

Tackling hazardous child labour in agriculture

Guidance on policy and practice

Initiatives to tackle hazardous child labour in agriculture



International
Labour
Organization



International
Programme on
the Elimination
of Child Labour

Tackling hazardous child labour in agriculture: Guidance on policy and practice

Guidebook 4

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International Labour Organization
International Programme on the Elimination of Child Labour

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Guidance on policy and practice

Additional information on CDROM

The CD-ROM contains five IPEC Guidebooks:

Guidebook 1: *User guide, including background policy information*

Guidebook 2: *An overview of child labour in agriculture*

Guidebook 3: *Eliminating hazardous child labour in agriculture*

Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture*

Guidebook 5: *Training resources for Guidebooks 1-4.*

To supplement the five Guidebooks, additional information on tackling hazardous child labour in agriculture is provided on the CD-ROM as follows:

■ **International Labour Organization (ILO) Conventions and their Recommendations**

- Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182); and Recommendation (No. 190).
- Convention concerning Minimum Age for Admission to Employment, 1973 (No. 138); and Recommendation (No. 146).
- Convention concerning Safety and Health in Agriculture, 2001 (No.184); and Recommendation (No.192).

■ **ILO International Programme on the Elimination of Child Labour: Publications**

- IPEC: *Training Resource Pack on Elimination of Hazardous Child Labour in Agriculture* (Geneva, ILO, 2005).
- IPEC. *Bolivia - Child labour in sugarcane* (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Ecuador - Child labour in flower plantations.* (ILO, Geneva), Rapid assessment, 2000.
- IPEC: *El Salvador - Child labour in sugarcane.* (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Children Working in Commercial Agriculture in Coffee.* (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Child Labour in the Horticulture Sector in Arumeru District.* (ILO, Geneva), Rapid assessment, 2002.

- IPEC: *Tanzania - Children Working in Commercial Agriculture in Tea*. (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Children Working in Commercial Agriculture in Tobacco*. (ILO, Geneva), Rapid assessment, 2001.

■ ILO Bureau for Employers' Activities (ACTEMP)

- *Rapid assessment on child labour in the horticultural sector in Moldova*. Moldovan National Federation of Employers in Agriculture and Food Industry (FNPAIA) and ILO ACTEMP, Chisnau, Moldova, 2005.
- *Rapid assessment survey report: Child labour in five commercial oil palm and rubber plantations in Ghana*. Ghana Employers' Association and ILO ACTEMP, 2005.

■ ILO Bureau for Workers' Activities (ACTRAV)

Bitter Harvest: Child labour in agriculture. ILO ACTRAV, Geneva, 2002.

■ ILO SAFEWORK/CIS

Links to *ILO Encyclopaedia on occupational safety & health*.

■ Internet connection

<http://www.ilo.org.childlabour>

I. Introductory note

Over the last decade or so, a worldwide movement against child labour has emerged, resulting in a marked change in attitudes and perceptions of the issue and a significant increase in the number and range of actors involved in the cause of working children. As part of this movement, the ILO seeks sustainable, long-term solutions for the elimination of child labour that include broad, grassroots social mobilization and the active involvement of the ILO's tripartite constituents – governments, and employers' and workers' organizations. However, despite the fact that the bulk of children work in agriculture and that it is a sector with a poor safety and health record, social mobilization leading to action to eliminate child labour in this sector is a relatively underdeveloped area of child labour work. Fortunately, this is beginning to change. There are a growing number of initiatives to tackle hazardous agricultural child labour involving an increasingly wider array of actors, some examples of which are given in this Guidebook.

Chapter 3 of Guidebook 3 discussed what stakeholders can do to eliminate hazardous child labour in agriculture. This guidebook builds on the suggestions and recommendations of Guidebook 3 by highlighting some of the significant work being undertaken that is supported by ILO-IPEC or others, including trade unions, employers' organizations, industry groups, civil-society organizations and international agricultural organizations. While most of the projects reviewed in the following chapters have IPEC involvement, several do not. Government policies and programmes are touched upon where government ministries and departments support or participate in the implementation of projects.

Chapter 1 covers IPEC projects that concern agriculture and describes the various components – awareness raising, prevention, withdrawal, rehabilitation, access to education, alternative incomes for families, improved occupational safety and health, etc. – that are typically part of these. Chapter 2 highlights the significant role that agricultural trade unions can play in the elimination of hazardous child labour in their sector and provides several examples of direct action undertaken in different regions of the world. International trade union organizations, to which national unions affiliate, complement direct action by developing or supporting initiatives to attack child labour at the global level, including campaigning against the practice and promoting core labour standards and occupational health and safety.

In Chapter 3 initiatives undertaken by employers' organizations are reviewed. The most direct way that employers can combat child labour is by ensuring that their own business practices and those of their suppliers and subcontractors comply with child labour laws and international conventions. Their umbrella organizations can also have

a significant impact by establishing codes of conduct, participating in child labour committees and child labour monitoring, raising awareness and supporting direct action programmes.

Chapter 4 describes several initiatives from the cooperative sector. With 50 percent of global output marketed through cooperatives, this could be a promising source of future collaboration for child labour action.

Several important multi-stakeholder initiatives focussing on particular agricultural crops – bananas, cocoa, coffee, cut flowers, and tobacco – in specific countries or regions of the world have been developed in the past few years and are reviewed in Chapter 5. These cover a wide range of activities, including research, codes of conduct, certification schemes and direct action to eliminate child labour. Although several of the initiatives or programmes described here have not been in place long enough to draw definitive conclusions as to their long-term impact, they have been included because they illustrate promising approaches and interventions that may serve as a basis for replication in the future.

In Chapter 6, four international agricultural organizations provide reviews of their policies, perspectives, programmes, projects and other activities that relate to child labour issues. While initiatives to tackle child labour are not central to their work, analysis of their current programmes and activities shows that they have in fact much to contribute.

Chapter 1:

IPEC's programmes to eliminate hazardous child labour in agriculture

In Guidebooks 1-3, IPEC's strategy to eliminate hazardous child labour in agriculture was described as having three principal areas of activity: 1) **preventing** the engagement of children in hazardous child labour, 2) **withdrawing and rehabilitating** children found in such activities; and 3) **protecting** children above the legal minimum age of employment from hazardous work in the workplace.

Given the multifaceted nature of the child labour problem, with its diverse causes and consequences, the implementation of this strategy often requires a series of complementary measures and interventions in several sectors or domains. Broadly speaking, these measures can be grouped in two categories: 1) "upstream" measures aimed at creating an enabling environment for the elimination of the worst forms of child labour (WFCL) by incorporating child labour elimination into national social and economic policies and updating laws, where necessary; and 2) "downstream" direct interventions targeted at population groups or economic sectors where WFCL are prevalent. A comprehensive approach that mobilizes the relevant actors to eliminate child labour on all levels – local, national, international – is also an overarching theme of IPEC's work. This is the case in the large-scale, IPEC-supported national time-bound programmes for the elimination of the WFCL as well as in IPEC's country or regional sectoral programmes that focus on specific target groups in particular geographic areas. IPEC's projects are generally composed of both upstream and downstream components.

1.1 Upstream measures to ensure sustainability of action against child labour

Measures aimed at creating an enabling environment include those that strengthen legislation and enforcement; improve access to quality education, vocational training and other social services for all boys and girls; enhance opportunities for decent work for adults through improved earnings and social protection; build institutional capacity; and guarantee occupational health and safety, particularly for young workers. These measures are not only fundamental for making sure that the targeted interventions are effective, but also for ensuring that their outcomes are permanent and sustainable over the long run.

Social mobilization and awareness raising aimed at building social and political support for action against child labour are also important components. Social mobilization aims to create a broad alliance of

organizations of civil society that works towards changing social norms or values related to child labour, increasing awareness about its causes and consequences and ensuring that the opinions of communities directly affected by child labour are heard by policy-makers.¹

One of the most efficient ways to support social mobilization and ensure sustainability of action against child labour is to incorporate, or “mainstream”, child labour concerns in larger national development frameworks in which poverty alleviation objectives are being pursued in areas such as education, employment, income generation, social protection and health. For this reason, IPEC encourages other organizations and agencies to consider child labour in their programmes and initiatives. With regard to hazardous child labour in agriculture, for example, this would mean that child labour concerns are reflected in agricultural policies and programmes as well as in labour, safety and health, child protection and other social policies.

1.2 Links to the global level

IPEC both consults and implements its activities closely with a range of key partners, institutions and stakeholders at the global level. Its work fits into and supports various development frameworks at the international level, such as the United Nations Millennium Development Goals (MDGs), the Poverty Reduction Strategy Papers and the Education for All Initiative.

With regard to the MDGs, IPEC contributes to the ILO’s work on several of these, particularly No. 2 on achieving universal primary education and No. 8 on a global partnership for development. Just as it would not be possible to eradicate poverty without eliminating child labour, it would not be possible to achieve the second MDG on achieving universal primary education without intense efforts to bring the millions of working children into the fold of this goal. IPEC supports the promotion of decent work – an important aspect of a fairer globalization – by helping families to climb out of poverty and create a better future for their children.

In the area of hazardous child labour in agriculture, action at the global level includes work on a broad range of health and safety issues, including:

- promoting ILO Conventions and standards on workplace health and safety, including promoting ratification and implementation of the ILO Safety and Health in Agriculture Convention, 2001 (No. 184);
- promoting of the elimination of hazardous child labour as a core element in government-led national health and safety policies and programmes through the implementation of the ILO Occupational Safety and Health Convention, 1981 (No. 155) and the development of legally enforceable national lists of hazardous child labour detailing sectors and/or work activities

where child labour is to be prohibited as per the ILO Worst Forms of Child Labour Convention, 1999 (No. 182);

- strengthening national regulatory and enforcement capacities on health and safety – especially by strengthening labour inspectorates – in line with the ILO Labour Inspection Convention, 1947 (No. 81) and ILO Labour Inspection (Agriculture) Convention, 1969 (No. 129);
- strengthening international management on chemical safety issues, with a special emphasis on protecting children, by promoting implementation of the ILO Chemicals Convention, 1990 (No. 170) and working with the International Programme on Chemical Safety (ILO, World Health Organization, United Nations Environment Programme) and the Intergovernmental Forum on Chemical Safety; and
- promoting sustainable agriculture and rural development as per Chapter 14 of Agenda 21, the global programme on sustainable development adopted at the United Nations Conference on Environment and Development in 1992, the argument being that agriculture cannot become truly sustainable as long as child labourers form part of the workforce.

1.3 Downstream interventions to assist children and their families

Downstream interventions are those that directly assist working children, their families and their communities. These include withdrawal measures to rescue and remove children from the WFCL and provide them with emergency shelter, counselling, health and legal services where needed. Downstream rehabilitation and prevention interventions generally focus on education and vocational training opportunities (including non-formal, transitional education for some); poverty reduction measures targeting the most vulnerable households; social and community mobilization efforts for fighting specific WFCL, including grassroots awareness raising; and the creation of local child labour monitoring within the most affected communities. In addition, in many countries, assistance in capacity building for local organizations and implementing agencies is also needed.

