



► Perspectives on Child Labour

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What is Child Labour

- Not all work done by children should be classified as child labour
- The participation of children or adolescents above the minimum age for admission to employment in work that does not affect their health and personal development or interfere with their schooling, is generally regarded as being something positive.
 - *This includes activities such as assisting in a family business or earning pocket money outside school hours and during school holidays.*
 - *These kinds of activities contribute to children's development and to the welfare of their families; they provide them with skills and experience and help to prepare them to be productive members of society during their adult life.*
- The term “**child labour**” is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.
 - *It refers to work that: is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling* by depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.
 - Whether or not particular forms of “work” can be called “child labour” depends on the *child's age, the type and hours of work performed, the conditions under which it is performed*, and guide by national policies and laws.

The Worst Forms of Child Labour

- ✓ *The worst forms of child labour involves children being enslaved, separated from their families, exposed to serious hazards and illnesses and/or left to fend for themselves on the streets of large cities – often at a very early age.*
- ✓ *Whilst child labour takes many different forms, a priority is to eliminate without delay the worst forms of child labour as defined by Article 3 of ILO Convention No. 182 :*
 - ✓ *all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;*
 - ✓ *the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;*
 - ✓ *the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;*
 - ✓ *work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children(hazardous work).*

Hazardous Child Labour

- **Hazardous child labour** or **hazardous work** is the work which, *by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.*
- Guidance on some hazardous work activities which should be prohibited is given by Article 3 of ILO Recommendation No. 190 :
 - work which exposes children to **physical, psychological or sexual abuse**;
 - work **underground**, under water, at **dangerous heights** or in **confined spaces**;
 - work with **dangerous machinery, equipment and tools**, or which involves the manual handling or transport of heavy loads;
 - work in an unhealthy environment which may, for example, expose children to **hazardous substances**, agents or processes, or to **temperatures, noise levels, or vibrations** damaging to their health;
 - work under particularly difficult conditions such as **work for long hours or during the night** or work where the child is unreasonably confined to premises

CHILD LABOUR: 2020 GLOBAL ESTIMATES, TRENDS AND THE ROAD FORWARD



International
Labour
Organization

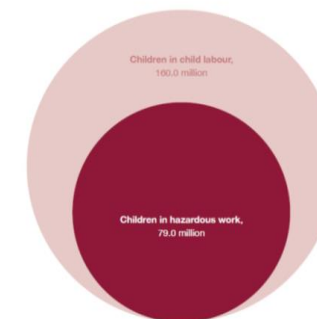
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Overview...

- There are 160 million Child Labourers worldwide (ILO and UNICEF, 2020) - increasing trends last 4 years
- An increase of 8.4 million since 2016
- One in every 10 children globally are engaged in child labour - just about half aged 5 to 11 years
- More boys (60.6%) than girls (39.1%) in CL

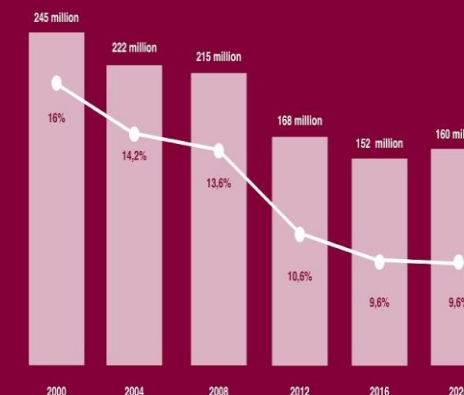
Worldwide, 160 million children are engaged in child labour; 79 million of them are performing hazardous work

Fig 1. Number of children aged 5 to 17 years in child labour and hazardous work



Child labour has risen by 8.4 million to 160 million since 2016

Percentage and absolute number of children in child labour, 5-17 years age range, 2000 to 2020

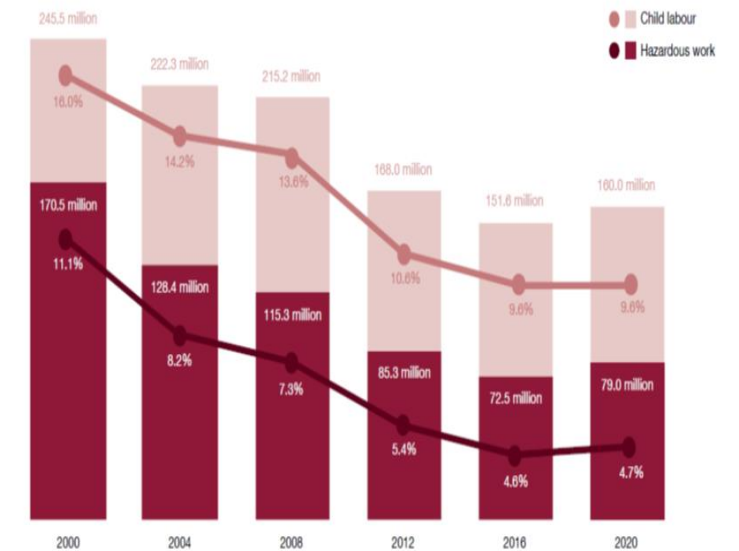


Overview Cont..

