



International
Labour
Organization

SOME BEST PRACTICES EMPLOYED IN THE PROJECT “**COMBATING CHILD LABOUR AND HUMAN TRAFFICKING** IN CENTRAL ASIA – COMMITMENT BECOMES ACTION” IMPLEMENTED IN **TAJIKISTAN**



2017–2018

Decent Work
Technical Support
Team and Country
Office for Eastern
Europe and Central Asia

SOME BEST PRACTICES EMPLOYED
IN THE PROJECT “**COMBATING CHILD
LABOUR AND HUMAN TRAFFICKING
IN CENTRAL ASIA –
COMMITMENT BECOMES ACTION**”
IMPLEMENTED IN TAJIKISTAN

2017–2018

Copyright © International Labour Organization, 2019

First published, 2019

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

ILO-IPEC

Some best practices employed in the project “Combating Child Labour and Human Trafficking in Central Asia – Commitment Becomes Action” implemented in Tajikistan in 2017 and 2018. / International Labour Office, ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia. – Dushanbe : ILO, 2019.

ISBN: 978-92-2-133324-1 (print); 978-92-2-133325-8 (web pdf)

International Labour Office; ILO International Programme on the Elimination of Child Labour; ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia.

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and electronic products can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org or visit our website: www.ilo.org/publns.

Visit our website: www.ilo.org/ipec

Printed in Tajikistan.

ACKNOWLEDGEMENTS

This overview was prepared jointly with the International Labour Organisation International Programme on Elimination of Child Labour (ILO–IPEC) in Tajikistan, in close cooperation with the members of the Interdepartmental Coordinating Council for Elimination of the Worst Forms of Child Labour (ICC), and with other key partners and specialists from state and non-governmental bodies and from civil society organisations that are active in eliminating child labour and combating human trafficking.

The purpose of the overview is to summarize and analyse the results of the ILO–IPEC project that was implemented jointly with partners during 2017 and 2018 and to identify and outline successful practices and the experience gained (lessons learned).

As an ILO member state, Tajikistan in 2017 and 2018 continued to receive technical assistance from the ILO–IPEC in Tajikistan in order to implement the ILO Conventions on child labour and forced labour, to augment the capacity and raise the awareness of partners about methods for collecting data on working children and adolescents, and to improve law enforcement practices and legal regulation pertaining to child labour. Along with those initiatives, the country's child labour monitoring system (CLMS) steadily improved, and the partners diligently mastered methods for monitoring and recovering working children from the labour market and techniques for collecting data on child labour and forced labour. Programmes were also developed for providing various educational, social, and legal services to working children with a view to ending their employment.

In the period under review, in addition to the development of the child labour monitoring system with a focus on productive employment, effort was increased in such very important areas as combating forced labour through trade union organisations and disseminating information about how to ensure safe work for young people through labour inspections and about how to combat trafficking of children by calling upon law enforcement agencies. In order to advance the Protocol on Forced Labour (2014) and to better inform all the ILO–IPEC partners in Tajikistan about Alliance 8.7 and Target 8.7 of the 2030 SDG, a working group was formed that is off to a strong start.

Two years of work on all the project objectives mentioned above has contributed to a dynamic development of processes aligned against child and forced labour, and Tajikistan is currently experiencing a steady decline in the number of working children, while the measures necessary to prevent forced labour and human trafficking have been put in place.

Joint partnership efforts and cooperation under the ILO–IPEC project in Tajikistan have been overseen by the national coordinator of the ILO–IPEC, Khosabekova Muhayo, and in a brief time have yielded solutions to many problems in reducing child labour and in eliminating its worst forms. Effective measures have also been applied to the prevention of forced labour and human trafficking in the Republic of Tajikistan.

This overview highlights successful practices and valuable experience gained in preventing and reducing child labour in general, the worst forms of child labour, forced labour, and human trafficking in the Republic of Tajikistan.

The overview was prepared by ILO–IPEC consultant Dilbar Bakayeva.

The ILO–IPEC operations from 2008 to 2018 have had a significant impact on reducing child labour, on eliminating its worst forms, and on preventing human trafficking of both adults and children in Tajikistan.

These successful results in Tajikistan called for major efforts from a large number of specialists, the social partners, and Tajikistan's government agencies, as well as from ILO specialists.

The success of ILO projects in Tajikistan and the experience gained from them are achievements worth highlighting for the ILO's centennial, which is to be celebrated in 2019.