IPEC has a well-established participatory approach to the elimination of child labour. Since its inception in 1992, it has worked with a wide range of partners, including government agencies, employers' and workers' organizations, non-governmental organizations (NGOs), the media, religious institutions, community leaders, schools, international agencies and donors to facilitate policy reform, change social attitudes and implement direct action programmes. The Programme also places great importance on consultation with and participation of those most directly concerned by its interventions: children and their families.

Convention No. 182 on the worst forms of child labour requires close consultation with the ILO's constituents in combating the WFCL. According to the Convention, employers' and workers' organizations must be consulted in drawing up a national list of hazardous activities that are prohibited to children. The support of employers' and workers' organizations can also include awareness raising, sensitization activities among their membership and field-based activities in different sectors. Their support is also critical in ensuring that elimination of hazardous child labour is a central element in health and safety programmes to manage risk in the workplace.

1.4 IPEC projects concerned with child labour in agriculture

IPEC has specialized projects on child labour in commercial agriculture in Africa and Latin America. A number of other IPEC projects in rural areas in these and other regions of the world have a components focussing on the elimination of child labour in this sector. IPEC's agricultural projects have a strong community focus: they generally aim to build the capacities of stakeholder groups to tackle child labour issues, raise awareness at the village/community level and involve community members in activities such as child labour monitoring, for example. The projects also bring in employers' organizations and trade unions wherever possible with a view to strengthening social dialogue between these groups. They may also involve non-governmental organizations. In many instances, NGOs act as implementing agents for action programmes as part of the main agricultural projects.

The various components of IPEC projects form the building blocks of comprehensive and sustainable action against child labour. Some of the more significant of these in regard to hazardous child labour in agriculture are reviewed below.

1.5 The building blocks of comprehensive action

1.5.1 Giving children and families viable choices

IPEC experience has shown that where children are given viable choices between work and school they prefer to go to school or receive skills training. It has also shown that drawing on children's experiences in hazardous child labour is critical in order to develop relevant programmes that suit their particular needs.

Parents, for their part, must see the investment in schooling as the best option for their children. It must be clear to them that the long-term gain outweighs short-run loss of income. To ensure this, a holistic approach is needed to attack underlying family poverty, including programmes that offset the cost of schooling and lost income and policies that include access to land, housing and economic opportunities. Numerous ILO projects have worked with

parents to raise their awareness about the negative consequences of child labour and reduce poverty through income-generating activities, access to micro-credit, crop diversification and small business development.

1.5.2 Prevention, withdrawal and rehabilitation

IPEC projects work directly with children and their families to prevent their entry into hazardous workplaces. They also work with children in hazardous workplaces with a view to withdrawing them from such work and getting them into school or vocational training. This includes providing rehabilitation services for children to ensure their integration into the school system, for example. The projects also seek the views and experience of children on the health and safety problems that they face.

1.5.3 Raising awareness

A first stage in any child labour elimination project is to raise the awareness of the individuals, groups and organizations, and official agencies involved at all levels.

An IPEC project to eliminate child labour in commercial agriculture in East Africa – the “Comagri” project (box 1) – illustrates the types of awareness-raising activities that are characteristic of IPEC projects, especially in the early stages. Awareness raising in the Comagri project targeted parents, communities, employers, workers and policy-makers. Specific activities included meetings, workshops, training sessions and field visits. Educational and advocacy materials were provided, such as t-shirts, caps, brochures and posters.

Box 1: The IPEC Comagri project in East Africa

IPEC Comagri project in Kenya, Malawi, Tanzania, Uganda and Zambia targeted the withdrawal and rehabilitation of children performing hazardous work in commercial agriculture in these countries. The project, which ran from mid-2002 until 2005, had three basic components – a start-up phase, capacity building for stakeholders, and direct actions targeting child labourers and their families.

An independent evaluation¹ carried out in the first half of 2005 found that under the programme, 14,637 children were withdrawn from labour and 16,730 were prevented from entering work. Most of these children are either in school or have been given skills and/or grants to provide them with a viable alternative to hazardous child labour.

In Tanzania, COMAGRI was implemented in four districts – Lushoto, Korogwe, Muheza and Urambo.² The decision to tackle child labour in commercial agriculture reflected studies showing that more than 30 per cent of children in some farming areas are at work, not in school. As of September 2004, a total of 1,514 children had been withdrawn from work in tea and tobacco farms and were either in school or attending vocational training centres.

¹ IPEC: *IPEC Evaluation, Regional Programme on Prevention and Rehabilitation of Children Engaged in Hazardous Work in Commercial Agriculture, An independent final evaluation by a team of external consultants, Zambia, Kenya, Uganda, Tanzania* (Geneva, ILO, 2005).

² H. Shelukindo: *Documentation of good practices in combating child labour in commercial agriculture in Tanzania* (Geneva, ILO, 2004).

In another example, IPEC's work on supporting the development of tripartite social forums for banana and flower production in *Ecuador* (see also Chapter 5, Section 5.1) has entailed carrying out awareness-raising activities through workshops for trade unions, entrepreneurs, families and children.²

1.5.4 Improving education access and quality

Education is one of the basic rights of every child. Improving access to and the quality of education for children are central planks of IPEC's work to eliminate child labour. The issue of access to quality basic education is particularly acute in rural areas where a lack of schools and other barriers to education, including the inability of parents to pay for school fees and materials, can be significant. To cite just one example, an IPEC study of 1,200 households across six provinces of Indonesia showed that the average costs of keeping one child in elementary school and one in junior secondary school for one year (including transport and uniforms) can equal between two to three months of gross salary at the provincial minimum wage.³ For many families, such an expenditure level for schooling is impossible and so the child goes to work instead of school.

Universal free education, which is also compulsory in many countries, means that all children are entitled to receive basic schooling. A major difficulty, and one that needs to be centrally addressed as part of national capacity-building efforts on child labour, is that education systems rarely take into account the specific needs and requirements of working children. They are very often inflexible and do not include policies that would enable child labourers to successfully make the transition from work to formal education. The school curriculum is often irrelevant to the lives of the children and the schools grossly under-resourced. The education they receive does not capture their interest or provide them with the knowledge and skills they require to seek better living conditions and work opportunities in the future.

Rural areas with significant child labour problems are very often worse off than urban areas in terms of access to schools and the quality of teaching. Schools are often lacking in rural areas and where they exist they may be of variable quality, have problems of retaining teachers, have poor rates of school attendance and have lower standards of educational performance and achievement. Support for education, including training of teachers on child labour issues and the development of relevant curricula, is a concern of IPEC programmes. Teachers can be trained to run special education or skills-training programmes to target children in rural and agricultural areas, especially former child labourers and children at risk.

Improving teacher training and making curricula relevant

Teachers in rural areas sometimes do not receive sufficient training and consequently lack many of the skills and competencies necessary to provide children with education that meets their needs. Whilst

education is certainly a local issue for individual children who work or have worked as child labourers, it is also a national one, and therefore IPEC projects often seek to influence education policy in ways that can keep children out of the workforce. For example, IPEC's West Africa Commercial Agriculture Programme to Combat Hazardous and Exploitative Child Labour (WACAP) project has been working to improve the quality of education curricula and teacher training standards and to advocate for more and better education that is accessible and affordable to all children on rural farms. WACAP's role is to help education authorities and parents to increase the educational opportunities offered to children.⁴

Involving teachers and their organizations in child labour elimination

Teachers and educators are best placed to know if child labour exists in the communities where they work and live. They can also influence the commitment of children and their parents to education and act as catalysts for changing their attitudes towards child labour through community-based processes. The involvement of teachers in family support, school-based nutrition and after-school programmes are important examples of their role in the community beyond the classroom.⁵

As part of their regular work, teachers may use both formal and informal methods to monitor children's absenteeism from school as well as identify and assist children at risk of dropping out to go to work. It is through this process, which is an integral part of child labour monitoring (CLM), that teachers can support efforts to eliminate child labour.

In the context of the WACAP project in Africa, discussions and counselling sessions were held with head teachers, teachers and master craftsmen of targeted institutions to enlist their help in preventing children from entering into child labour. These sessions were also meant to help make sure that children withdrawn from child labour were given the special attention they needed to fully engage in their studies. The participants of the sessions were asked to follow up on former child labourers after they left the schools linked to community CLM schemes.⁶

Building schools/classrooms

Many children in rural areas do not attend school simply because there are no schools for them to go to. Building schools or extra classrooms and covering some of the operating expenses for new schools are often components of IPEC's agricultural projects. This is linked to the government providing teaching staff and fully integrating the school in the national educational system.

IPEC often works in partnership with other organizations in this area. In 2003, the Foundation for the Elimination of Child Labour in Tobacco (ECLT) linked up with the ILO to launch a three-year effort to combat child labour in Tanzanian tobacco-growing villages. This

includes promoting education, training farmers and helping to bolster incomes. As of April 2005, 717 children (40 per cent of whom are girls) had been withdrawn from labour and reintegrated into primary school, compared with an original target of 500.⁷ Fifteen new classrooms had been built or were in the process of construction. Sixty-two children had attended vocational training institutes, with an additional 180 children due to go through similar training. Workshops had been conducted with 2,500 participants in 36 villages.

Providing educational materials, equipment, uniforms and teaching aids

Though most countries have introduced free universal basic education, in reality school is never altogether free of charge. Children need school bags to carry their books, clothes or uniforms to wear at school and food to eat at lunchtime. All of this is a financial burden on poor families. In many countries, schools may lack basic materials such as text and writing books and pens and pencils.

Experience has shown that providing these materials can make a difference in whether or not a child goes to school and IPEC's projects often include this type of activity. For example, the Comagri project in East Africa provided children with school uniforms and exercise books. Tools were provided for those doing vocational training courses. Under IPEC's project in the rubber estates in Cambodia, younger children were tested to determine what school grade they should attend and provided with uniforms, bags and schoolbooks.

Complementary basic education

Children withdrawn from hazardous work situations often need special counselling and education services before they are reintegrated into the formal school system.

- As part of the IPEC rubber estates project in Cambodia, the Provincial Department of Education, Youth and Sports established six community learning centres in the Chup rubber plantation. These centres bring non-formal education to working children until they are considered ready to integrate into formal schools. They teach literacy, numeracy, life skills, health and reproductive health education and pre-vocational subjects. The children also learn about their rights as children and the harmful consequences of child labour.
- Tanzania's ComAgri project is using complementary basic education to reintegrate former students who dropped out of school to work. Some 200 have received remedial classes.

Skills/ vocational training

Providing skills and vocational training is another activity that can help make sure that children of legal working age withdrawn from hazardous work acquire practical skills to earn an alternative living.

- Tanzania's Comagri's project focussed on child labour in tobacco farming. With the aid of this project, some 180 children benefited from a one-year course at a vocational training centre in Tabora or Urambo. Skills taught included carpentry, construction and tailoring. Sixty-two other children attended a three-month intensive course at a vocational training school.⁸
- After completing six to eight months of classes at the community learning centres, many of the older children in IPEC's rubber estates project for Cambodia opted for vocational training rather than formal schools. Sewing, hairdressing and motorcycle repair were selected as the most marketable skills in Kampong Cham area where a rubber plantation is located (see box 2). Training courses lasted for six to ten months, depending on the ability and learning pace of the children. The vocational training strategy was managed by the Kaksekor Thmey Organization (KTO), a local NGO, whose role included monitoring the children's progress and making sure that apprentices had favourable working conditions. When some children returned to their families because of homesickness, KTO staff visited the children and encouraged them to return to training. KTO also helped children find jobs after they completed training.