- 70 per cent work in agriculture, mostly on family farms
- Children aged 5 to 11 years form the largest share of those in child labour
- In Sub-Saharan Africa, one in four children are in child labour
- Child domestic work, as a form of child labour, remains hidden to the public view and presents particular risk of abuse to girls
- CL drivers In Africa include extreme poverty, rapid population growth, recurrent crises, limited alternatives, and inadequate social protection

Global progress against child labour has stalled since 2016

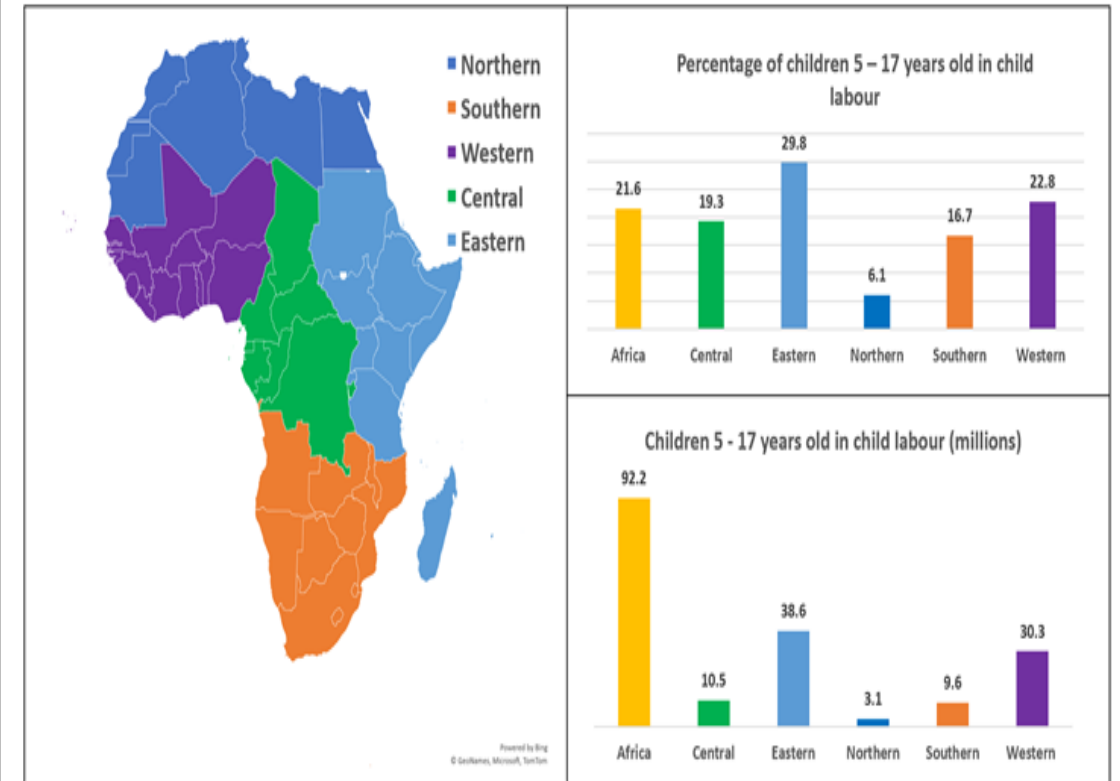
Fig 3. Percentage and number of children aged 5 to 17 years in child labour and hazardous work



Child Labour in Africa...

- More prevalent in Africa's middle belt than in the north and south regions;
- Prevalent among children in all age groups, however, **most child labourers are very young (54.9% are 5-11 years)**;
- More prevalent among boys (52.1 million) than girls (40.1 million), however, the gender gap narrows when household chores are considered;
- Predominantly **a rural and agricultural phenomenon (82% live in rural areas and 80.7% of children in child labour are in agriculture)**,
- Services and Industrial activities account for the remainder with certain forms such as child domestic work and street work are more common in urban areas;
- High risk sectors for Zimbabwe- *agriculture (tea, sugar, tobacco), artisanal mining, commercial and domestic work*

