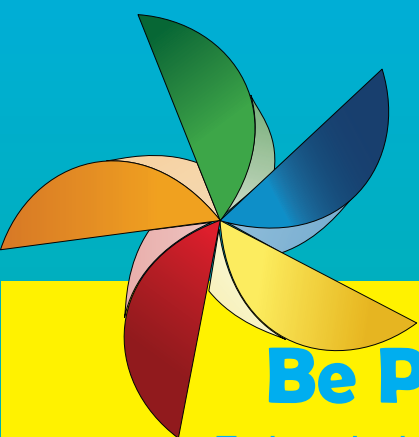




International  
Labour  
Organization



## **Be Part of the National Effort**


To break the vicious circle of poverty to prosperity in Indonesia



**How Corporate Social Responsibility Could Contribute to  
The Elimination of Child Labour?**

## **A Child Can Grow, An Economy Can Grow**

**Sustainable CSR on Child Labour For a Sustainable Economy**



*"No to child labour is our stance. Yet 215 million are in child labour as a matter of survival. A world without child labour is possible with the right priorities and policies: quality education, opportunities for young people, decent work for parents, and a basic social protection floor for all. Driven by conscience, let's muster the courage and conviction to act in solidarity and ensure every child's right to his or her childhood. It brings rewards for all."*

Juan Somavia, ILO Director-General



## Child Labour and ILO responses

Child labour prejudices children's education both school attendance and achievements, and adversely affects their health and safety. Unfortunately, millions of children in the world are still engaged in child labour. They are out of school or miss out in school because of child labour. Wasting their youth, they are also mortgaging their future. According to ILO Global Report's **'Accelerating action against child labour'** of 2010, 215 million children engaged in child labour globally and 115 million out of them engaged in hazardous works.

The term 'child labour' does not encompass all work performed by children, those under 18 years old. Drawing on the provisions of ILO Convention No 138 on the Minimum Age for the Admission for Work and ILO Convention No 182 on the Prohibition and Urgent Elimination of the Worst Forms of Child Labour, 3 categories of child labour are subject for elimination:

1. Labour performed by a child who is **under minimum age** specified in national legislation for 3 main types of work 1) minimum age for Light works, 2) minimum age for General work, 3) minimum age for Hazardous works. In Indonesia, ages for light works are 13 and 14 years old, minimum age for general work is 15 years old. For hazardous work the minimum age is 18 years old.
2. Labour in tasks that jeopardize the physical, mental or moral well being of a child, known as **hazardous work**.
3. **The unconditional worst forms of child labour**, which are internationally defined as slavery, trafficking, debt bondage, and other forms of forced labour such as forced recruitment for use in armed conflict, prostitutions and pornography and illicit activities.

To address the problem of child labour, the ILO created the **International Programme on the Elimination of Child Labour (IPEC)** in 1992 with the overall goal of the progressive elimination of child labour, which was to be achieved through strengthening the capacity of countries to deal with the problem and promoting a worldwide movement to combat child labour. IPEC currently has operations in more than 75 countries, including in Indonesia and implement its activities in partnership with a large number of stakeholders including government and other international agencies, trade unions, private businesses, community-based organizations, the media, and, of course, children and their families.

IPEC's work to eliminate child labour is an important facet of the ILO's Decent Work Agenda. Child labour not only prevents children from acquiring the skills and education they need for a better future, it also perpetuates poverty and affects national economies through losses in future skilled workforce therefore losses in national competitiveness, productivity and potential income. Withdrawing children from child labour, providing them with education and assisting their families with training and employment opportunities contribute directly to creating decent work for adults in long run.

ILO constituency has also set out the goal of eliminating all the worst form of child labour by 2016 (Global Action Plan) endorsed since 2006 by different countries.

### ILO's IPEC in Indonesia

IPEC has been active in Indonesia since 1992 to provide technical assistance to the national stakeholders to tackle child labour issue. In collaboration with ILO's social partners (government, employers and trade unions) as well as with civil society (community organization, NGOs), universities, mass media and other stakeholders, IPEC extends its supports in the following areas of work:

- Promoting positive policy and enabling environment such as promoting policies to tackle child labour at national and local level, improving the knowledge base, improving the legal environment, awareness raising, and building the capacity of stakeholders.
- Direct targeted interventions to prevent and withdraw children from child labour, in particular its worst forms of child labour. The intention is that these interventions provide models that can be replicated elsewhere by the Government and others in their own efforts to implement the National Action Plan.