Local trainers and craftspeople also made important contributions. While the payments they received just met the cost of housing and training, they showed strong commitment by transferring skills to a number of children at the same time.

The training budget for 52 children was about US\$ 6,000, whilst course costs ranged from US\$ 70 for sewing to US\$ 200 for motorbike repair. As of March 2005, of the 52 children trained, six had their own businesses; six were salaried apprentices; 17 were working in garment factories; ten were in the process of being hired and five were still being trained; and 8 others had moved away or got married.

Box 2: Vocational training to remove older children from hazardous agricultural labour in Cambodia

For two boys, vocational training helped provided a route from the rubber plantation to having their own motorbike repair shops.

Kong Chen, 18 years old, borrowed US\$ 80 from his parents for the tools, spare parts and shop. He earns US\$ 1 to US\$ 2.50 a day from servicing motorbikes and has a daily average of three to five customers. He opens his shop at 6 a.m. and closes it at 4 p.m. because his parent's house is far from the shop. He has not yet begun repaying his parents, but plans to begin soon.

Ron Sinath, 19 years old, used a US\$ 70 loan from his parents to set up a shop near their home. He makes about US\$ 2.50 a day, compared with the US\$ 4 a month he earned on the rubber plantation. From his monthly earnings he is able to repay a little of his parent's loan and buy spare parts. He works from 6 a.m. to 5 p.m.

The vocational training scheme also provided local contacts and linkages that can serve as a basis for future similar interventions by the IPEC project. In addition, the project also demonstrated to government-owned training schools in sewing and hairdressing that they have a role to play in combating child labour.

1.5.5 Increasing family income

Income-generating activities

A principal cause of hazardous child labour on farms and plantations is family poverty. Children may work to contribute to the family's income or because a parent's illness or injury means that the family's allotted work cannot be completed without the help of the children. They may work so that one or more of their siblings can go to school. Thus, breaking the cycle of poverty by directly empowering parents through income-generating activities is another important building block of sustainable action against child labour. A number of projects in rural areas have such a component as the following examples show.

- In an ECLT project in the Philippines, for which IPEC has an advisory role, educational grants for children are being complemented with income generating activities for adults. One hundred tobacco-farming families have received two-year scholarships for their children worth US\$ 355.⁹ Through close monitoring, the project is working to ensure that children from these families remain in school and are not employed in tobacco growing, with special attention paid during peak work periods in the tobacco season. Their parents, meanwhile, are being trained to develop income-generating activities to help cover schooling costs once the scholarship programme finishes. They will also receive financial assistance.
- Tanzania's Comagri project supported local initiatives to provide direct support to poor families whose children worked. This involved giving grants for income-generating activities to parents or guardians from 540 families of children withdrawn from work or those at risk of entering labour.
- Those receiving the funds, which were presented in front of community leaders and the children themselves, chose their own income-generating activities. These included poultry raising and growing vegetables or beans. Training in marketing, record keeping and other business skills was also provided. In some cases micro-finance institutions also funded the income-generating activities.
- In Nepal, following the Bonded Labour Prohibition Act, 2001, the Kamaiyas (bonded agricultural labourers) were legally free. However, many Kamaiyas became homeless as a result with no stable earning source after their freedom and resorted to sharecropping arrangements with their former landlords in return for agreeing that their children work as domestic servants

in the landlords' houses. To help break this new form of “bondage”, ILO IPEC's Sustainable Elimination of Child Bonded Labour Project successfully withdrew 644 (compared with a targeted 500) Kamalhari girl servants from their employers, reintegrating them into the family and into formal schools.¹⁰ Older girls who were not enrolled in schools were given a grant for income-generating activities.

1.5.6 Promoting micro-finance

Small, family businesses require credit if they are to survive and flourish; therefore, promoting local access to funds is important in income generation schemes.

- As part of IPEC's agricultural project in Cambodia, farmers formed self-help groups to provide micro-finance for supplemental income-generating activities. Parents in these groups agreed to withdraw their children from hazardous labour in the rubber plantation to allow them to attend classes at community learning centres followed by formal schooling or enrol in vocational training.

KTO implemented this project with a credit officer and community monitors to assist families in forming self-help groups and provide them training on credit and savings processes, child labour and child rights. Villages form credit committees made up of the village chief, a secretary and an accountant. These oversee the self-help group's credit activities, review loan requests and records and countersign each group's formal loan requests. Loans have to be repaid within six months after which the group can request another loan. If one member defaults on loan payments, the liability is shared out equally between the others.

The loans of about US\$ 50 are just enough to start up/expand a small enterprise, such as a sewing or firewood business or for purchase of two to three farm animals or for renting land for peanut growing.

As of March 2005, there were about 203 families in 24 self-help groups, compared with an original target of 170 families. So far loan performance has been very good.¹¹ Moreover, members have succeeded in increasing their incomes and the self-help groups generated savings. For example, each of six self-help groups in two villages amassed about US\$ 200 in savings, or about US\$ 15 per month. Members' earnings more than made up for the amounts that children earn as plantation workers. The scheme greatly benefited both the families who took part and the plantation communities.

Two features of the communities involved contributed in particular to the success of the scheme. First, all those who joined the self-help groups were rubber plantation employees with a regular source of income that served as loan collateral and could be used

for loan repayments if necessary. Second, plantation management allowed workers to use small areas of land near their homes for other activities.

1.5.7 Providing water for irrigation

Water is vital to agricultural production and globally agriculture is the main user. Improving farmer access to water, irrigation, and water conservation and storage is important for maintaining and increasing agricultural production, increasing food security, improving access to good quality drinking water and ensuring sanitation.¹² In South Africa, for example, IPEC is working with governments and NGOs to dig wells and provide micro-pumps in villages. Improving the water supply in this way also means that children – especially girls – do not have to carry water for long distances, which is a burdensome and time-consuming task.

1.6 Improving safety and health standards in workplaces and strengthening legislation

IPEC's agricultural projects usually involve both upstream and downstream activities to improve levels of safety and health protection in the workplace for children who have reached the minimum legal age to work, which can be from 14 to 17 years depending on the country. This often includes workplace monitoring and training for various stakeholders.

- In the Comagri project in Tanzania, implementing agencies, leaders and the public collaborated with trade unions and employers to press for safe and healthy working conditions for child labourers aged 14 to 18 working on plantations. Achievements in this area included revisions of labour policy and amendments of labour laws concerning commercial agriculture and their translation into Swahili. Government officials worked with labour inspectors, local communities and child labour committees to improve monitoring of workplace health and safety. An inspection guide on child labour was developed and distributed to all labour officers in the country.
- A good example of social dialogue to improve safety and health standards and eliminate hazardous child labour in agriculture is in the area of grassroots training. To help farmers play a greater role in child labour issues in their villages, communities and districts, IPEC and the ILO's Bureau for Workers' Activities (ACTRAV)¹³ and the General Agricultural Workers Union of Ghana, jointly trained a pilot group of 20 Ghanaian farmers as trainers on elimination of hazardous child labour in agriculture. These farmer trainers are now running training sessions and giving awareness-raising talks on child labour to local groups varying from fellow farmers, villagers, chiefs, district level officials, representatives from local agricultural producer

organizations and outgrower schemes. As part of their training, they pilot tested and, based on their feedback, helped finalize IPEC's *Training resource pack on the elimination of hazardous child labour in agriculture*.¹⁴

The Ghana Employers' Association (GEA) has expressed interest in helping with the farmer training of the trainers programme. The GEA and GAWU are already cooperating in assisting the strengthening of smallholder and outgrower associations at the plantation level to undertake child labour activities, linked to an employer's project on child labour in commercial agriculture (see also box 6 in Chapter 3)

The capacity of the General Agricultural Workers Union (GAWU) has been increased in both organizing activities to combat child labour and recruiting small farmers as members. The support that GAWU is giving to the farmer trainers back in their villages and communities is also helping the union to build links with district officials and child labour child committees, which allows it to participate more effectively in local child labour monitoring programmes.

1.7 Developing community-based child labour monitoring schemes

Child labour monitoring (CLM) is an evolving area of child labour work closely linked to the enforcement of national child labour legislation. The task of CLM is to mobilize and train community members to monitor child labour and link the monitoring activity to local government and official enforcement systems so that the information on child labour can be used effectively. The monitors must be given a clear mandate and the authority necessary to fulfil their duties (see box 3), although most of their role involves changing attitudes rather than enforcing laws.

Box 3: Child labour monitoring

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

In agriculture, CLM uses a wide range of partners such as civil society organizations and NGOs with much of the emphasis put on prevention and raising awareness of the ill effects of child labour. This type of community-based monitoring is often operated in rural areas and those child labour sectors where the physical withdrawal of children from the worksite is not possible as in the case where the children live with their families on small-holder farms.

- Ghana is the first country to successfully implement a community-based system of child labour monitoring, primarily in agriculture, with IPEC support and technical assistance. In 52 communities in Amansie West, Atwima Mponau, Kassena Nankana, Sefwi Wiawso and Suhum/Kraboia/Coaltar districts, community child labour committees have been established, comprised of community leaders and members of religious, trade, economic, women's and youth groups. Monitoring teams were set up and, as of May 2005, two rounds of monitoring had been carried out. These have helped to withdraw children from child labour, establish which children were already being assisted and identify the hazards and risks children were being exposed to and other problems they faced. The credibility of the child labour monitoring system is evidenced by the Ghana Cocoa Board's commitment to complement the monitoring efforts and to draw up a national action plan to eliminate child labour in the cocoa sector.¹⁵
- CLM is being extensively pursued in the salt, fishing and rubber plantation sectors in Cambodia. National-level partners include the Ministry of Social Affairs, of Labour and Vocational Training and Youth Rehabilitation, as well as the National Sub-Committee on Child Labour. This has helped ensure that child labour issues are mainstreamed into national programmes as well the issuing of ministerial orders aimed at eliminating child labour in these sectors.

1.8 Strengthening the role of local government on child labour issues

It is widely acknowledged that district-level government involvement in child labour initiatives can be highly productive.¹⁶ Therefore, systematic building of local government capacity as part of a national strategy on child labour is a vital element in eliminating child labour. IPEC's work in commercial agriculture in Kenya has demonstrated the important role that district-level government plays in child labour initiatives, especially with regard to the formation of child labour committees. Through the project, a training guide¹⁷ has been written for these committees.

In IPEC's Comagri project in Tanzania, district officers and others with responsibility for combating child labour formed child labour committees made up of individuals from various departments, agencies and interests. In collaboration with local leaders, the committees identify working children and those at risk of entering the labour market prematurely. They advise on alternatives for children withdrawn from labour and provide information and data to the child labour monitoring system, which facilitates enforcement of laws.