Fig. 1.1: Child labour levels by AU Region



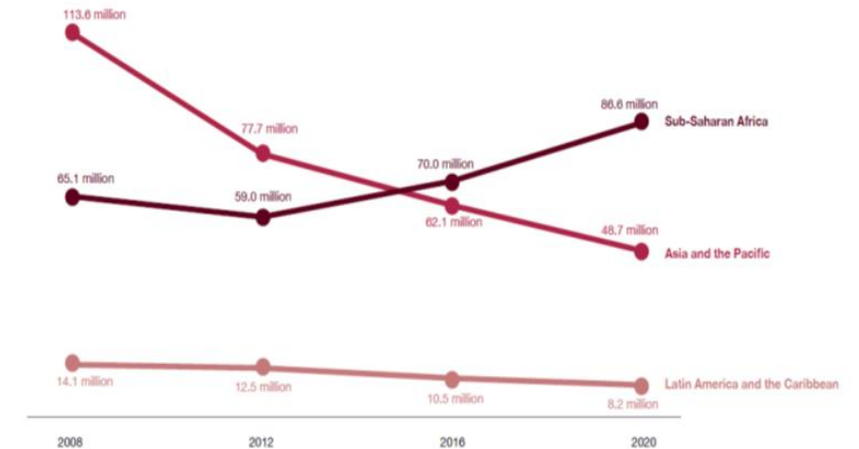
Source: Child labour data from ILO (2021d); Africa regions map based on AU (2021), p. 18.

Child Labour in Africa cont...

- Occurs predominantly in family production units/family-based enterprises (81.4% are contributing family workers), particularly in subsistence and small-scale agriculture;
- Many children in child labour are doing hazardous work (28.7% of those 5-11 years and 46.6% of those 12-14 years)
- *While many children in child labour are combining school with work, large numbers are out of school (more than a quarter of children 5-11 years and nearly a third of those 12-14 are out of school); and*
- **If nothing is done, the number of children in child labour in Africa will rise to 105 million by 2025.**

The number of children in child labour has increased in sub-Saharan Africa, while it has declined in other parts of the world

Fig 5. Number of children aged 5 to 17 years in child labour, by region



Notes: The figure shows regional groupings used for ILO reporting. Comparable historical data prior to 2016 were not available for other regions.

Child Labour in Africa cont...

- ▶▶ Child labour is a persistent problem in all the countries
- ▶▶ Prevalence varies widely between 4% (South Africa) and 45% (Ethiopia)
- ▶▶ There is limited reliable and up to date data for most countries

Child Labour	Africa	Central	Eastern	Northern	Southern	Western	Eastern & Southern
%	21.6	19.3	29.8	6.1	16.7	22.8	52.3
Nos. in million	92.2	10.5	38.6	3.2	9.6	30.3	48.2

Drivers of Child Labour in Africa

- ▶ **Poverty and inequality**
- ▶ **Levels of informality**
- ▶ **Social protection- *safety nets***
- ▶ **Education exclusion**
- ▶ **Population growth- demographics inc. migration**
- ▶ **Crisis-natural disasters, climate change and conflict**

- According to the Zimbabwe Statistical Agency (ZIMSTAT)'s Labour Force and Child Labour Survey: 2019, about **50,000** children were in child labour.
- *MPSLSW-Survey on CL in Tobacco Sector 2019: '26.3% of the children aged 5 – 15 years were involved in tobacco activities in the seven days preceding the survey. Most of these children were in communal areas.'*
- These children worked for more than 21 hours per week in economic activities including retailing and paid employment.
- Other children were also engaged in at least 35 hours of non-economic activities consisting mainly of household chores.

► Child Labour and the Law in Zimbabwe

- **National Constitution: Section 81 (1)-Every child, that is to say every boy and girl under the age of eighteen years, has the right--**
- (d) to family or parental care, or to appropriate care when removed from the family environment;
- (e) to be protected from economic and sexual exploitation, from child labour, and from maltreatment, neglect or any form of abuse;
- (f) to education, health care services, nutrition and shelter;
- (g) not to be recruited into a militia force or take part in armed conflict or hostilities;

Labour Act(28.01)

- **2015 Labour Amendment Act**
- Minimum age for admission into employment increased from 15yrs to 16yrs- light work
- Minimum age for admission into apprenticeship increased from 13yrs to 16yrs
- Penal measures for engaging children in child labour from 2yrs to 10yrs
- Children under 18yrs cannot be engaged in hazardous work
- ...

Children's Act [5:06]

- **Section 10A (1)-no—****
- **(a) parent or guardian of a child or young person of school-going age shall knowingly cause or permit the child or young person to absent himself from school in order to engage in employment for gain or reward;**
- **(b) person shall employ for gain or reward a child or young person of school-going age at a time when the child or young person might reasonably be expected to attend school.**
- **Other pieces of legislation inc. the Anti Trafficking Act and the Criminal law and codification Act, have provisions that relate to the protection of children**