## Child labour situation in Indonesia

Child labour is a significant problem in Indonesia. The 2009 National Child Labour Survey showed that **4 million children are working and 1.7 million of them are child labourers**, with work that affect negatively their well being, their safety and their capacity to benefit from normal schooling.

Most of working children were found in **agriculture sector (57.2%)** and the rest were in **manufacturing industry (10.4%), in trade (19%) and in community, social and personal services (5.4%)**. Below are snapshots of situation of child labour in some sectors in Indonesia:



### Child Domestic worker (CDW)

Child Domestic Labour is often associated with domestic work which involves girls more than boys. Out of the 2.6 million domestic workers in Indonesia in 2004, approximately 700,000 were children, more than 90% of which were girls. Children in domestic work report suffering frequent physical and verbal abuses. There is often limited access to his/her earning, no privacy, no social interaction and no opportunity to attend school. Labour right is not respected in which girls often work 14 to 18 hours a day, seven day a week with no holiday.



In Indonesia child labour tends to be concentrated in the informal sector of the economy. They can be found in informal agriculture, mining, manufacturing, domestic service, constructions, scavenging and begging on the streets. In some cases children are victims of trafficking for commercial sexual exploitation purposes or for illicit activities, such as drug trafficking and organized begging. For some works, children receive no payment, only food and a place to sleep. Children, working in informal sectors, receive no payment when they are injured or become ill, and can seek no protection if they suffer violence or are maltreated by their employers.

### Child Labour in Plantation

Globally, the agriculture sector is the area where 69 percent of all child labour takes place and after all, agriculture is one of the most hazardous sectors to work in any age involving exposure of toxic pesticides as well as being severely injured or killed by farm vehicles and heavy machinery. As it is largely unregulated, the use of children in this sector in Indonesia is widespread in which over 1.5 million children aged between 10-17 years working in the sector.



### Trafficking for Commercial Sexual Exploitation of Children (CSEC)

Victims of commercial sexual exploitation of children are mostly from disadvantages background such as from poor family, uneducated, unskilled and excluded from socio-economic network. Young girls are trafficked for a variety of purposes, but most commonly for commercial sexual purpose within Indonesia. ILO-IPEC in 2003 estimated there were 21,552 children in prostitution only on Java Island.



### Street Children

Street children are among the most physically visible form of child labour. They live and work on the roads and public squares of cities all over the world. Yet, paradoxically, they are also among the hardest children to reach with vital services such as education and health-care, and the most difficult to protect.<sup>1</sup> In 2010 according to the Ministry of Social Affairs MOSA, there were around 140,000 street children across the 33 provinces. Most of street children work seven days a week for more than eight hours a day. The major concerns of this group of children are that they are highly at risk of engaging in drug usage, drug trafficking, general health problems and physical development.







# Government of Indonesia's Responses

To tackle child labour, the Government of Indonesia had ratified various international instruments, including two main ILO child labour conventions: ILO Convention no 138 regarding Minimum Age for Work and ILO Convention no 182 on the Prohibition and Urgent Elimination of Worst Forms of Child Labour. The legal framework on child labour is now also substantially in place.

Following the ratification of ILO Convention 182 in 2000, the Government designed a National Action Plan on the Elimination of the Worst Forms of Child Labour. The government has also developed various new policy initiatives, ranging from expanding access to education, and providing Conditional Cash Transfers (CCT) to poor families, to allow them to send their children to school. In most provinces, the Government also instituted Local Action Committees to identify, rehabilitate and withdraw child labourers. The Ministry of Manpower and Transmigration has this year alone budgeted support for 5,000 children to be withdrawn from child labour. Making progress in achieving more on the Child Labour issues, the Indonesian Governments target of having all children in 9 years basic education is clearly a vital step in eradicating child labour.

## Former Child labour in Agriculture

Elinah, 19 years, comes from an average farmer family in Indramayu, West Java. When she was so young, she started to work in farms doing all possible agricultural matters. Both of her sisters were slightly older and were sent to work via an illegal domestic worker agency as a common practice in the area. Her sisters were tricked into commercial prostitution, yet fortunately they both managed to escape. They are now working in Saudi Arabia as legal domestic workers but with no contact for months.