CONTENTS

Acknowledgements	3
Abbreviations	6
Introduction	7
1. Best practices in action: Development of an institutional framework for monitoring child labour in the Republic of Tajikistan.	8
1.1. The role of the Interdepartmental Coordinating Council in reducing child labour, eliminating its worst forms, reducing forced labour and trafficking of children.	8
1.2. The Child Labour Monitoring System in Tajikistan: Results achieved and lessons learned	9
1.3. Coordinating the activities of the Children's Rights Commission with the ILO-IPEC for the Child Labour Monitoring System	15
1.4. Occupational safety inspectors for young workers.	16
1.5. Evaluation and overview of implementation of the National Programme for Elimination of the Worst Forms of Child Labour in the RT for 2015–2020 and the Action Plan for Elimination of the Worst Forms of Child Labour in the RT for 2015–2020.	18
1.6. Compiling the first dictionary of its kind entitled "Glossary of terms used in the field of forced labour, the worst forms of child labour, and human trafficking in the Republic of Tajikistan"	20
2. Best practices in action: The role of the social partners in advancing Target 8.7 of the 2030 SDG and the Protocol of 2014 to ILO Convention No. 29 concerning Forced or Compulsory Labour	22
2.1. Strengthening the social partners and informing them about the 2030 SDG and about Target 8.7 of Goal 8	22
2.2. Activities of the Working Group for advancing the Protocol of 2014 to the ILO Forced Labour Convention	26
2.3. Activities of the State Service for Prevention of Youth and Juvenile Delinquency and for the Prevention and Elimination of Child Trafficking in Tajikistan.	26
2.4. The role of inspectors from the Labour Safety Department of the Federation of Independent Trade Unions in identifying instances of forced labour	29
2.5. Survey of the needs and demands of Tajikistan's adolescents (as it pertains to child labour)	31
2.6. The role of civil society organisations in informing about and advancing 2030 SDG Target 8.7 of Goal 8	32
Conclusion.	36

ABBREVIATIONS

CLMS	Child Labour Monitoring System
CRC	Children's Rights Commission
GBAO	Gorno-Badakhshan Autonomous Region
ICC	Interdepartmental Coordinating Council for the Elimination of the Worst Forms of Child Labour of the Ministry of Labour, Migration and Employment
ILO	International Labour Organisation
ILO-IPEC	International Labour Organisation International Programme on the Elimination of Child Labour
IOM	International Organization for Migration
MLME	Ministry of Labour, Migration and Employment of the Republic of Tajikistan
NCRC	National Children's Rights Commission
RT	Republic of Tajikistan
SDG	Sustainable Development Goals
UN	United Nations
UNICEF	United Nations Children's Emergency Fund

INTRODUCTION

The challenges of reducing child labour, of eliminating its worst forms, and of combating forced labour, and human trafficking of both children and adults remain pressing worldwide. In Tajikistan a number of measures have been taken to mitigate the negative impact of these problems on the lives of people and their children.

In the period under review (2017–2018), new priorities have emerged alongside the expansion of the child labour monitoring model that was established in Tajikistan and adapted to local circumstances quite some time ago. The main focus has now shifted to occupational safety, quality of education, and decent work along with employment and self-employment for Tajikistan's citizens.

A new era means new priorities as new problems emerge that must be addressed. During the period under review, the world has faced challenges from massive influxes of migrants and from the acute threat of terrorism. The fallout from these events produces other negative consequences, such as forced labour and human trafficking of both children and adults.

That is why the ILO–IPEC in Tajikistan and its partners during this period have focused on the following issues under the project entitled “Combating Child Labour and Human Trafficking in Central Asia – Commitment Becomes Action”:

- the child labour monitoring system (CLMS) and decent employment;
- combating child labour in general and its worst forms, forced labour, and human trafficking of both children and adults;
- raising awareness of all the parties directly concerned and of the general public about achieving 2030 SDG Target 8.7 of Goal 8 and advocating measures to reach it in Tajikistan.

The survey of the needs and demands of Tajikistan's adolescents (including research on child labour issues) and a survey as part of the project entitled “Capacity building for trade unions to combat child labour and forced labour” were conducted jointly with partners in order to develop suitable responses and devise a strategy.