Chapter 2: Initiatives by trade unions



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Agricultural trade unions often play an instrumental role in the elimination of child labour as the agricultural workers whom they represent and organize are at the very heart of the food production system on farms and plantations. International trade union organizations (to which national unions affiliate) and networks also complement trade union actions against child labour.

The ability of trade unions to perceive and respond to the problem of child labour obviously depends on their level of organization and resources. Numerous trade unions have realized that combatting child labour goes hand in hand with the attainment of basic trade union objectives – jobs, increased wages, improved working conditions and non-discrimination in employment. Rather than wait until they have developed the capacity to take direct action against child labour themselves, a number of trade unions have been very active in implementing campaigns to eliminate child labour, which both helps children and complements their other principal activities.¹

Trade unions are increasingly participating in partnerships, alliances and networks to tackle child labour in agriculture. These range from alliances with a single partner, such as a government, international agency, employers' body or transnational enterprise, to multi-stakeholder initiatives that include transnational enterprises and other stakeholders along the food/commodity supply chain (see

Chapter 5 for trade union involvement in such initiatives). These sorts of activities also include strengthening cooperation with employers on child labour through social dialogue. ILO-ACTRAV is implementing a child labour programme as part of the Norwegian Framework Agreement on Social Dialogue, which supports many of the country-level trade union activities referred to below (see box 4). IPEC also works with and supports trade union activities on child labour, cooperating with ACTRAV in many cases.

Box 4: ILO-ACTRAV's child labour project

ACTRAV's child labour project recognizes that trade unions can be instrumental in combatting child labour and they have been a major force historically against the practice. In all sectors where trade unions were and are active, there is little child labour and vice versa.

Besides combatting child labour in close coordination and cooperation with IPEC and other stakeholders, the exclusive role of the trade unions is to obtain bipartite or tripartite collective bargaining agreements or/and other political agreements with employers (and in some cases with governments). Through the ACTRAV child labour project, trade unions in the agricultural sector have reached collective agreements in Cambodia, Malawi, Mozambique, South Africa, Uganda and Zimbabwe.

2.1 Trade unions and direct action

A number of trade union initiatives to combat child labour have been carried out at the national and local levels over the past few years. Some of these are described below

- In a joint trade union, ACTRAV and IPEC project in Ghana, 20 smallholder farmers in the cocoa, oil palm, orange, rubber, maize, cotton, cassava fishing and rice sectors signed up for ACTRAV's child labour campaign "Make Your Farm A Child Labour Free Zone". The farmers also became members of the General Agricultural Workers Union (GAWU), boosting this trade union's capacity to tackle child labour. IPEC's training resource pack on elimination of hazardous child labour in agriculture was used here as well.
- GAWU also negotiated a collective bargaining agreement with the Ghana Oil Palm Development Company, committing management and the union to work together to eradicate child labour in and around plantations. As a result, for example, farmers in a community called Akenkase within the Company's catchment area, having undertaken continuous educational programmes using role-plays and other participatory methods, decided to stop using child labour. They have formed a labour pool so they can help out on each other's farms with harvests and other tasks.²
- In rural areas in Kyrgyzstan, almost all children work in the fields before and after school because low agricultural prices mean small farmers cannot pay for adult labour. A joint ILO-ACTRAV³ and International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers'

Associations (IUF) project is training trade union representatives to help them eliminate hazardous child labour in cotton, rice and tobacco production. The Kyrgyzstan Agricultural Workers Union, an IUF affiliate, has well developed infrastructures in all regions of the country which aid project implementation.

The project is also helping small farmers to increase productivity and income so that they will be able to hire adult workers. The union owns small plots of land in all seven regions, which are used for training small farmers. This land also serves as a guarantee for bank credits for farmers who want to convert to more sustainable forms of agricultural production and for developing micro-credit cooperatives for union members.

- In Tanzania, the Tanzanian Plantation and Agricultural Workers Union (TPAWU) has signed agreements prohibiting child labour on cut flower farms in Arumeru and Arusha. TPAWU's efforts benefited from a good working relationship between union leaders and cut flower farm owners. In Arumeru district, monitoring of implementation of the agreement was more effective as the union has branches on every cut flower farm. The branch leaders were also instrumental in monitoring and reporting back on child labour issues to TPAWU.

TPAWU also collaborated with other East Africa trade unions and the Solidarity Centre of the (US) AFL-CIO to run special training programmes on child labour.

- In the United Kingdom, the Transport and General Workers' Union (TGWU) and the British government's Health and Safety Executive (HSE), in partnership with Cardiff University School of Social Sciences, carried out a joint research project to improve child safety and health in agriculture. Two surveys were carried out, one dealing with awareness of child safety on farms and the other on the provision of rural childcare. This joint initiative is part of the TGWU's wider campaign to secure greater protection for children on farms. This includes pressing for legislative changes so that children under 16 are not allowed to operate farmyard equipment, such as tractors. The union is also seeking criminal penalties for adults who allow children under 16 years old to drive farm vehicles.⁴
- As children who work as domestics in urban areas often come from farming families, trade unions that work in rural areas, including agricultural workers' unions, can play a special role in helping protect child domestic workers. In the case of Sri Lanka, the Ceylon Workers Congress (CWC), which organizes agricultural plantation workers, is active in helping protect child domestic workers who are from plantation families. They also help prevent children under the minimum working age from entering child domestic labour.⁵

2.2 Trade unions at the international level

Trade unions also work through their international bodies and networks to combat agricultural child labour. This includes pressing for country-level ratification and implementation of ILO conventions on child labour and safety and health in agriculture.

National unions may affiliate on a sectoral basis to global trade union federations such as the IUF⁶. The IUF has targeted six major crops – bananas, cocoa, coffee, cut flowers, sugar and tea – for developing links between unions along the food chain, bringing together workers in all stages of the production process and eliminating child labour in crop production.

In addition to supporting the work of unions at country level on these crops, the IUF is involved in a number of international initiatives to ensure that core labour standards, including the prohibition of hazardous child labour, are respected during the production and trade of such crops. These initiatives include making “framework agreements” between the IUF and transnational (multinational) corporations, such as Chiquita Brands International Inc. in the banana sector. An important element in the IUF–Chiquita framework agreement, for example, is the company’s pledge to require suppliers, contract growers and joint venture partners to abide by minimum labour standards: freedom of association, the right to collective bargaining, the elimination of forced labour, the abolition of child labour and the elimination of discrimination.

The IUF is also actively involved in a variety of multi-stakeholder initiatives, some of which are described in Chapter 5 of this guidebook. The IUF helped set up and is now on the boards of directors of the International Cocoa Initiative and the Foundation for the Elimination of Child Labour in Tobacco. It is part of the trade union-NGO coalition that drew up the International Code of Conduct for the Production of Cut Flowers in 1998 and is now a key participant in the recently launched Fair Flowers Fair Plants label. The IUF also actively participates in the Common Code for the Coffee Community.

Global union federations work in turn with the International Confederation of Free Trade Unions (ICFTU), which is made up of national trade union centres. In 2001, the ICFTU launched the Global Union Campaign to Stop Child Labour, which promotes lobbying, awareness raising and an expansion of union membership and bargaining rights. Through the campaign, unions are seeking to encourage national governments to ratify and apply ILO Conventions on child labour and enforce national laws on education. They are targeting sectors and areas where children work and are building alliances at the national and international levels.⁷

IPEC has also provided funding and support for seminars and workshops on child labour run by the World Confederation of Labour (WCL)⁸ and its regional organizations such as DOAWTU in Africa.

Chapter 3:

Initiatives by employers' organizations

The most direct contribution that employers can make towards combating underage and hazardous child labour is within their own businesses. Employers are responsible for ensuring compliance with child labour laws and for controlling indirect employment of child labour through contractors, sub-contractors and suppliers. They must protect young workers by ensuring good safety and health conditions at work. They can also help governments and international bodies to develop policies and action plans that contribute to the elimination of child labour. They can forge alliances to raise awareness on the human, economic and social costs of child labour.

3.1 International Organisation of Employers

In 1996, the International Organisation of Employers (IOE)¹ adopted a resolution on combating child labour. It has also published the *Employers' Handbook on Child Labour*², containing practical information and examples of activities by national employers' organizations and a guide called "Challenges in addressing child labour: An IOE approach"³, which provides focus and clarity in the debate regarding areas for priority action, as well as the respective roles of governments and employers in the elimination of child labour. The IOE and the ILO's Bureau for Employers' Activities (ACT/EMP) are currently developing a practical toolkit for employers who wish to address child labour within their workplaces or in their supply chains.

3.2 National-level employer organizations

Since 2004, ACT/EMP has been coordinating a comprehensive programme in the commercial agricultural sector – "Capacity Building of Employers' Organizations on Child Labour". The programme, which aims to strengthen the capacity and participation of employers' organizations at the national level, is currently operational in Azerbaijan, Ethiopia, Ghana, Malawi, Mali, Mongolia, Uganda and Zimbabwe.⁴

The participating employers' organizations have undertaken surveys to investigate the incidence or extent of child labour as follows: Azerbaijan (cotton sector), Ethiopia (coffee and tea plantations), Ghana (palm oil and rubber plantations), Malawi (tea sector), Mali (cotton sector), Moldova (horticultural sector), Uganda (coffee sector) and Zimbabwe (tea sector).

These surveys have generally revealed a high prevalence of child labour in the supply chains but relatively few occurrences of child labour in the formal enterprises, as the latter seldom wittingly employ

underage children within their workplaces. Most of the child labour has been found among sub-contractors and out-growers on small family-run farms. The main challenge has hence been how to address this issue in an effective and sustainable manner.

The employers' organizations work with their member enterprises and other relevant stakeholders to develop strategies and local solutions aimed at tackling hazardous work and eliminating child labour in the supply chains. Some of the employers' organizations have set up child labour units, which provide advice and services to members and potential members and organize training and awareness raising activities aimed at sensitizing and mobilizing employers to take action in the fight against child labour. Several are also playing a greater role in government-led national committees on children's rights/child labour.

In addition to a steadily growing number of activities carried out by employers' organizations in collaboration with government and local partners such as workers, IPEC field staff and NGOs; concrete measures taken by employers under the capacity-building programme to date include:

- the inclusion of child labour clauses in the collective bargaining agreements of four oil palm/rubber plantations in Ghana;
- the signing of a joint statement between the Federation of Uganda Employers and two trade unions - the National Union of Plantation and Agricultural Workers (NUPAW) and the National Organisation of Trade Unions (NOTU) - to combat child labour in the agricultural sector;
- the Malawi Tea Association's adoption of its own child labour policy that calls on its members to refrain from employing children less than 18 years of age in the tea sector; and
- the setting up of welfare and/or community committees to monitor child labour in Malawi, Ghana, Uganda and Zimbabwe.

In Ghana, the ACT/EMP project is implemented by the Ghana Employers' Association's (GEA).

The GEA's rapid assessment survey found widespread use of child labour on five oil palm and rubber plantations, with the majority of children working on their parents' farms or out-grower farms supplying the plantations. Ages ranged from 8-17 years old; the average being just over 14 years. Their main tasks were carrying harvested fruit bunches; picking loose fruits; weeding, slashing, digging, pegging and brushing; making vegetation-free circles around the palm trees; collecting coagulated rubber latex from cups on the trees and carrying it to weighing stations, and carrying ladders, buckets, baskets, rubber sticks for replanting and other paraphernalia.