Sectoral distribution of Child Labour- Agriculture

- Agriculture is the predominant sector which provide employment to most of the populations and contributes significantly to the regions' GDP
- 80% of children in child labour (74.4 million) are in Agriculture (ILO-UNICEF Global Report)
- Children perform a broad spectrum of activities including crop farming, fishing, forestry, herding livestock, and hunting.
- Crop farming, involves *tilling fields, planting seeds, watering crops, carrying heavy loads, weeding, harvesting crops, use of machete and other farm implements, and applying chemical products.*
- Fishing, include both deep sea and freshwater fishing.
- Herding of domestic animals and *raising livestock such as cattle, camel, donkeys, buffaloes, chickens, goats, and pigs* is a common agricultural activity.
- Forestry activities include felling of trees, loading timber and burning charcoal.
- There is also hunting for wild game meat and collection of grasshoppers is also practiced.
- *CL prevalence in agriculture in selected countries with available data: Zambia (91.8%), Uganda (94.8%), Tanzania (94.1%), Rwanda (78.9%), South Sudan (60.2%), and Kenya (46.3%).*

Sectoral distribution of Child Labour- **Services**

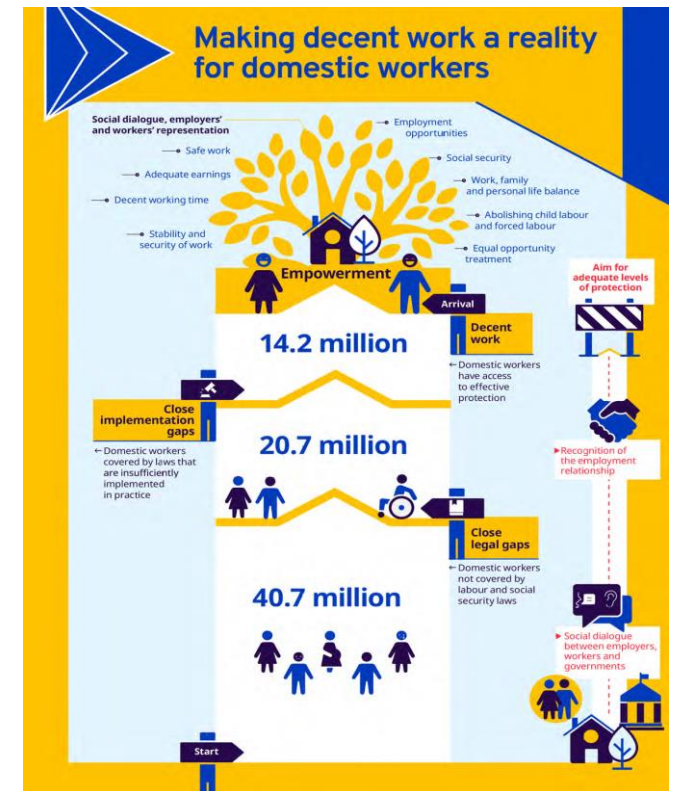
- The services sector comes second to agriculture in terms of child labour prevalence.
- CL prevalence include Kenya(38.2%), Rwanda (17.7%), Zambia (7.0%), Tanzania (4.9%), Uganda (3.3%) and South Sudan (1.6%)
- Child labour in the services sector, however, exists in all the countries in the region albeit undocumented
- *Domestic child labour (cleaning, fetching water and firewood, cooking, care-giving, and running errands) is common in all the countries.*
 - Domestic child labour is dominated by girls
- **Studies have established a nexus between domestic child labour with child trafficking and sexual exploitation of children**
- Other common forms include street work (*including vending, car washing, parking assistance, shoe shining, begging, scavenging*) transportation, working in slaughterhouses, auto garages, and operating motorcycle and bicycle taxis.

Sectoral distribution of Child Labour- **Industry**

- Child labour in the industry sector account for 10% (16.5 million), of the total globally.
- Activities in the industrial sector include construction, **mining**, carpentry and joinery workshops, metal fabricators, and cotton ginneries, packaging, transportation and selling of charcoal
 - *CL is mainly in small scale and artisanal mining activities though it is also found in some supply chains.*
- Tasks assigned to children include carrying of building materials, making and laying brick, rock breaking, sand harvesting, quarrying, drilling, rocks breaking, washing and panning, transporting and, sometimes, illegal smuggling of the precious metals.

Sectoral distribution of Child Labour- Domestic Work

- Domestic work is care work, let's make it decent - **International Domestic Workers' Day on 16 June**
- At least 75.6 million people around the world perform this essential work in or for private households
- 1 in 22 employees works as a domestic worker, accounting for 4.5 per cent of all employees worldwide
- Women account for 76.2% of domestic workers-globally, one in every 12 female employees works as a domestic worker
- 17.2 million children are in paid or unpaid domestic work** -of these, 11.5 million are in child labour, of which 3.7 million are in hazardous work- **the INVISIBLE WORKFORCE!!**
- In Zimbabwe **domestic workers represent about 6.2%** of total employment(192,268)- **How many are children?....the prevalence of child domestic work was 1.5%***

