute to the elimination of the worst forms of child labour in Moldova. The Network, consisting of 48 companies, approved the Code of Conduct on 12 December 2008. The Code helped the members of the Network to take responsibility for the impact of their activities on children and their future. The development of the Code against the worst forms of child labour for the Global Compact Network and creation of the Permanent Council on Child Labour within the National Commission on Collective Consultations and Bargaining (NCCCB) are important and unique in Central and Eastern Europe. These achievements of the ILO constituents were facilitated by the successful sensitizing and advocacy work carried out by IPEC and ACT/EMP projects in Moldova.

In July 2008 the Global Compact Network Moldova, in partnership with the National Centre for Child Abuse Prevention (NCCAP) and ILO/IPEC, organized the first parliamentary hearing on corporate social responsibility (CSR) to brief participants on achievements in implementing the Global Compact principles in Moldova. The hearing targeted members of the Parliament, high Government officials and representatives of civil society. The NCCAP presented the results of piloting a multidisciplinary approach in tackling child abuse and the worst forms of child labour, including child

trafficking, as a good example of cooperation between state institutions, NGOs and employers.

In September 2008, the NCCAP and ILO/IPEC in cooperation with the National Labour Relations Training Centre organized a one-day training on child labour issues targeting 24 employers working in industry, trade and services. The participants increased their knowledge about child labour issues, including employers' roles and responsibilities in the child labour monitoring system (CLMS) and agreed upon actions to support the implementation of the Collective Agreement on the Elimination of the worst forms of child labour in Moldova.

In October 2008, the Trade Union Federation in Construction and Building Materials Industry (a member of the National Steering Committee), the NCCAP and ILO/IPEC organized a one-day workshop for 14 representatives of trade unions and four representatives of employers in the construction sector to strengthen the participants' capacity to prevent and combat the worst forms of child labour in the sector. The participants agreed to include child labour issues on the agenda of the next meeting of the NCCCB; to provide training on child labour issues for its members; to organize awareness raising activities on child labour for ILO constituents in all sectors; to sign cooperation agreements between vocational schools and employers on the organization of practical courses and provision of jobs for youth; and to include representatives of ILO/IPEC and the NCCAP in the tripartite working groups dealing with the design of labour policies and legislation. The ILO constituents approved the establishment of a Permanent Tripartite Council on Child Labour within the NCCCB for which ILO/IPEC Moldova will provide support and technical assistance.

Moreover, the Federation of Trade Unions in Construction and Building Materials Industry developed a collective agreement in the construction sector with provisions against the worst forms of child labour. This agreement was approved by the Government, as well as workers' and employers' organizations in the sector.

Within the biennium, ILO/IPEC initiated consultations with the Government on issues such as drafting a National Action Plan and two codes of conduct (for teachers and social workers) with provisions on child labour, as well as reviewing the role and responsibilities of other relevant partners vis-à-vis the NAP.

In June 2009, to the mark the WDAFL, a one-day roundtable on the "Social Responsibility of Trade Unions and the Elimination of the Worst Forms of Child Labour" was organized by the National Confederation of

Trade Unions to stimulate debate and the implementation of codes of conduct against child labour. Moreover, under the ACT/EMP project the National Federation of Employers in Agriculture and Food Industry organized a workshop to present employers' experiences in combating the worst forms of child labour in agriculture. Finally, a one-day workshop on the "Child Labour Study in Moldova" for members of the National Steering Committee, ILO/IPEC and a group of national statisticians was organized and facilitated by ILO/IPEC/SIMPOC experts.

It is important to add that the ACT/EMP project, which supports employers' initiatives to combat child labour in the most affected sector, namely agriculture, has made formidable progress in tackling the problem. Alongside formal approval of the Code of Conduct, consistent and strenuous efforts have been made by the employers' federation FNPAIA to monitor how members comply with the commitments agreed to under the Code. This dynamic activity in the biennium has revealed not only good examples of employers' concrete action to eliminate child labour, but it is distinct in fostering synergies of interested stakeholders to combat child labour. The evolution of this code monitoring process surpasses declarative effects and sporadic action in the field, whilst the results of translating the Code's commitments into action can reflect the impact of employers' efforts to combat child labour. Visiting enterprises and discussing with employers about the benefits of education, thus raising awareness in the community about the consequences of child labour and human capital development, is part of the comprehensive agenda on the elimination of child labour.

In **Ukraine**, IPEC provided training on child labour monitoring for leaders of the miners' trade union, the Donetsk region of the Confederation of Free Trade Unions of Ukraine (CFTUU) and of the Trade Union of Workers of the Kherson Agricultural Complex (TUAC) which established community child labour monitoring mechanisms in selected areas. As a result, child labour has been successfully combated in informal mining in Donetsk and TUAC has conducted awareness raising activities for vulnerable children including on the hazards of child labour in agriculture. The two trade unions also provided employment counselling to parents of working children and referred unemployed parents to the public employment service.