These incidents changed her parent's attitude on the importance of education. Different from her sisters, her father enrolled Elinah to Non Formal Education programme, an education service programme for dropped-out children organized by YKAI, a child welfare NGO, located close to her village. After joining the programme, she has been participated in different youth forums and recently joined the 2010 International Woman Film Festival as a filmmaker in Jakarta. She greatly appreciates the opportunities for pursuing better education and also stresses the importance of education, particularly for dropped-out children.

"I know it is against the rights of a child when a child is not able to attend school. I pity children who cannot go to school. I do appreciate an open school as it provides me a chance to continue my education and I am still able to help my parents," she said. (Source: YKAI)

## Former Street Singer

Rojai, 18 years, was coming from a low-income broken family. His father passed away while he was still a little boy and has since been brought up by a single mother who works as daily washing coolie. To help his mother, he has to work as a street singer in busy streets of Jakarta, days and nights.

His life was finally changed when he joined the Street Education Programme from eRKA Foundation, an NGO dealing with street children. Through this programme, he could return to school and continue his education at junior high school. He is now helping other street children by becoming a Junior Social Educator, and he is also a volunteer at an emergency unit of the Red Cross Indonesia. "One day, I would be a minister of social affairs so I can make a greater impact for my society and country," he cited. (Source: eRKA Foundation)

## Former Child Domestic Worker (CDW)

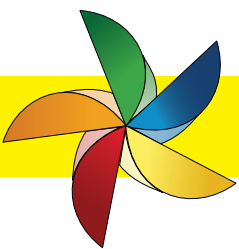
Dina\* (not her real name), her parent divorced when she was 8 years old and later her mother remarried with a construction labourer who was 10 years younger than her. In 2008, her mother passed away. With the new family situation, she had to work as a house maid to financially help her step father who later sexually abused her for many years. The surrounding community took notice and reported to RGP Foundation, a local NGO working on CDW issues who is located in the area. RGP later rescued and put her back to special education services and assist her for further education and needs.

With the RGP endless efforts, she is now back to school, pursuing her junior high school education and now living happily with her grandparents. A member of the Dewan Perwakilan Rakyat Republik Indonesia (the Parliament of the Republic of Indonesia) offers her a scholarship for continuing her study.

She deeply appreciated the priceless opportunity and cited that "I have never imagined that I could go to school. I had to work since I was little and hardly had an opportunity for school. I want to be a doctor someday." (Source: RGP Foundation)

*"One of our challenges of the former street children are lack of job skills and it is difficult to get employment after ex-street children graduated their basic education."*

**Managing manager of a Street children NGO**



# CSR from the ILO's Perspective

*"Few human rights abuses are so widely condemned, yet so widely practiced. Let us make child labour a priority. Because a child in danger is a child that cannot wait."*

**Kofi Annan,**  
Former UN Secretary-General

Corporate Social Responsibility (CSR) is a way for enterprises to consider the impact of their operations on society. Through CSR, they affirm their principles and values both in their own internal methods and processes, and in their interaction with other actors. CSR is a voluntary, enterprise-driven initiative that refers to activities considered to exceed compliance with the law.<sup>2</sup>

The area where ILO can give contribution to the CSR movement in Indonesia is in the area of labour issues and rights in the workplace. The ILO has much to contribute to the debate over the social responsibilities of business and to the CSR phenomenon. The area where ILO can give contribution to the CSR movement in Indonesia is in the area of labour issues and rights in the workplace, as well as social dialogue and tripartite consultation. The ILO can play an important role in CSR because labour standards and social dialogue are key aspects of CSR and this is the core business of the ILO. Most CSR initiatives, including codes of conduct, refer to the principles deriving from International labour standards, developed by ILO.

## CSR in Indonesia on Child labour

A recent study on CSR by ILO together with YILB Foundation, in Indonesia related to child labour revealed that almost no companies put child labour as an issue within their CSR policy and activity, due to the perception that child labour is a matter of workforce legislation instead. However, companies were positive towards including child labour in their CSR activities as they see child labour as an important topic in protecting children's rights and would consider incorporating efforts of prevention/ eradication of child labour an integral part of their company policy. Nevertheless only limited numbers of companies, usually the multinational corporations, understand that CSR is a part of business strategy with long-term view where profit and growth should be achieved along the sustainable environment and welfare of local society.<sup>3</sup>

### The ILO provides a comprehensive international instruments on labour dimension of CSR.

Tripartite declaration of principles concerning multinational enterprises and social policy, known as the MNE declaration, sets international guide on enterprises and their interaction with labour and social policy issues. It offers guidelines to MNEs, governments, and employers' and workers' organizations in such areas as employment, training, conditions of work and life, and industrial relations. The Declaration encourages the positive contribution that enterprises can make to economic and social progress.