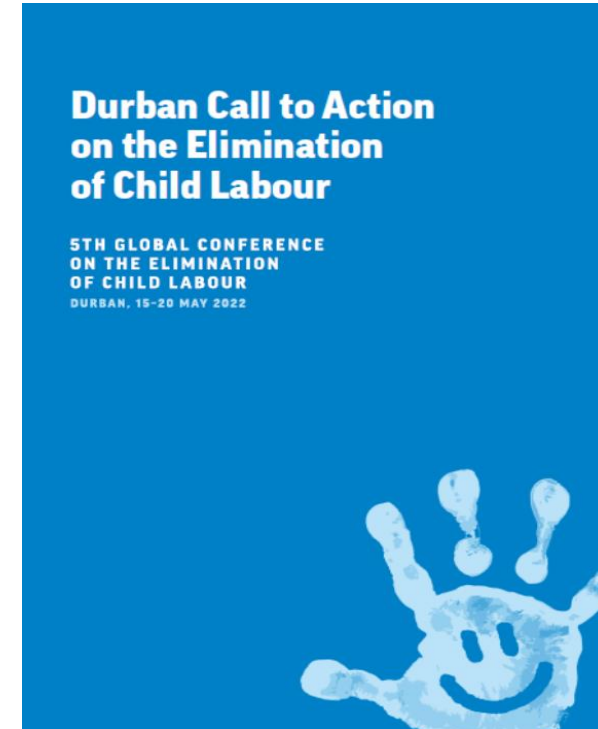
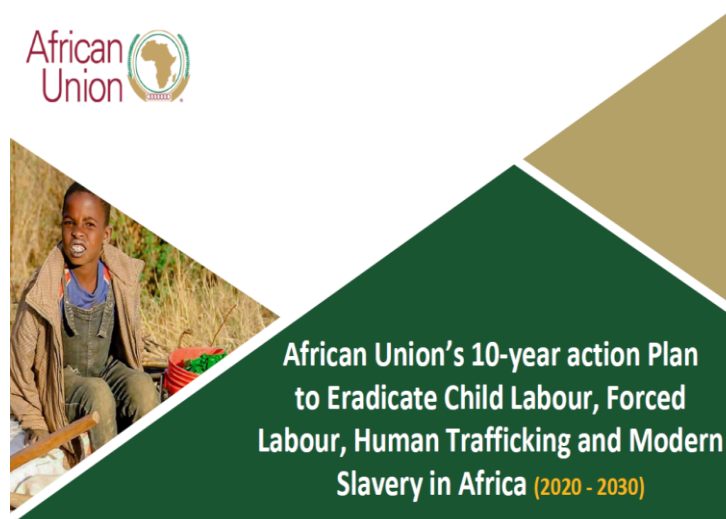


International/Regional concerns about child labour have been building up for decades...

- ***ILO Minimum Age Convention (No. 138) in 1973; UN Convention on the Rights of the Child (CRC)-1989;***
- ***Worst Forms of Child Labour Convention (No. 182) in 1999; UN CRC Optional Protocol on Armed Conflict-2000;***
- ***UN CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography-2000; Palermo Protocol on Trafficking in Persons-2000;***
- As at June 2023, all self-governing African states had ratified Conventions 138 and 182 apart from Somalia (that is yet to ratify convention 138);
- All countries have also ratified the two forced labour conventions; and
- ***Global Conferences on Child Labour*** - Buenos Aires (2017), Brasilia (2013), The Hague (2010), & Oslo (1997)
- ***The Durban Call to Action on the Elimination of Child Labour in 2022;***
- ***Sustainable Development Goals- 8.7-*** Alliance 8.7 is a **global partnership** taking immediate and effective measures to eradicate forced labour, modern slavery, human trafficking and child labour, in accordance with SDG **Target 8.7**.
- ***The Abidjan Declaration on advancing social justice: Shaping the future of work in Africa (Dec. 2019);***
- ***The AUs Ten-Year Action Plan on Eradication of Child Labour, Forced Labour, Human Trafficking and Modern Slavery in Africa (2020-2030);***
- ***The Accra Declaration of the International Partnership for Cooperation on Child Labour in Agriculture (IPCCLA);***

A Global and an African Call to Action

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Agenda 2030: Durban Call to Action: AU Ten Year Action Plan

- ✓ “Take immediate and effective measures to eradicate **forced labour**, end **modern slavery** and **human trafficking** and secure the prohibition and elimination of the worst forms of **child labour**, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.”
- ✓ Forty-nine(49) immediate and effective measures to take in six different areas:
 - ✓ Make decent work a reality for adults and youth by eliminating child labour, with priority given to the worst forms of child labour(WFCL).
 - ✓ End child labour in agriculture.
 - ✓ Strengthen the prevention and elimination of child labour, including the WFCL, and the protection of survivors through data-driven and survivor-informed policy and programmatic responses.
 - ✓ Realize children’s right to education and ensuring universal access to free, compulsory, quality, equitable and inclusive education and training.
 - ✓ Achieving universal access to social protection.
 - ✓ Increasing financing and international cooperation for the elimination of child labour and forced labour.
- Engagement of AU & REC organs and relevant structures for advocacy, policy setting and policy monitoring.
- Capacity building for effective national programmes
- Legislation and enforcement
- Education and skills training
- Awareness campaigns on issues relating to child labour, forced labour, human trafficking and modern slavery
- Addressing child labour, forced labour, human trafficking and modern slavery in priority sectors
- Addressing child labour, forced labour, human trafficking and modern slavery in conflict and emergency situations
- Multi-stakeholder platform for partnerships
- Statistics and knowledge management
- Resource mobilization.