The team of partners that are involved has been modified and expanded to suit the tasks assigned. The departments of the Ministry of Internal Affairs (MIA) of the Republic of Tajikistan (RT); and of the State Supervision Service for Labour, Migration and Employment; other state institutions; civil society organisations; and the general public have all taken part in carrying out the project. They have made substantial contributions to the development of effective new initiatives and solutions.

1. BEST PRACTICES IN ACTION: DEVELOPMENT OF AN INSTITUTIONAL FRAMEWORK FOR MONITORING CHILD LABOUR IN THE REPUBLIC OF TAJIKISTAN

1.1. The role of the Interdepartmental Coordinating Council in reducing child labour, eliminating its worst forms, reducing forced labour and trafficking of children.

The practical solutions for reducing and preventing the worst forms of child labour have been worked out by the Ministry of Labour and Social Protection of the Population of the RT beginning in 2009 with financial and technical support from the ILO–IPEC and in collaboration with it. The Interdepartmental Coordination Council for Elimination of the Worst Forms of Child Labour (ICC) was established in 2012 in response to Order No. 102 of the Minister of Labour and Social Protection of the Population. The ICC coordinates activities on elimination of the worst forms of child labour at the national level in accordance with the provisions of ILO Conventions No. 138 and No. 182.

The ICC operates under the Ministry of Labour, Migration and Employment (MLME) of the RT, which is the ministry that formulates and implements policies affecting the labour market and employment, and the MLME is also responsible for implementation of ILO technical and fundamental Conventions. Subordinate departments of the MLME as well as the State Supervision Service for Labour, Employment and Social Protection are responsible for monitoring the labour market, including involvement of children in it. The MLME has been made responsible for coordination of implementation of the National Programme for Elimination of the Worst Forms of Child Labour in the RT for 2015–2020.

The ICC includes representatives of the MLME itself; of the Ministry of Education and Science; of the Ministry of Culture; of the Ministry of Health and Social Welfare; of the Ministry of Justice; the Ministry of Finance; the Ministry of Internal Affairs; and the Ministry of Agriculture; as well as representatives from the National Children’s Rights Commission of the Government of the RT; from the Children’s Rights Ombudsman; from the Statistics Agency of the President of the RT; from the Federation of Independent Trade Unions of Tajikistan and its committees; from the Employers’ Association; from



Informing ICC members in 2017 about the Protocol of 2014 to the Forced Labour Convention

the Committee on Women and Family Affairs of the Government of the RT; from the Committee on Youth and Sports of the Government of the RT; and from international organisations, interdepartmental commissions, and civil society organisations.

The ICC is convened periodically every 6 months. Urgent issues concerning the implementation of the National Programme for the Elimination of the Worst Forms of Child Labour and the results of statistical surveys, evaluation and monitoring are considered during its sessions. It also discusses and approves draft regulations on reduction of child labour and elimination of its worst forms. For example, the draft bill establishing the National Programme for Elimination of the Worst Forms of Child Labour; the official list of jobs with harmful and hazardous working conditions for which it is prohibited to employ persons under the age of 18 and the maximum permissible loads that may be lifted by hand; and the official glossary of terms applicable to forced labour, the worst forms of child labour, and human trafficking in the RT were all discussed at meetings of the ICC and recommended for approval and enactment.



ICC meeting in 2017

One more example of ICC activity is the decision of Mr E. M. Sanginzoda, who is the Chairman of the ICC and First Deputy the MLME that June 12 – World Day Against Child Labour – is to be celebrated each year in all regions of the country. All social partners, state bodies, parents and their children, educational system workers, trade unions, employers, and civil society organisations take part in this event every year.

1.2. The Child Labour Monitoring System in Tajikistan:

Results achieved and lessons learned

Subjecting children to employment and to the worst forms of child labour has serious social consequences, for both the children themselves and for all of society in the future. To solve this problem, the Government of the Republic of Tajikistan, in cooperation with the ILO Programme on Elimination of Child Labour (the ILO–IPEC programme)

and with other partners, have taken a number of measures to reduce and prevent the involvement of children in the worst forms of child labour.

The ILO–IPEC programme in Tajikistan began in 2005. The Child Labour Monitoring System (CLMS) in Tajikistan developed in phases as pilot projects were carried out (from 2008 to 2018), and it has become one of the main factors in decreasing the number of working children and eliminating the worst forms of child labour.