The main safety and health problems were physical wounds; spinal deformation and stunting from carrying heavy loads; skin diseases; respiratory tract infections; eye damage from falling particles and debris; plus the risk of malaria.

Poverty was viewed as the main reason for the high incidence of child labour with contributing factors being illiteracy, lack of access to education, diminishing family support and inadequate enforcement of child labour laws. While most child labourers were asked by their parents to work, others decided for themselves because they wanted to help support the family, pay school fees and/or earn pocket money. The study found a high school drop-out rate.

The Federation of Ugandan Employers (FUE) has been actively involved in combating child labour since 2001, starting in the tea sector through an ACT/EMP pilot project. FUE produced training and advocacy materials. The Federation conducted awareness raising and training workshops for 160 top tea plantation managers and 495 middle managers, and 660 change agents were trained to continue sensitizing the local communities after the project phased out. As a result, child labour has been greatly reduced and the productivity of the tea enterprises improved.

FUE and IPEC have also jointly implemented projects in the rice and sugar sectors. Child labour monitoring committees have been established in the local communities and 418 children withdrawn from child labour have since been supported with scholastic materials. Community and school-based income-generating projects for needy families have been set up to help the children stay in school. Agricultural enterprises in sugar and tea have incorporated clauses on child labour in collective bargaining agreements.

Since 2004, FUE's child labour project in the coffee sector has revealed a high incidence of child labour working in hazardous conditions among smallholders and on larger coffee enterprises. The Federation has conducted awareness raising sessions, trained trainers and produced training and information materials.

FUE's work has roused the interest of the larger coffee producers and processors as they have started to understand the consequences of child labour and the need to take action. It has also resulted in new members in the formal sector joining the Federation.

In El Salvador, IPEC and FUNDAZUCAR, an NGO set up by the employer's body, the Salvadoran Sugar Association, have been working together since 2003 to combat child labour in sugar cane, which is one of the country's principal crops and an important source of employment.⁵ Funding comes from the Inter-American Development Bank and the ILO.

Data collection was the first step. FUNDAZUCAR's good reputation with sugar cane plantation owners helped gain access to farms and target families who otherwise might have been reticent to cooperate.

Non-formal education centres were set up to provide complementary education activities, tutoring and recreational and cultural activities for children withdrawn from work or at-risk for child labour.

FUNDAZUCAR donates supplies – notebooks, pencils and athletic

equipment, etc. – and helps to train teachers so that child labour concerns are included in the curriculum.

Community leaders and teachers have been trained in child labour monitoring, and community networks have been created to track the extent of the problem.

The Association issued a directive in 2003 banning the use of child labour in its nine mills as well as on plantations that supply the unprocessed cane. Farms or cooperatives that still use child labour are fined through a reduction in cane prices whilst repeated violations can lead to an end in the business relationship with mills. A child labour monitoring systems has been set up in the mills. Each mill has hired social workers, who help to raise awareness on child labour and collaborate with Labour Ministry inspectors.

To develop alternative income sources for older child labourers, the Association also provides plots of land where they can raise produce, and provides training, fertilizers, technical assistance and help in marketing.

Chapter 4:

Initiatives by cooperatives

The cooperative sector is large and diverse. Cooperatives¹ are involved in many aspects of production, distribution and marketing and play a significant role in agriculture around the world. More than 50 per cent of global agricultural output is marketed through them.² In addition, a large share of the markets for agricultural commodities is handled by cooperatives and some enterprises are very large, particularly in grains, dairy, livestock and some export crops.

In developing countries, cooperatives have important roles in the rural economy, especially agricultural marketing and supply cooperatives (AMS), which are prevalent in Asia, South and Central America and Africa. AMSs provide farmers with agricultural inputs and sell their crops on to wholesalers, marketing boards, inter-cooperative partnerships, fair trade organizations or other types of overseas customers. Many also offer other direct services to members such as credit facilities, insurance and transportation. They may also contribute funds to help improve a variety of rural social services such as education, primary health, water and electricity supplies, care facilities and other community needs. AMS cooperatives are often the only providers of off-farm waged employment in rural areas.³

Cooperatives can tackle hazardous child labour in two main ways. Firstly, they can ensure that members and others who have business dealings with them do not use child labour either directly or indirectly. This means that in addition to banning the direct hiring of children, the cooperatives make sure that labour supplied by contractors and subcontractors does not include children and that agricultural produce supplied to the cooperative by outgrower farmers is not produced using child labour. Secondly, they can use their influence to combat child labour with other industries along the food supply chain.

- For example, in the United Kingdom, the Cooperative Group (CWS) Limited includes businesses ranging from food retailing to banking and finance, and is the world's largest consumer cooperative. The Cooperative Group's main activity is selling food through more than 3,000 stores. It has established a set of principles, or sound sourcing criteria, for its own brand products. On child labour these state, "Cooperative Group Limited suppliers shall not engage in or support the use of child labour. Specific consideration must be given to young persons between the ages of 15 and 18, particularly in respect of their hours of work and safety. Such young persons must not work at night or in hazardous conditions." CWS implements its own programme of monitoring suppliers. It uses a mixture of third-party social auditors and its own staff. In countries where

there are a significant number of suppliers, a workbook for suppliers is provided, spelling out in detail the link between the CWS's Code of Sound Sourcing and ILO standards. While suppliers would normally be helped to take steps to conform to the Code, in some cases CWS has declined further business where non-compliance has been particularly poor.⁴

- Similarly, Coop Italy, requires producers and suppliers of its own brand to sign up and comply with the SA 8000 standard, which aims not only to protect workers' trade union rights but also at elimination of child labour.

Chapter 5: Multi-stakeholder initiatives



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A recent trend in efforts to eliminate child labour in agriculture has been the emergence of multi-stakeholder initiatives concerning a specific crop and involving stakeholders along the food/commodity supply chain for that sector. A number of these have been developed over the past few years, notably for the banana, cocoa, cut-flower and tobacco industries. Some focus mainly on direct action to assist children and their families, awareness raising and capacity building of local agencies. Others concentrate efforts on a national and global level and feature codes of conduct and labelling schemes to pressure exporters and suppliers to ban the use of child labour and monitor its elimination.

5.1 Tripartite social forums for banana and flower production in Ecuador

In Ecuador, child labour is prevalent in the banana and flower sectors, although it has often been difficult to get acknowledgement of this from companies in these sectors.

- *Banana production:* The Social Forum for the Banana Production Sector, (Forum), set up in 2003, was the banana industry's response to a 2002 report by the NGO, Human Rights Watch, about child labour and obstacles to trade union membership in Ecuador's banana plantations. The report resulted in international pressure for banana certification, particularly for the American and European markets, to guarantee that bananas are produced without child labour and labour rights are respected.¹

The ILO subsequently became involved in the Forum² helping to develop it into a tripartite initiative based on social dialogue with effective trade union participation. An ILO baseline survey on child labour helped the Forum get underway and led to the banana producers acknowledging that child labour was a problem in their sector. The ILO's participation in the Forum, along with that of UNICEF, has helped to reduce tensions among banana producers, exporters and workers and to build consensus among these groups of the need to join forces to combat child labour. In May 2004, a Banana Sector Plan for the elimination of child labour was launched.

Activities carried out by the Forum to date include:

- carrying out a series of awareness-raising activities on child labour for trade unions, entrepreneurs, families and children;
- setting up a child labour inspection and monitoring system in the provinces of Guayas, El Oro and Los Rios, where the main banana producers are located;
- playing an important role in getting banana companies to agree to labour inspections on their farms and plantations.

Spin-off activities include private sector initiatives to improve family and community living standards in banana producing areas, which reflect the increased emphasis on social responsibility fostered by the Forum's activities.

- *Cut flower production:* In 2002, following Ecuador's ratification of ILO Convention No. 182, EXPOFLORES, the country's association of flower producers and exporters, became a signatory of a statement on eradicating child labour. International and consumer concern about the use of child labour in flower production in Ecuador and Colombia provided additional impetus for setting up the Social Forum for Flower Production (Forum)³ in 2005.

The ILO played a proactive role in creation of the Flower Forum, ensuring that it was tripartite in nature from the start, and continues to provide resources and technical assistance. An ILO baseline study helped companies to evaluate the extent of child labour in plantations and has provided the basis for the development of an action programme on elimination of child labour for the cut flower industry. As in the banana sector, one of the Forum's main successes is the promotion of social dialogue by getting government, companies and trade unions together around the same discussion table. Though it is too early to evaluate the Forum's effectiveness in tackling child labour, an increasing number of flower growers are now enforcing regulations in their enterprises regarding child labour.

Some lessons learned from these two Forums include:

- They are useful in developing social dialogue and consensus building between business and labour interests.
- Child labour provides a relatively easy area to achieve dialogue-based consensus, which could in turn stimulate consensus building on other labour topics.
- There is growing understanding that solving social problems is not solely a government function and that tripartite activities may be the most suitable way for dealing with the problem of child labour.
- International pressure is an important factor in spurring action on child labour. It would be difficult to establish similar forums in sectors that are not subject to such pressure.
- A period of capacity building and strengthening of the actors involved was an essential prerequisite for creation of the Forums. The role of the ILO and other international organizations in providing support for capacity building was crucial.
- Strong Ministerial support, especially during the process of creation, is also crucial.

5.2 The International Cocoa Initiative

The public and international outcry that followed media reports in 2000 of trafficking of children for labour in slavery-like conditions on cocoa plantations in West Africa led to the drawing up of the Protocol for the Growing and Processing of Cocoa Beans and their Derivative Products in 2001 (Cocoa Industry Protocol). The Protocol was developed in consultation with the global chocolate industry and other international stakeholders, including the ILO, and in partnership with US Senator Tom Harkin and US Congressman Eliot Engel.⁴

One of the outcomes of the Protocol has been the creation of the International Cocoa Initiative (ICI) Foundation in 2002 by the global

chocolate industry in cooperation with other international stakeholders.

The industry-funded International Cocoa Initiative is a coalition⁵ of the global chocolate industry, international trade unions, and NGOs whose mission is “to oversee and sustain efforts to eliminate the worst forms of child labour and forced labour in the growing and processing of cocoa beans and their derivative products.” Its governing board is made up of six members each from industry and civil society, a Swiss journalist and a Swiss lawyer. The ILO helped with the setting up of the Foundation and is a member of its Advisory Council.

Pilot ICI projects with a research focus are underway in Cote d’Ivoire and Ghana, the world’s two largest producers of cocoa. In Cote d’Ivoire, the ICI is supporting the Ivorian government in its efforts to develop laws on trafficking. It is helping a group of experts to develop a workable approach to “social protection” (a term which is used to describe the process of identifying cases of worst forms of child labour, withdrawing these children from work and providing the support they then need). It has supported three government planning workshops on the worst forms of child labour and one on determining hazardous practices which led to a detailed elaboration of proscribed practices in the cocoa sector. Civil conflict in the country has made it difficult however for the ICI to work on the ground.