4th Generation NAP for OVCs, 2024-2028

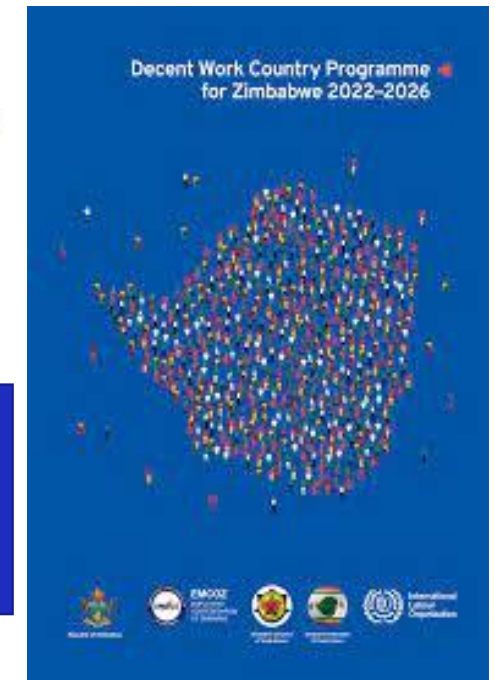
- ✓ *Outcome 4: Elimination of child labour in Zimbabwe by 2028*

4th Generation DWCP for Zimbabwe, 2022-2026

- ✓ *Outcome 3.2: All workers in Zimbabwe, especially the most vulnerable and marginalized, benefit from effective and adequate protection at work*
- ✓ *Output: New or updated strategies and action plans to tackle child labour in all its forms developed*



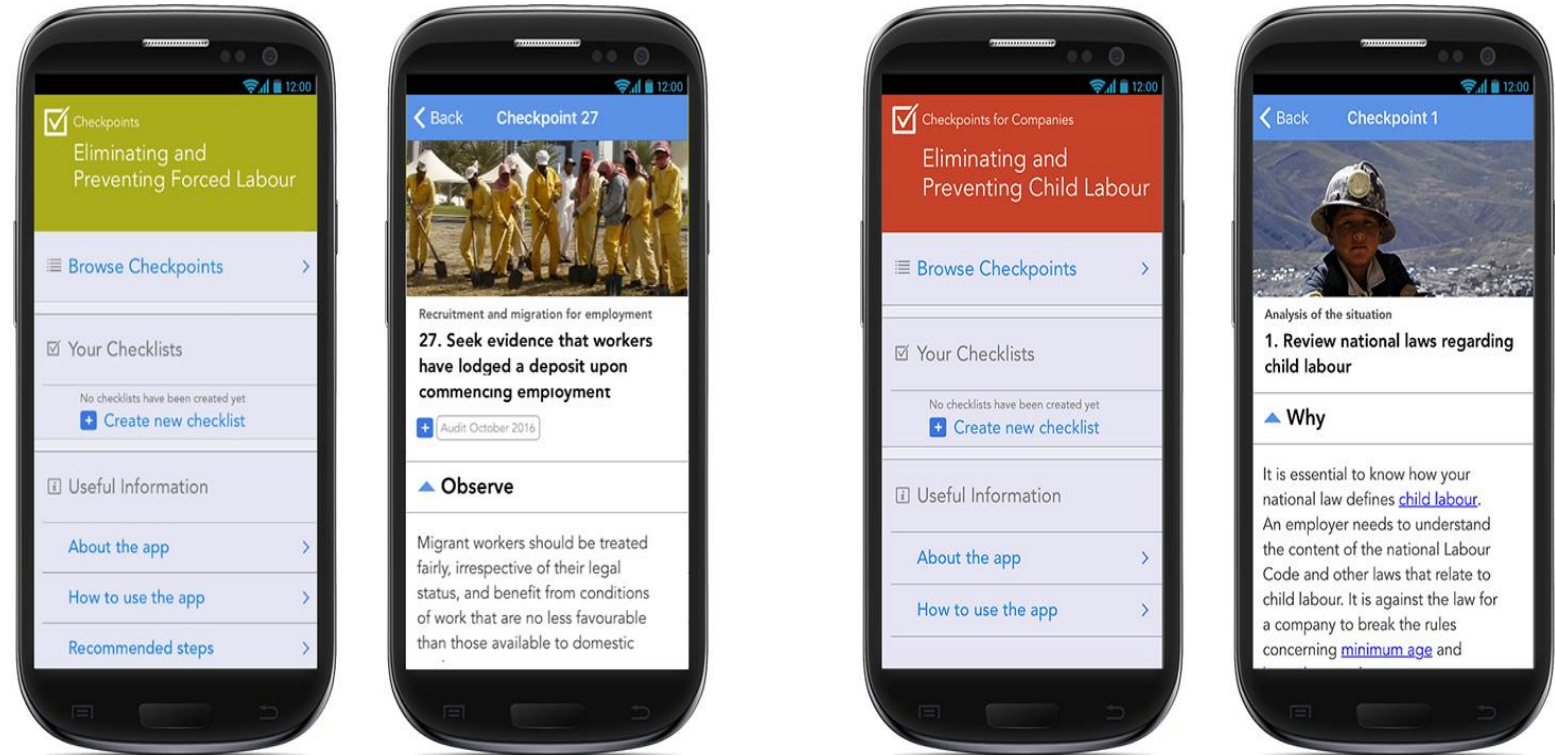
National Action Plan
for Orphans and
Vulnerable Children
(NAP-OVC)