From 2008 to 2018 the following projects have been implemented:

- Creating the Child Labour Monitoring Department at the Ministry of Labour and Social Welfare of the RT (April – December 2009);
- Building capacity of the Child Labour Monitoring Department in the RT to detect, guide, track, and protect children at risk of or involved in the worst forms of child labour (outdoor jobs) (July – September 2010);
- Creating and deploying a pilot programme of the CLMS in agriculture and in urban informal sector in four districts of Dushanbe and in five jamoats [Translator’s note; lesser municipalities] of the Isfara District of the Sughd region” (September 2011 – July 2012);
- Promotion of youth employment through the CLMS in the city of Dushanbe and in the Isfara District of the Sughd region (October 2012 – November 2013);
- Scaling up the CLMS in Tajikistan in 2015 and 2016.
- Expanding and strengthening the CLMS that has been deployed in rural areas (Rudaki, Dangara, Vose, Istaravshan, Aini, Shugnan, Roshtkala) with emphasis on employment, youth employment, and reaching Target 8.7 of the 2030 SDG.

The first pilot projects implemented in partnership with ILO–IPEC were limited to certain types of work performed by children (outdoor jobs such as soliciting passengers for public transport, carrying and trolleying heavy loads, and various kinds of agricultural work), and at first they covered only the cities of Dushanbe and Isfara. The coverage area of the pilot projects gradually expanded to 12 administrative subdivisions – the cities of Dushanbe, Kulyab, Isfara, Khorog, and the districts of Shugnan, Bobodzhan Gafurov, Rudaki, Aini, Istavshan, Roshtkala, Vose, and Dangara.

As a dependable CLMS took hold in the pilot regions and the operation of the Child Labour Monitoring Committees became sustainable and independent of financial support from the ILO–IPEC (e.g. in Dushanbe and Isfara), the project spread to new districts. The CLMS extended in this way to all regions of the country.

Child Labour Monitoring Committees operating under executive agencies of local authorities were created in the previously mentioned cities and regions as stipulated by decisions of the regional administration chairpersons. The committees included all the local executive authorities responsible for protection and observance of the rights of all children, including working children. Specialists from the Children’s Rights Department who coordinate monitoring of child labour in each administrative district were among the committees’ members. Monitors who are specialists in monitoring child labour work directly with children involved in the labour market.

After identifying working children and studying their problems and needs, the monitors together with their parents or guardians develop an individual child support plan, which is approved by either the Child Labour Commission or by the Children's Rights Department. The top priority in providing services to these children is to facilitate their return to school and to ensure that they receive a basic education.

When a child's living circumstances preclude combining school attendance with part-time employment, they are given the option to choose a profession and obtain professional skills in it. It is possible to obtain professional skills in a wide network of primary vocational schools by attending short-term professional courses in the Adult Education Centre (AEC) and its branches; these resources make this mode of recovering children from child labour and its worst forms sustainable.

The Child Labour Monitoring Department was established in 2009 as part of the Adult Education Centre of Tajikistan, which is a state institution subordinate to the Ministry of Labour, Migration and Employment. The Child Labour Monitoring Department performs methodological analyses and trains the specialists who monitor child labour and gather statistics and other information. Those specialists also study changing trends and other factors associated with them in the CLMS and promote effective methods for reducing child labour and preventing its worst forms throughout the country's regions.

The Department's specialists have created and now maintain a database that tracks children at risk of child labour as well as those already involved in its worst forms. They have documented all the processes of the CLMS and also monitor the implementation of the individual plans for guiding children and protecting the rights of working children. Department specialists have been appointed to act as the secretariat of the ICC.

The Order of the Director of the Labour and Employment Agency of the RT dated 25 January 2017 stipulated that the Child Labour Monitoring Department should have its capacity strengthened. It was therefore transferred from the Adult Education Centre's structure to that of the Labour and Employment Agency as stipulated in paragraph 8 of the National Action Plan on Elimination of the Worst Forms of Child Labour in the RT for 2015–2020. The Child Labour Monitoring Department has thus been upgraded from the state institution level of the Adult Education Centre to the level of the Labour and Employment Agency of the Republic of RT. This new status will enable the CLMS to penetrate throughout the country and improve outcomes in the reduction of child labour and its worst forms.

On 10 May 2017 the Labour and Employment Agency together and the ILO–IPEC signed an agreement on cooperation in monitoring child labour which was entitled “Improvement and Support of the Child Labour Monitoring System”, according to which 7 pilot districts of the country have created committees for monitoring child labour that incorporate a new set of activities pertaining to youth employment in the districts of Istavshan and Rudaki, Dangar, Vose, Aini, Shugnon, and Roshtkala.