In Ghana, the ICI is supporting the efforts of the Cocoa Board to make child labour a mainstream issue in the country. The Board has appointed a desk officer and is liaising closely with the national child labour unit. A research study is being carried out to help determine the best approach to social protection for cases of abuse identified in the field.

5.3 Cocoa certification and verification

The Cocoa Industry Protocol also provides the basis for another initiative on child labour by the global chocolate industry, namely, the development of a certification and verification scheme for the cocoa sector to reduce the use of child and forced labour in cocoa production. This work is being spearheaded by the chocolate industry’s Global Issues Group, and a Cocoa Verification System Working Group⁶ has been set up. The ILO has participated in the overall scheme through development of pilot child labour monitoring interventions under its West Africa Cocoa and Commercial Agriculture Project to Combat Hazardous and Exploitative Child labour (WACAP). The Protocol called for a certification and verification scheme to be in place in selected producer countries by July 2005, but this deadline has been extended to July 2008 and the work to establish a cocoa certification and verification scheme continues.

5.4 The Elimination of Child Labour in Tobacco Growing Foundation

In response to growing pressure globally to combat child labour in tobacco production, an international coalition of tobacco growers, manufacturers and a global trade union federation established the Foundation on the Elimination of Child Labour in Tobacco Growing in 2002.

In a series of agreements from 1999-2000, the three founding organizations, the International Tobacco Growers Association, British American Tobacco and the IUF pledged to work together against child labour in tobacco growing and to involve all the sector's stakeholders. The industry-funded Foundation now includes most of the major tobacco manufacturers.⁷ The ILO participated in the Foundation's creation and is a member of its Advisory Council.

The Foundation develops independent research on the conditions and level of child labour in tobacco growing, supports and funds local and community-based projects and establishes and shares best practice and lessons learned. Examples of its project work include:

- *Malawi:* A mid-term evaluation⁸ of an ECLT project targeting the improvement of living conditions in 60 tobacco-growing villages in Dowa and Kasungu districts found that the project:
 - increased school enrolment by 32 per cent and decreased drop out by 64 per cent;
 - led to former full-time child labourers attending school at least in the morning; and
 - cut both the time children spent collecting water and the incidence of water-borne diseases by providing safe water through the digging of shallow wells.

Another project constructed a junior primary school and provides running costs. Opened in 2004, approximately 150 of the school's 322 pupils attended school for the first time. An internal evaluation concluded that the project had helped mobilize the local community in support of the school, and in promoting improved⁹ school attendance, at least in the short run.

- *Philippines:* Since 2003, ECLT has worked with Philip Morris International and the Philippine Ministry of Labour and Employment to reduce child labour in 100 villages through awareness raising, increased access to education and income-generating projects for the poorest farmers. By the end of 2004, 100 tobacco-farming families had received the first part of a two-year scholarship worth US\$ 355.¹⁰ The parents are being trained to develop income-generating activities to help cover schooling costs once the scholarship programme finishes.
- *Tanzania:* Starting in 2003, an ECLT and ILO project to combat child labour in tobacco-growing villages focussed on promoting

education, training farmers and helping to bolster family incomes. By April 2005, 717 children (40 per cent of whom are girls) had been withdrawn from labour and reintegrated into primary school.¹¹ Fifteen new classrooms had been built, or were in the process of being built. Sixty-two children had attended vocational training institutes, with an additional 180 children due to go through similar training.

- *Uganda:* The project in the Masindi region involves campaigning to change attitudes toward child labour, getting children out of the workplace and into to school and constructing a vocational skills training institute. In the first 15 months of the project, workshops had been held with 7,000 tobacco farmers, teachers, parents and children, compared with a target of 2,500 participants. Ninety-one child labour committees were formed. School enrolment and attendance were up 10 per cent and 28 per cent respectively, and absenteeism was down by 42 per cent. The vocational training institute opened in September 2005.

5.5 The Common Code for the Coffee Community

Produced in more than 60 countries, coffee generates income for more than 100 million people worldwide and is one of the world's largest trade commodities. About 80 per cent of coffee is produced by small farmers, and the remaining 20 per cent on large coffee plantations.

The Common Code for the Coffee Community is a broad-based initiative that grew out of concern about the steep drop in prices paid to coffee producers in the 1990s, which resulted in many growers receiving prices below the costs of production. Faced with this situation, the German Coffee Association (DKV) and German Development Cooperation (GTZ) launched the idea of establishing a Common Code on behalf of the German Ministry for Economic Cooperation and Development (BMZ).

The Common Code's participant organizations include:

- *Trade and industry:* coffee roasting and processing companies, traders;
- *Coffee producers:* plantation companies, small farmers organizations;
- *Civil society organizations:* trade unions, NGOs, development bodies;
- *Extraordinary members:* interested parties not covered above e.g. World Bank, Utz Kapeh. The International Coffee Organization's future relationship to the Code remains to be defined.

The Code is described as "a market-based and open initiative to promote and encourage sustainability in the green coffee chain." The Code calls for respect for human rights and ILO standards, environmental protection and economic viability. The Code states that

coffee production can only be sustainable if it allows for decent working and living conditions for farmers and their families as well as employees. It establishes a list of unacceptable practices, which includes the worst forms of child labour, bonded and forced labour and trafficking of persons, and forbidding workers to belong to a trade union. It stresses the need to protect the environment and conserve water and soil.

The Code provides for verification by independent third parties to ensure compliance. It contains a “traffic light system” to rate whether practices are in line with key social, environmental and economic principles. For example, regarding the principle that children have effective rights to childhood and education, the Code provides the following ratings: green if children’s rights to childhood and education are implemented; yellow if deliberate efforts to remove children from work and get them into education are evident; and red if there are no measures to encourage the education of children.

The drawing up, agreeing and publishing the Common Code was completed in 2004, and its provisions are now being tested through pilot projects. It is too early therefore to evaluate the Common Code’s effectiveness in eliminating child labour in the coffee sector.

5.6 Fair Flowers Fair Plants

The Fair Flowers Fair Plants label, covering environmental and labour standards in the international flower industry, was launched in 2005. The scheme came into being following a series of protracted, and sometimes difficult, negotiations between flower producers and flower marketing organizations on the one hand, and the International Flower Coordination¹², a network of trade unions and non-governmental organizations, on the other.

This labelling scheme was an outgrowth of earlier efforts to improve labour and environmental practices in the industry. In 1998 the International Flower Coordination drew up the International Code of Conduct for the Production of Cut Flowers as a response to poor flower-industry codes, these codes themselves being a response to trade union and human rights group campaigns against poor working conditions in the cut flower sector. The International Flower Coordination felt that the existing industry codes were serving mainly to “greenwash” the industry, especially on pesticides issues, and were not effective in view of reports of unsafe environmental practices and unfair labour conditions coming out of Colombia, for example.

The International Code of Conduct for Cut Flowers prohibits work by children “under the age of 15 or under the compulsory school-leaving age, whichever is higher.” Children below the age of 18 are not allowed to work in hazardous conditions. This Code also says that “adequate transitional economic assistance and appropriate educational opportunities shall be provided to any replaced child workers.”

Using its Code, the International Flower Coordination first began discussions with the German Flower Importers Association (BGI) on improving the BGI's own code, which resulted in the German Flower Label Programme. The International Flower Coordination then began discussions with the Dutch Flower Auction Standards (MPS) which led to the improving of the MPS's own code, especially in respect of its “Social Chapter”.

A period of several years of negotiations then followed between the flower industry, as represented by Union Fleurs, BGI, MPS and other producers¹³, and the International Flower Coordination, which finally led to the agreement to create the Fair Flowers Fair Plants label.

The International Code of Conduct for Cut Flowers is the “social chapter” of the labelling scheme. The environmental clauses are based on MPS standards and there is a working group to ensure harmonization on pesticides standards.

Chapter 6:

International agricultural agencies and organizations: Perspectives and activities on child labour

International agricultural agencies and other organizations concerned with agriculture can play important roles in eliminating of child labour. These organizations represent an important conduit to the national level because of their close contacts with national ministries or departments of agriculture, agricultural extension services, farmers' organizations and cooperatives, agricultural producer organizations, agricultural research bodies and so on.

In this chapter, four international agricultural organizations provide reviews of their policies, perspectives, programmes, projects and other activities that relate to child labour issues. While initiatives to tackle child labour are not a central issue in their work, analysis of their current programmes and activities show that they have in fact much to contribute.

One of the objectives of this publication on guidance on policy and practice is to encourage and support these organizations to further integrate child labour elimination in their policies, programmes and activities.

6.1 Food and Agriculture Organization (FAO)

The Food and Agriculture Organization of the UN (FAO) leads international efforts to end hunger. The FAO helps member nations to improve agriculture, forestry and fisheries practices, to ensure good nutrition for all, and to promote rural development to achieve food security and poverty reduction.

The FAO's work is of great relevance to the issue of hazardous child labour in agriculture, and now, in collaboration with the IPEC, it is identifying how to better focus and direct activities that could contribute to reducing hazardous child labour and address the specific vulnerabilities faced by children in agriculture.

The FAO recognizes that the causes of child labour are rooted in the livelihoods systems of rural areas and are affected by the economic vulnerability of families, their access to resources and services and other social, economic and institutional factors. Generating alternative income sources for households may reduce the need for children to work. This can be achieved through livelihoods diversification, enterprise development, employment and income generation, creation of alternative income generation opportunities¹, improvement of labour

productivity, promotion of agri-business, promotion of innovative solutions to service delivery in rural areas, and strengthened participation of smallholders in the market economy.

Some examples of the FAO's work that can contribute to the elimination of child labour are described below.

6.1.1 Good agricultural practice and social/labour standards

The FAO's Global Principles of Good Agricultural Practices (GAP) include social aspects of production, such as labour standards and use of child labour. ILO and especially IPEC could provide assistance in refining the principles and in helping identify the best ways to sensitize the private sector on social GAP principles.²

6.1.2 Promoting sustainable agriculture and rural development

With government support, the FAO is working with stakeholder organizations in the promotion of sustainable agriculture and rural development (SARD), of which the SARD Initiative is a good example. The Initiative is an alliance between civil society, represented by the Major Groups (as per Agenda 21), and governments and intergovernmental institutions, which links policy to action on sustainable rural development.³ Promoting fair conditions of employment in agriculture is one of the Initiative's three thematic areas, and tackling child labour could be a work item under this theme.

6.1.3 Reinforcement of rural institutions and capacity building

The FAO's capacity building activities for rural organizations, including cooperatives, micro and medium enterprises, and national institutions, contribute to creating an enabling environment for interventions aimed at eradicating child labour. The FAO is currently investigating how its expertise on institutions could support workers' unions, especially in the area of service provision and health and safety measures and other social support services.⁴

6.1.4 Pesticides management

Through its efforts to improve pesticide management internationally, the FAO can help protect child labourers as these chemicals are one of the main hazards they face. The FAO, for example, implements the FAO's International Code of Conduct on the Distribution and Use of Pesticides and helps strengthen national systems of pesticide management. It also promotes non-chemical means of pest control such as Integrated Pest and Production Management techniques through Farmer Field Schools.