1. **An *Integrated Approach*- anchored on broad-based dialogue inc. gender-responsive measures, to tackle child labour, particularly its root causes, and reignite and upscale activities toward SDG target 8.7 to end child labour in all its forms by 2025: *Decent Work and Social Justice!!***
 - i. Explore the link between child labour and areas/sectors such as: *education/TVET, social protection, inequalities, decent work, informality, trade, due diligence, agriculture/rural development, crisis-natural disasters, climate change & conflict.*
 - ii. *Develop whole of government/society approaches to tackling child labour*
2. **Develop and implement *programmes (NAPs) and policy actions* to eliminate as a matter of urgency the worst forms of child labour.**
3. **Share such NAPs and other relevant policies for *knowledge and experience sharing.***
4. **Report all efforts to combat child labour, in reports of implementation and application of ratified international, continental, and regional instruments.**
5. ***Share information on good practices to eliminate child labour based on lessons learned and evidence from national and regional initiatives.***
6. **Collaborate with Civil society organizations, including women's rights organizations, the private sector and other entities, including survivor leaders and small producers' organizations.**
7. **Report on progress made toward achievement of target 8.7**

Actions by Employers

- These mobile app allow business managers and auditors to create interactive checklists that will help them ensure a child and forced labour-free operations.
- There are 18 checkpoints for CHILD LABOUR and 38 for FORCED LABOUR—each one provides best-practice recommendations for taking action.
- **They are available on Apple Store and from the Google Play Store**



Review the following issues in your operations and supply chains 26

➤ **FL: Checkpoint, Observe and Take Action!!**

1. Prison labour
2. Freedom and termination of employment
3. Violence, harassment and intimidation
4. Coercion, debt bondage and bonded labour
5. Disciplinary measures
6. Compulsory overtime
7. Freedom of movement
8. Skills development and training
9. Recruitment and migration for employment
10. Employment agencies and contracts
11. Worst forms of child labour

➤ **CL: CheckPoint, WHY, HOW & MORE!!**

1. Review national laws regarding child labour
2. Refer to your buyers' requirements
3. Check the age of your employees
4. Identify hazardous work
5. Carry out workplace risk assessment
6. Stop hiring children below the minimum age
7. Remove children from hazardous work
8. Reduce the hours for children under the minimum age
9. Apply a safety and health management system
10. Use collective bargaining agreements
11. Use the link between labour inspection and workplace Occupational Safety and Health Committee
12. Compose a code of labour practice
13. Provide support to children found in child labour
14. Support education
15. Adapt your business to a child labour-free reality
16. Let your suppliers know your requirements
17. Ensure your new suppliers do not use child labour
18. Establish one or more monitoring systems

- ILO-UNGC learning plan: module on the effective abolition of child labour
- ILO Brief: The elimination of child labour and its root causes – the guidance offered by the ILO MNE Declaration
- Supplier guidance on preventing, identifying and addressing child labour
- Eliminating and Preventing Child Labour: Checkpoints app
- ILO-IOE child labour guidance tool for business
- Business and the fight against child labour - Experience from India, Brazil and South Africa
- Employers' and Workers' Handbook on Hazardous Child Labour
- Eliminating Child Labour. Guide for Employers (ILO Bureau for Employers' Activities and IOE)
- Training manual to fight trafficking in children for labour, sexual and other forms of exploitation
- Child Labour Monitoring Resource Kit
- Safe work for youth toolkit, employers pack
- Tackling child labour in agriculture
- Case studies of private sector contribution to combating child labour
- **Tobacco Industry Marketing Board (TIMB)**
 - **Agriculture Labour Practice Code***
 - **Hazardous Work Lists and Industry Minimum Standards***
 - **Child Labour Definition and Awareness raising***
 - **Baseline Assessments***