On 11 June 2009, a tripartite roundtable devoted to the World Day Against Child Labour was organized by ILO/IPEC in collaboration with the ILO National Coordinator in Ukraine, the CFTUU) its affiliated Free Education and Science Trade Union (FESTU), the International Charity Fund "Ukrainian Women's Fund" (UWF), the Ministry of Labour and Social Policy

and the Ministry of Education and Science. It discussed the progress made and challenges found by Ukraine in the implementation of ILO Convention No. 182, in particular taking into consideration the global crisis; introduced the theme of the 2009 WDAFL "Give girls a chance: End Child Labour"; presented ILO/IPEC good practices in the prevention and elimination of child labour and announced and awarded the winners of an essay and poster competition, who participated in the event. Representatives of four national employers' organizations (Federation of Employers' Organization of Ukraine, Confederation of Employers' of Ukraine, All-Ukrainian Employers' Association, Union of Lessees and Entrepreneurs of Ukraine) and three national trade union organizations (CFTUU, FESTU and the All-Ukrainian Union of Workers' Solidarity) participated in the event.

To mark the 2009 WDAFL, CFTUU and the Free Education and Science Trade Union initiated a national essay competition, "My Future Career". Prior to the essay competition, teachers organized SCREAM-based courses and lectures for 8th to 10th grade students in 100 schools from the 27 regions of Ukraine.

In **Romania**, the publication *The Government of Romania and the International Labour Organization: A Decade of Cooperation on the Elimination of Child Labour 2000-2009* honoured the effective work of the Government and its national partners in the fight against child labour. In particular the Federation of Free Trade Unions in Education (FSLI) and the Confederation of Romanian Democratic Trade Unions (CSDR) were applauded for their constant effort in integrating child labour into their agendas. Moreover, the large supermarket chain CORA was congratulated for its annual "Open Your Heart" Campaign which is increasing in size in parallel with CORA's continued expansion in Romania.

The promotion of a Code of Conduct against Child Labour in the Construction Sector and its Declaration of Adherence was a major theme in Romania during the last biennium. The Code was drafted and promoted together with the National Steering Committee (NSC) for the Prevention and Elimination of Child Labour in Romania and signed by 27 employers. A leaflet for promoting the Code of Conduct was produced and distributed during awareness raising activities initiated by its signatories in 23 companies and also during the national gathering of partners held on 12 June 2009. The promotion of the Code seeks to raise employer awareness in the expectation that, consequently, fewer children will be employed in this sector. Based on this model, the NSC will promote the drafting of codes of conduct for other sectors such as agriculture and textiles.

Concluding remarks

The introduction to this report noted that support for the ILO's tripartite constituents to develop and ensure implementation of good law and social, economic and labour market policy and for social dialogue between the partners in the real economy were the two principal ways to pursue the achievement of decent work and the elimination of child labour. They are key means of action for IPEC to pursue its role in the worldwide movement against child labour and for the ILO as a whole in its pursuit of the Decent Work Agenda. The information provided in this report is intended to display a wide variety of activities to support that twin-pronged approach, which IPEC projects undertook with the social partners throughout the globe in the past biennium. Numerous events arranged and supported by ACT/EMP and ACTRAV are reflected in this document – many more took place.

A key goal of IPEC projects in the field is to enhance the knowledge base about the involvement of social partners so as to be able to support more effectively their mandate, their commitment and their comparative advantage in tripartite consultation and in global, national, sectoral, enterprise, workplace and community actions against child labour. So the document has a modest aim: to provide workers' and employers' organizations around the world with a compendium of activities so that experiences can be shared and developed further.

This inventory is not exhaustive. For ease of reference, the information was presented by regions, a breakdown which enables national social partners to compare their work and that of similar organizations in other member States. Future editions of such a report, however, could benefit from greater reflection on global social partner activity and from deeper analysis, comparing, for example, activities at various levels by type and including greater reflection on outcomes and results, emphasizing good practices and lessons learned from concrete actions. The purpose would remain the same: to share knowledge and to encourage future activities by the social partners against child labour and to ensure the coherence of Decent Work Country Programmes.