6.1.5 HIV and AIDS in agriculture

The FAO's Initiative in Support of AIDS Orphans and Vulnerable Children recognizes that HIV and AIDS impacts negatively on children in a variety of ways: losing their parents, being forced into work, losing

skills that would otherwise have been learned by being in contact with their parents, losing access to assets, deteriorating livelihoods, having to take responsibility for the household and younger siblings at a very early age, and increased vulnerability to exploitation and harassment.

The FAO, the World Food Programme and other partners have jointly piloted the Junior Farmer Field and Life Schools in selected African countries. The Schools designed specifically for HIV and AIDS orphans and other vulnerable children, with the aim of providing a space for skills learning and reinforcement of social cohesion.

6.1.6 Fisheries

An FAO study on West African inland and marine fisheries highlighted the large use of child labour in fisheries in that region. This was one of the findings, for example, of a 2002 poverty profile studies on Lake Volta in Ghana. Trafficking of child labourers in fisheries is increasingly recognized as an important issue, particularly in India, Bangladesh, and West Africa. As the incidence of the problem is still unknown, the FAO is considering undertaking case studies to raise awareness in the fisheries development context.

6.1.7 Land tenure

Access to land and other productive resources are key to sustainable livelihoods. Children are rarely recognized in terms of rights of ownership and access to natural resources. Important steps towards addressing these issues would be: the harmonization of traditional and communal land tenure systems and the recognition and formalization of rights of access to natural resources, especially of vulnerable groups, including the youth.

Specific areas of FAO work that could provide impact on policies of eradication of child labour in agriculture are: land tenure policies to improve access to land by disadvantaged groups, including children, as they can contribute to generation of employment and self-employment in rural areas.

6.2 International Fund for Agricultural Development (IFAD)

The International Fund for Agricultural Development (IFAD) is a specialized agency of the United Nations, established to finance agricultural development projects primarily for food production in developing countries.

IFAD is dedicated to eradicating rural poverty in developing countries. Seventy-five per cent of the world's poorest people – 800 million women, children and men – live in rural areas and depend on agriculture and related activities for their livelihoods. Working with the rural poor, governments, donors, non-governmental organizations and many other partners, IFAD focuses on country-specific solutions that

increase the rural poor's access to financial services, markets, technology, land and other natural resources.

IFAD's activities are guided by the Strategic Framework for IFAD 2002-2006: Enabling the Rural Poor to Overcome their Poverty. The framework's three strategic objectives are to:

- strengthen the capacity of rural poor people and their organizations;
- improve equitable access to productive natural resources and technologies; and
- increase rural poor people's access to financial services and markets.

Underlying these strategic objectives is IFAD's belief that rural poor people must be empowered to lead their own development if poverty is to be eradicated. Poor people must be able to develop and strengthen their own organizations so they can advance their own interests and dismantle the obstacles that prevent many of them from creating better lives for themselves. They need to be able to strengthen their bargaining power in the marketplace and to have a say in the decisions and policies that affect their lives.

6.2.1 Child labour links to the IFAD's work

Child labour is pertinent to IFAD's mandate because it is both a cause and a result of rural poverty and links up directly and indirectly to IFAD's programme of work in various ways:

- **Poverty reduction:** IFAD's work to improve access to resources can help break the cycle of rural poverty and contribute to the achievements of all the Millennium Development Goals.
- **Promoting market access and income generation for farmers:** With increased incomes, farming households are less likely to need to supplement household income by sending their children to work.
- **Education:** With increased incomes, poor families are more likely to be able to afford school fees and send their sons and daughters to school.
- **Improving farm production:** By supporting value-added production through improved technology and innovations, children are less likely to be needed for low-skilled and hazardous labour.
- **Policy dialogue at global, regional and national levels:** Child labour will decrease as more attention and resources are allocated to rural development.
- **Partnerships with rural organizations:** By working in close consultations with the organizations of farmers, indigenous and tribal peoples, and other groups in rural areas, the risk will be decreased that the children of vulnerable rural households will work as child labourers.

6.3 International Federation of Agricultural Producers (IFAP)

The International Federation of Agricultural Producers (IFAP) is a world farmers' organization which, currently, represents more than 600 million family farmers with a membership of 110 national farmers' organizations in 75 countries around the world.

IFAP's vision is a world free from hunger, in which farmers and their families are able to live decently from their work. IFAP's mission is to develop farmers' capacities to influence decisions that affect them at both the domestic and international levels. Through its action, IFAP helps to secure the fullest cooperation between organizations of agricultural producers in meeting the optimum nutritional and consumptive requirements of the peoples of the world, and helps to improve the economic and social status of all who live by and on the land.

6.3.1 Building awareness about hazardous child labour in agriculture

IFAP is increasingly involved in discussions on labour standards and codes of good farming practice, especially as they relate to achieving a fair return for the work of farm families, as well as their implications for international trade issues. The work on children in agriculture is a key part of this discussion. At its 145th session in April 2005, IFAP's Executive Committee decided to engage a process of cooperation with the ILO to address the question of hazardous child labour in agriculture.

The situation of farm families around the world is highly varied, including marked cultural, social and economic differences, and this is reflected in the membership of IFAP. However, they share a long history of all members of the family contributing to the farm chores, as appropriate. Family members of different ages work together as an integral part of the farm support system. The particular chores of younger family members depend on their age, motor skills, level of training, etc., but because of their upbringing they have all learned skills to take part in farming activity. Every family has the best interests of their children at heart, and tasks on the family farm that are not hazardous, like picking coffee or tea, or tending to goats and sheep, are often given to younger members of the family as the most appropriate work for them.

6.3.2 Developing ILO-IFAP cooperation on education and training to eliminate hazardous child labour in agriculture

In order to ensure a sustainable future for agriculture, it is important to have a healthy, skilled and educated work force. IFAP therefore cooperates with the ILO on activities on the ground and at the policy level to eliminate hazardous child labour from agriculture. Every national government should work with the farmers' organizations in their country on processes at local and national level to identify what are the concerns, and what are the appropriate age levels and types of

training required for different tasks on the farm. It requires education and peer support to change behaviour, not just making a new law. Action is required by farmers' organizations to sensitize farm families to hazardous child labour problems and how to address them.

Areas of potential collaboration with the ILO on child labour would include identifying mechanisms through education and training to make all farmers aware and responsible in terms of the part their children play in their farming activity. International laws and standards are important for motivating change, but they should be written with sufficient flexibility if they are to be applicable in practice to the wide variety of different situations that exist in agriculture worldwide.

6.3.3 Poverty and hazardous child labour in agriculture

In many developing countries, farmers are among the poorest groups in society. Not only do they lack resources to correctly feed their families, but they often lack knowledge of farm hazards and risks. Particular programmes should be developed with farmers' organizations to address these needs.

As a result of poverty, poor families often oblige their children to leave school and take employment. This is a problem that needs to be addressed in two dimensions. The first is to attack the causes of poverty, through giving priority to agriculture and rural development and empowering of farmers so that they are able to obtain fair prices for their products. IFAP is engaged in advocacy work to achieve this. Governments have the responsibility to create the economic conditions for parents in poor families to see their way out of the poverty trap without putting their children into the workforce at an early age. Governments also have the responsibility to provide free education, or education at a nominal cost that parents can afford, and to give encouragement for children to attend school.

The second response is to control unscrupulous employers that exploit child labour for low wages. The law should be able to safeguard children from this kind of exploitation, while farmers receive clear awareness training of the long-term disadvantage to the children. In this situation, IFAP advocates for strict labour laws appropriate to local conditions and regular site inspections to enforce them.

6.4 International Food Policy Research Institute (IFPRI) – Consultative Group on International Agricultural Research (CGIAR)

The following text contributed by the International Food Policy Research Institute (IFPRI) also represents input from the Consultative Group on International Agricultural Research (CGIAR).⁵

The IFPRI⁶, one of the 15 centres of the CGIAR, provides policy solutions to cut hunger and malnutrition. It thus contributes to the CGIAR mission of achieving "sustainable food security and reducing

poverty in developing countries through scientific research and research-related activities in the fields of agriculture, livestock, forestry, fisheries, policy and natural resources management.”

6.4.1 Research related to issues of child labour in the agricultural sector⁷

As the majority of the work of the CGIAR centres relates to the agricultural and rural sectors in developing countries, child labour is a pertinent issue to the CGIAR mission. IFPRI and the other centres of the CGIAR have recognized this and have engaged in research activities to better understand the problem and investigate sustainable solutions. So far, the CGIAR centres have contributed to this research agenda by:

- surveying the extent and exploring the causes of child labour in rural areas;
- looking at the implications of child labour in terms of rural school enrolments and its role in the intergenerational transfer of poverty;
- investigating policy options to reduce the incidence and extent of child labour in rural areas through evaluations of existing programmes in developing countries; and
- researching agricultural technologies that can reduce household labour requirements associated with annual cropping in order to reduce the pressure on child labour.

On the causes of child labour in the agricultural sector and more generally in rural areas, multiple studies have found that child labour is strongly linked to poverty and subsistence needs of households. One such study conducted by IFPRI in Nepal, Zimbabwe and Peru found that across the board, improved labour conditions for adults (especially women) in the form of increased work opportunities and better wages, translated in a reduction of the incidence of child labour as well as in increased school enrolment for children.⁸ Another project carried out by the International Institute for Tropical Agriculture (IITA) found similar results in cocoa producing households in West Africa.⁹

In order to break this vicious circle of poverty and child labour, some developing country governments have introduced direct transfers to vulnerable communities in the form of conditional cash transfer programmes and/or food for education programmes to increase the incentives for parents to enrol their children in school and also to have them attend regularly. IFPRI has conducted extensive qualitative and quantitative evaluations of some of these programmes. One such evaluation of the Red de Protección Social (RPS), a conditional cash transfer programme targeted towards households in extreme poverty in rural Nicaragua was undertaken in 2002. The study¹⁰ showed that RPS (implemented in 2000) contributed substantially to increasing schooling enrolment and reducing child labour for school age populations. The percentage of children aged 10-13 years who were

working was 9 percentage points lower in 2002 than in 2000. The average number of hours of work was also reduced from about 15 hours a week to 10 hours. The percentage of exclusive schooling increased from 59 per cent to 84 per cent. In Bangladesh, a school feeding programme, launched in 2002, raised enrolment by 14.2 per cent and increased school attendance days by 1.3 days a month.¹¹

The intensity and types of work that children are involved in is also a matter of concern. An IITA project found that in West African cocoa farms, children were engaging in a number of hazardous tasks such as applying pesticides and weeding using dangerous tools.¹² Some CGIAR centres are committed to researching labour-saving technologies, which may be relevant to reducing the pressure on children's work. For example, the World Agroforestry Centre (ICRAF) is currently collaborating with aid agencies and NGOs in Uganda and Malawi to reduce labour constraints through agroforestry research in HIV/AIDS prone communities, concentrating in particular on orphan-led households.