Actions by Workers

- Campaigning for **application of ILO Conventions** in national legislation
 - Leading national plans of action to promote workers' rights, legal reforms and ratification of relevant conventions
- Support the **Education for All** campaign;
- Gathering and reporting on information on **child labour cases**;
- **Bargaining** with employers so that child labour is not used directly or in the supply chain;
- Supporting **local level programmes** aimed at helping children who are at risk of WFCL
- Strengthen **sectoral workers' organisations** to act on child labour
- Carrying out advocacy campaigns to **raise awareness** among workers, local communities, political leaders and the broader public of workers' rights and issues, including the problems of child labour
- Participating in national policy and legislative **dialogue over reforms**, and advocating for reforms
- Providing legal, training and social services to workers;
- Participating in the international standard-setting process at the ILO

Conclusions...

- Child labour remains a serious social and developmental challenge
- The prevalence has been rising in the recent past marking a reversal in the gains previously achieved in the fight against child labour over time.
- High prevalence of child labour in Africa is the combined result of high population growth, recurring security crises, extreme poverty, wide income disparity, natural calamities, and inadequate social protection measures, among other factors.
- Africa has been at the center in the fight against child labour and other forms of child exploitation
- African countries have demonstrated commitment by being signatories to key international and regional treaties and conventions among other commitments.

Why we should act...

- Despite the efforts of governments and other stakeholders, child labour continues to exist on a massive scale, sometimes in appalling conditions, particularly in the developing world.
- This is because child labour is an immensely complex issue. It cannot be made to disappear simply by the stroke of a pen.
- Child labour is a violation of every child's right to a childhood – and a breach of every government's most fundamental duty to protect its children
- **Nevertheless, the basis of determined and concerted action must be LEGISLATION, which sets the total elimination of child labour as the goal of policy, and puts measures into place for this purpose, and which explicitly identifies and prohibits the worst forms of child labour to be eliminated as a matter of priority.**
- **A 2004 ILO study ... "Investing in Every Child: An Economic Study of the Costs and Benefits of Eliminating Child Labour", argued that the benefits of eliminating child labour will far outweigh the costs...**
- ...the costs would be around US\$760 billion, while the benefits would be nearly seven times that - an estimated US\$ 5.1 trillion in the developing and transitional economies, where most child labourers are found..
- Child labour perpetuates inter-generational cycles of poverty- ***parents who entered the workforce early at the expense of schooling are more likely to compel their children to do the same: for economic reasons, as well as due to the acquired expectation that turning their child into an earner is more important than giving them an education.***



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THANK YOU

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What are countries doing to eliminate child labour

- Ratification and implementation of international labour standards and other instruments:
 - Sustainable Development Goals (esp. SDG Target 8.7)- Pathfinder Countries
- Enactment of legal frameworks, passage of regulations and establishment of enforcement mechanisms
 - Development of domestic laws, regulations, policies and national plans;
- Access to education;
- Development of policies, action plans and social protection programmes;
- Improvement in the quality of data and statistics;
- Awareness raising and advocacy; and
- Capacity building
 - Advocacy and Awareness Raising through multi-media outlets
 - Direct support to directly mitigate child labour and reverse risks that would push children into child labour
 - Capacity building for frontline officers such as judges, prosecutors, police officers, criminal investigators, labour inspectors, NGO partners, community leaders and the media
- Gaps exist in the legal framework to adequately protect children from the worst forms of child labour
- The institutions that have been created to champion the fight against child labour suffer from weak capacity, poor resourcing and lack of high-level support.

SELECTED GOOD PRACTICES, RESOURCES

- **SADC Code of Conduct on Child Labour-** Developed in 1999 and revised in 2021
- The Code required Member States to take concrete steps in the areas of:
 - Ratification of international instruments relevant to child labour,
 - Development of national policies on child labour,
 - Formulation and implementation of costed national programmes of action, and
 - Determining the role of employers and workers in the fight against child labour.
- The code includes a range of measures recommended for implementation at the country level
- The SADC Code of Conduct is a bold statement of ownership of the child labour problem by the regional body and its member states.

Mobilising Cooperatives in the combating child labour in the Tobacco Supply Chain

- A project of support was implemented in Tanzania and Zambia.
- The main purpose of the project was to mitigate decent work deficits and promote economic diversification in the tobacco sector
- The project identified cooperatives as placed to directly influence the root causes, because they combine a social and economic mission in meeting their members' needs.
- Cooperatives are duty bound to satisfy an increasing discerning clientele
- A training resource on the role of cooperatives in the elimination of child labour was developed and tested
- It was demonstrated the cooperatives and other social economy organizations have the potential to contribute towards financing of the fight against child labour.
- Countries in the region, such as Kenya, have very strong cooperative tradition where peer learning can be actualized.