Annex: List of key publications

2008

Name	Content	Date
<p><i>A shared responsibility: Workers organizations in the fight against the commercial sexual exploitation of children</i></p>	<p>This leaflet describes the characteristics, causes and consequences of commercial sexual exploitation of children and is directed at workers' organizations throughout Central America, including trade union leaders and their respective unions, with the aim of creating an alliance in the fight against this crime against children.</p>	<p>11/2008</p>
<p><i>Módulo de formación de la CSA: explotación sexual comercial de personas menores de edad: la acción educativa desde la perspectiva de las organizaciones de los trabajadores.</i></p>	<p>This material includes separate modules to be worked on with a facilitator who guides the working process and the discussions. A practical guide addresses each of the topics, starting with conceptual aspects, referring then to contextual elements for ongoing reflection and concluding with a trade union action plan.</p> <p>This material has been developed in the framework of the project "Capacity building of trade unions in Central America, Panama, Dominican Republic and Mexico", implemented by –TUCA-ITUC with technical and financial cooperation from ILO / IPEC and its office based in San Jose - Costa Rica.</p>	<p>11/2008</p>

Name	Content	Date
<i>Diagnóstico de percepciones, conocimientos y proyecciones sobre trabajo infantil en el sector caficultor en Guatemala</i>	This diagnosis aims at establishing a knowledge base and a collection of information on the causes and effects of child labour in the Guatemalan coffee grower sector and provides inputs for awareness activities, training and outreach on this issue.	9/2008
<i>Acuerdo para la acción conjunta - Actividad minera de Nicaragua, libre de trabajo infantil y adolescente - La niñez es para estudiar y no para trabajar</i>	Social dialogue agreement on a joint action against child labour in mining in Nicaragua.	7/2008
<i>Training Manual for Combating HIV/AIDS-induced child labour.</i>	Developed by the Federation of Uganda Employers with financial support from ILO/IPEC and ILO/AIDS.	3/2008
<i>Estrategia para la eliminación del trabajo peligroso de personas adolescentes trabajadoras rurales: una vía para desarrollar la responsabilidad social empresarial. Costa Rica</i>	The strategy presented in this publication implies an integral training and education process as a means to remove children from hazardous work and to encourage youth employment and/or youth entrepreneurship in rural areas. The strategy is part of the alliance between civil society, public institutions, international agencies and private companies in the framework of corporate social responsibility (CSR).	1/2008

2009

Name	Content	Date
<i>Trade Union Manual on Child Labour</i>	This publication includes chapters on: user's guide; child labour: setting the scene; child domestic labour; international instruments on child labour; child trafficking; commercial sexual exploitation of children; policy development; from policy to action; and organizing in the domestic work sector.	2009
<i>Guía práctica. Módulo de formación en turismo. Prevenir la explotación sexual comercial: ¡Una responsabilidad de todos y todas en Honduras!</i>	This guide developed by the National Chamber of Tourism of Honduras aims at involving various tourism-related actors in awareness raising activities for passengers and training for staff in order to ensure that advertising and promotions do not further commercial sexual exploitation and that the sector adopts its own codes of conducts.	6/2009
<i>El trabajo infantil desde una perspectiva de Género. Estrategias y Líneas de acción para su erradicación. Propuesta de los trabajadores y trabajadoras</i>	Trade Union Training Model by CEDOCUT in Ecuador.	6/2009
<i>Ya es Hora N° 9: Compartiendo la responsabilidad: Organizaciones de trabajadores y de empleadores en la lucha contra la explotación sexual comercial</i>	Compilation of experiences and recommendations for activities against commercial sexual exploitation of children, based on the experiences trade unions and employers associations gained in their work in several countries in Central America.	4/2009
<i>Combatiendo la explotación sexual comercial de niñas, niños y adolescentes de Honduras</i>	Honduras Trade Unions Council folder to sensitize trade unions on CSEC and how to denounce exploitation.	4/2009

Name	Content	Date
<i>Trabajadores y trabajadoras combatamos la explotación sexual comercial de niñas, niños y adolescentes en Honduras. ¿Dónde denunciar?</i>	Information poster developed by the Trade Union Committee for the Prevention and Elimination of Child Labour in Honduras.	4/2009
<i>Mejor, haga bien las cuentas. Los sindicatos dicen NO a la explotación sexual comercial de niñas, niños y adolescentes (Costa Rica)</i>	Poster developed by the trade unions of Costa Rica for awareness raising activities with adults.	2/2009
<i>¡Tus derechos son para disfrutarlos! Los sindicatos dicen NO a la explotación sexual comercial de niñas, niños y adolescentes (Costa Rica)</i>	Poster developed by the trade unions of Costa Rica for awareness raising activities with children.	2/2009
<i>¡Ojo, que no te engañen! Los sindicatos dicen NO a la explotación sexual comercial de niñas, niños y adolescentes (Costa Rica)</i>	Poster developed by the trade unions of Costa Rica for awareness raising activities with adults.	2/2009



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