In addition, other types of assistance to vulnerable communities can help in reducing the incidence and intensity of child labour. The IFPRI study conducted in Nepal, Zimbabwe and Peru found that higher average educational expense at the community level is associated with improved school enrolment and reduced child employment and intensity of work.¹³ Providing poor households with credit, especially in times of crisis, is another form of support that can make a difference. Further, investing in adult education is important, as higher educational achievement of parents is positively associated with increased school enrolment for children and lower child employment.¹⁴

Child labour on small farms and in the related households of developing countries cannot be effectively addressed by regulations but must largely be addressed through changes in incentives and communication. Incentives for schooling and technological improvement in agriculture are important elements of sustainable child labour reduction strategies in agriculture.

Notes

Introductory Note

- 1 *IPEC: Time-Bound Programme: Manual for action planning* (Geneva, ILO, 2003), Guide Book IV, Section 2.2, p 9.

Chapter 1

- 1 *H. Shelukindo: Documentation of good practices in combatting child labour in commercial agriculture in Tanzania* (Geneva, ILO, 2004).
- 2 *IPEC: Success stories on the elimination of child labour in agriculture: The Ecuadorian case* (Geneva, ILO, 2005).
- 3 *IPEC: Indonesia: Attitudes to Child Labour and Education* (Jakarta, ILO 2005) and Taylor Nelson Soffres (TNS), quoted in ILO Press release, 13.06.2005.
- 4 *IPEC: Reflections on current strengths and weaknesses of WACAP* (Geneva, 2005).
www.ilo.org/public/English/standards/ippec/.
- 5 *IPEC: How teachers can help monitor child labour* (Geneva, ILO, 2005) and *Child labour: An information kit for teachers, educators and their organizations* (Geneva, ILO, 2004), Book 2, p 11.
- 6 *IPEC: Reflections... op. cit.*,
www.ilo.org/public/English/standards/ippec/.
- 7 ECLT Foundation: Tenth Board Meeting, Uganda and Tanzania, April 2005.
- 8 *IPEC: Combating hazardous child labour in tobacco farming in Urambo district, Tanzania: Project impact* (Geneva, 2005).
- 9 See
http://www.eclt.org/activities/projects/philippines_updatedec04.html.
- 10 *IPEC: Sustainable Elimination of Child Bonded Labour in Nepal* (project document) (Geneva, ILO, 2005).
- 11 *IPEC: Crossroads to Development: Success stories on hazardous child labour in agriculture* (ILO, Geneva, 2005), Table 2, page 7.
- 12 *ibid.*, p 90.
- 13 The joint work is being carried out and funded under a Norway-ILO Framework Agreement on Promoting Social Dialogue.
- 14 *IPEC: Training resource on the elimination of hazardous child labour in agriculture* (Geneva, ILO, 2005).
- 15 *IPEC: Combatting child labour in cocoa growing: progress and challenges*, ILO-IPEC presentation at the World Cocoa Foundation Partnership Meeting, Brussels, May 2005.
- 16 IPEC and the African Network for the Prevention and Protection against Child Abuse and Neglect (ANPPCAN): *Towards combatting*

child labour in commercial agriculture: A training guide for district child labour committees in Kenya (ILO, 2004).

- 17 IPEC and the African Network for the Prevention and Protection against Child Abuse and Neglect. *Towards combatting child labour in commercial agriculture: A training guide for district child labour committees in Kenya* (Geneva, ILO, 2004).

Chapter 2

- 1 ILO ACTRAV: *Bitter Harvest* (Geneva, 2002), p 22.
- 2 Personal communication, Peter Hurst (IPEC) with Adwoa Sakyi (GAWU), 9 January 2006.
- 3 The ILO Bureau for Workers' Activities (ACTRAV) has produced a wide variety of publications on trade unions and child labour. A list can be obtained using this website address: [www.ilo.org/ACTRAV/General Activities/Child Labour](http://www.ilo.org/ACTRAV/General%20Activities/Child%20Labour).
- 4 HSE with TGWU: *Need Your Help on Child Safety in Agriculture*, HSE press release E106:04 (10 August 2004).
- 5 Source: Personal communication with Betsy Selvaratnam of the Ceylon Workers Congress (CWC), Sri Lanka and Gerald Lodwick, National Workers' Congress (NWC), Sri Lanka, 3 February 2006.
- 6 The IUF's network of 336 national affiliated unions organizes workers on farms and plantations, in food and drink manufacturing companies, and in hotels, restaurants and tourism and catering services around the world.

The IUF's 23rd World Congress in 1997 voted to adopt resolutions declaring that "child labour is a key area for trade union activity and that a strong labour movement nationally and internationally is essential to tackle this issue" and "that the elimination of all forms of child labour is the IUF's goal."
- 7 Additional information available from www.icftu.org.
- 8 The ICFTU and WCL are currently in the process of merging.

Chapter 3

- 1 The International Organisation of Employers (IOE) is an international-level organization that represents the interests of business in the labour and social policy fields and currently has a membership of 141 national employer organizations from 136 countries.
- 2 International Organisation of Employers in collaboration with the Bureau for Employers' Activities and the International Programme on the Elimination of Child Labour: *Employers Handbook on Child Labour, A Guide for Taking Action*, (Geneva, IOE, 2001, revised edition).
- 3 IOE : *Challenges in addressing child labour : An IOE approach*, adopted by the General Council of the IOE May 2005 (Geneva, 2005).

- 4 ILO-ACT/EMP: *Capacity building of employers' organisations on child labour. Annual progress report 2004*. (Geneva, ILO 2005).
- 5 Source: Personal communication from Ben Smith, IPEC Chief Technical Advisor, El Salvador, 2005.

Chapter 4

- 1 A cooperative is both an enterprise and, as a membership-based and membership-driven organization, part of civil society. The prime purpose of all cooperatives is to meet the needs of their members, not to make a profit for shareholders. Much of the surplus earned by cooperative enterprises is used for social purposes. In some cooperatives, members also receive a dividend, which depends on the amount of their trade with the society, not the size of their shareholding. Cooperatives are governed on the principle of one member, one vote.
- 2 ILO with the Coop College and ICA: *Promoting cooperatives: A guide to ILO Recommendation 193* (Geneva, ILO, 2004) p 18.
- 3 Ibid., p 26.
- 4 Personal communication with Stirling Smith, College Associate, UK Cooperative College, 07.10.2005.

Chapter 5

- 1 Comité Nacional para la Erradicación Progresiva del Trabajo Infantil.
- 2 Membership: government representatives from the Ministries of Labour, Agriculture, Education, and Social Security; producers/employers - AEBE, Dole, Noboa, Wong, and the Corporacion para la Promocion de las Exportaciones e Inversiones (CORPEI); trade unions - The Federación Nacional de Campesinos e Indígenas Libres del Ecuador (FENACLE) is the main trade union involved; NGOs - one voting representative but other NGOs also attend meetings; ILO and UNICEF are official advisers to the Social Forum and attend meetings.
- 3 Membership: government representatives from the Ministries of Labour, Agriculture, Education, and Social Security; producers/employers - EXPOFLORES, the country's association of flower producers and exporters, acts as the representative for the flower industry; trade unions - the official representative organization is still to be nominated; NGOs: one voting representative but other NGOs also attend meetings; ILO and UNICEF are official advisers to the Social Forum and attend meetings.
- 4 Harkin-Engel statement on the cocoa/chocolate industry's effort to address the WFCL in cocoa growing. Press release, July 2005, <http://esponsiblecocoa.org/news/press-release-070105.aspx>.

- 5 Members: Mars Incorporated, Hershey Foods, Cadbury Schweppes and Nestlé; the European Cocoa Association and the International Confectionery Association (two trade associations representing cocoa processors, trade and logistics companies and global confectionery manufacturers respectively); the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), and the International Confederation of Free Trade Unions (ICFTU); the US National Consumers League; Free the Slaves and the Global March, organizations campaigning for the abolition of forced and child labour.
- 6 Cocoa - The Verification Working Group. See www.cocoaverification.org.
- 7 In addition to the ITGA, BAT and IUF, the Foundation's Board is made up of: Altadis S.A., Dimon Incorporated, Gallaher Group PLC, Imperial Tobacco Group PLC, Japan Tobacco Inc., Philip Morris International, Philip Morris USA, Scandinavian Tobacco Company, Standard Commercial Corporation, Tribac Leaf Limited and Universal Leaf Tobacco Co., Inc.
- 8 Available on <http://www.eclt.org>.
- 9 Available on <http://www.eclt.org>.
- 10 http://www.eclt.org/activities/projects/philippines_updatedec04.html
- 11 ECLT Foundation Tenth Board Meeting, Uganda and Tanzania, April 2005.
- 12 International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), and national agricultural trade unions and non-governmental organizations (NGOs) in Germany, Holland and Switzerland.
- 13 Including Flor Verde in Colombia, KFC in Kenya, and FLP in Germany.

Chapter 6

- 1 See http://www.fao.org/sd/dim_pe4/pe4_040501_en.htm.
- 2 See <http://www.fao.org/ag/magazine/0504sp3.htm>.
- 3 The Major Groups as established in Agenda 21, the blueprint for sustainable development in the 21st century, which was adopted at the UN Conference on Environment and Development, 1992, and are farmers, indigenous peoples, workers and trade unions, business and industry, women, youth, non-government organizations, local authorities, and the scientific and technological community.
- 4 See http://www.fao.org/sd/indef_en.htm.

- 5 The Consultative Group on International Agricultural Research is a strategic alliance of members, partners and international agricultural centres that mobilizes science to benefit the poor.
- 6 International Food Policy Research Institute, 2033 K Street, NW, Washington DC 20006, USA. Tel: 1-202-862-5600 * Fax: 1-202-467-4439 * Email: ifpri@cgiar.org * Web: www.ifpri.org.
- 7 For more information, contact Rajul Pandya-Lorch, Chief of Staff, Director General's Office and Head, 2020 Vision Initiative, Tel: (202) 862-8185; Fax: (202) 467-4439; Email: r.pandya-lorch@cgiar.org.
- 8 L. Ersado: *Child labour and school decisions in urban and rural areas: Cross-country evidence*. Food Consumption and Nutrition Division Discussion Paper No. 143. (Washington, DC, International Food Policy Research Institute, 2002).
- 9 International Institute for Tropical Agriculture: *Child labour in the cocoa sector of West Africa: A synthesis of findings in Cameroon, Côte d'Ivoire, Ghana and Nigeria*. Under the auspices of the USAID/USDOL/ILO Sustainable Tree Crop Program (STCP) (Yaoundé, Cameroon. 2002).
- 10 Maluccio, John (forthcoming). "Education and child labour: Experimental evidence from a Nicaraguan conditional cash transfer program". Prepared for, Orazem, P., G. Sedlacek, and Z. Tzannatos, eds.: *Child Labour in Latin America* (Washington D.C.: The World Bank and the Inter-American Development Bank).
- 11 A. Ahmed: *The impact of feeding children in school: Evidence from Bangladesh* (Washington, DC,. International Food Policy Research Institute, 2004).
- 12 International Institute for Tropical Agriculture, op. cit.
- 13 Ersado, op.cit.
- 14 ibid.

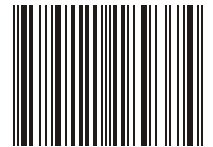
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