For further information

(in Bahasa Indonesia): [http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/documents/publication/wcms\\_124925.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_124925.pdf)

(in English): [http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/---multi/documents/publication/wcms\\_094386.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_094386.pdf)

<sup>2</sup> InFocus Initiative on Corporate Social Responsibility (CSR), Governing Body, 295<sup>th</sup> Session, March 2006)

<sup>3</sup> YILB 2010, Rapid Study on Corporate Social Responsibility Policy to Eradicate Child Labour in Indonesia



# Linking private sector, government, community organizations and other relevant stakeholders



One of the ILO Jakarta activities through its International Programme on the Elimination of Child Labour (IPEC) Project is to mobilize CSR to engage in effort in elimination of child labour. The main objectives of this IPEC activity are among other raising business community awareness on child labour related issues, attempting to mainstream child labour concerns to CSR policies and strengthening cooperation between child rights/child welfare NGOs, private sector's CSR and governmental institutions so that the identified social needs can be fulfilled in future CSR's activities and policy. Through these activities, it is expected that sustainable cooperative initiatives for elimination of the worst forms of child labour in Indonesia among various stakeholders including public, private, international and local communities could be built and maintained.

## Why the business community should be involved in eliminating child labour?

1. Employing child labour is illegal under international and national legal framework.
2. It is a global demand; foreign buyers require products to be free from child labour. Good credibility will help enterprise expanding and maintaining its market access.
3. It emphasizes enterprises and employers' organizations underlying values and public image.
4. It is a means in itself to motivate staff and stakeholders.
5. Taking responsibility as one of the key actors to reduce the gap of globalization economic development between the rich and the poor.
6. Promoting future skillful workforce in your operating region.
7. Being a role model to inspire the other informal sector business communities for better business practices.
8. Global commitment for sustainable economic development and promoting peace in the region.
9. The right thing to do for promoting human rights, child rights as well as worker rights.
10. Giving back to society by giving children better future.

## How Enterprises can be more engaged and make a difference for the children in child labour?

Other initiatives which enterprise could also implement directly to tackle child labour are:

- 1) Incorporate sustainable CSR policy on the issues as part of their core social strategies and operations
- 2) Embrace a solid and transparency of self monitoring system on policy and practice to the supply chain.
- 3) Advocating and raising awareness among internal employees, related external parties and public
- 4) Provide facilities such as crèches and day-care centers for employees, to help them keep their children out of child labour
- 5) Stimulate employees to take part of volunteering or participating in collective fund with and for strategic social NGO partners
- 6) Promoting educational supports in forms of scholarship in both formal and informal education, school supplies, school lunch program, teaching materials for former child labour
- 7) Share knowledge and provide opportunities on vocational training skills, apprenticeships, entrepreneurship training, and training on basic financial management or technology to former older child labour
- 8) Communicate and pass on your good practice or replicable models to your business partners, suppliers.





## Roles of Employers in Combating Child Labour

Employers can eliminate child labour in a number of steps:

- I Three immediate actions: **end the practice of hiring children; eliminate hazardous child labour and reduce the hours for children under the minimum age**
- II Supporting children and their families
  - Working with child labour reduction programmes
  - Encouraging microfinance and skills training for parents
  - Improving wages and hiring family members instead of children
  - Supporting all means of education e.g. local education programme, study supplies
  - Paying proper wages to families while children attending school
- III Eliminating the need for children in your business
- IV Eliminating child labour from the supply chain
- V Using a code of conduct

For further information: Read more in 'Eliminating Child Labour Guides for Employers'

[http://www.ilo.org/public/english/dialogue/actemp/downloads/projects/child\\_guide2\\_en](http://www.ilo.org/public/english/dialogue/actemp/downloads/projects/child_guide2_en)

The above guideline focuses mainly on the part of 'working with child labour reduction programmes' also the ILO stands ready to support with advice and materialize on any of the other above actions.

# End Child Labour

Be part of national efforts to eliminate child labour!



Promoting global prosperity, peace and human dignity

If you need technical assistances on the elimination of child labour programming, please contact:



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