On the 18th and 19th of August 2017, a training on monitoring procedures and preparation of reporting documents took place at the Adult Education Centre of Tajikistan's resource centre in Dushanbe. The training was conducted as part of the project for expanding and strengthening the CLMS deployed in rural areas (Rudaki, Dangara, Vose, Istaravshan, Aini, Shugnan, and Roshtkala) with emphasis on youth employment in order to reach

Target 8.7 of Goal 8 of the 2030 SDG. The aim of the training was to prepare monitors for work in the CLMS and to increase awareness of child labour issues.

The training program included both theoretical and practical modules, such as: one on Target 8.7 of the UN Sustainable Development Goals (joining global efforts to eliminate forced labour, modern slavery, human trafficking and child labour); one entitled “The regulatory legal framework of Tajikistan is the most important condition for sustainably combating the worst forms of child labour”; one on steps taken by Tajikistan to combat the worst forms of child labour; and one covering the CLMS in Tajikistan and how to work with reporting documentation and statistics.

The training was attended by 35 participants including employees of state agencies, specialists from the branches of the Adult Education Centre, and project staff. Analysis of the results of the training revealed areas for further training in child labour matters for the benefit of physicians, employees of the Ministry of Internal Affairs, and school teachers.

In 2017 and 2018 vocational training courses were conducted in seven districts for 200 children. In addition, working children involved in the project attended courses on the rights of the child, on labour law, and on entrepreneurship. These courses were offered at the Adult Education Centre of Tajikistan and its branches in the pilot areas (Rudaki, Dangara, Vose, Istavshan, Aini, Shugnan, Roshtkala). The training programme lasted 16 hours and included the following topics: entrepreneurship basics, business as an economic activity, and a conceptual apparatus (what business is, how to develop a business plan, competition, etc.). Various interactive forms of education (adapted to an adolescent audience) were employed in this training. The “Outdoor Business Basics” cartoon was screened, and business-related games were played. There were also training workshops covering such topics as how to open your own sewing workshop business for girls studying the sewing trade and how to organise self-employment for children who have completed courses in computer science basics.

One important way to focus public attention on the child labour problem and on the recovery of children subject to its worst forms is through the events marking World Day Against Child Labour, which is celebrated worldwide on June 12th. On that day each year, informational events that reach a large segment of the general public are held in all regions of Tajikistan.

The slogan for June 12th in 2017 was “In the midst of conflict and adversity we shall protect the children from child labour!”. Informational programmes, calendars, and notebooks were prepared for the campaign. Rallies devoted to World Day Against Child Labour took place in cities and districts throughout the country. Representatives of the executive agencies of the local state authorities, experts from the branches of the Adult Education Centre of Tajikistan, the general public, parents and their children all took part in them. More than 1,500 people attended the rallies on June 12th.

Particular emphasis was placed on the slogan for the campaign of June 12th 2018: “Safety and health for the new generation”. For example, during the events in the Rudaki district, the executive secretary of the Rudaki District Children’s Rights Commission, Karimzoda Sharofat, stressed that there are children who are compelled by various circumstances to seek jobs and that our goal is therefore to ensure that their work does

not harm their health. We can also help children avoid child labour by directing them to other activities. At a ceremony on World Day Against Child Labour, 30 children involved in the project were awarded certificates stating that they had successfully completed vocational training in gardening or computer basics, or had successfully completed an extra-curricular English language course. At the end of the campaign, each participant raised a red card, which is the symbol of World Day Against Child Labour, to declare that they are committed opponents of child labour.



June 12th 2018 – World Day Against Child Labour observed in the District of Rudaki

Experience gained

At the initial stage of testing the CLMS and rolling it out at the local administrative level when the incidence of child labour and its worst forms was still substantial, an urgent response was needed. For that reason, separate commissions or committees on monitoring child labour were formed under the local executive authorities. At present in the administrative districts where a reliably functioning CLMS has been established and the number of children involved in child labour has been steadily decreasing, the commissions or committees of the CLMS are delegating their powers to the Children's Rights Commissions (CRC), which also have the authority to reduce and prevent child labour and its worst forms, but are in addition responsible for observance of the rights of the child. This transfer of powers is both a positive result of the operation of the CLMS and a source of flexibility for the entire CLMS in the country.

Analysis of the activities of the child labour monitoring committees or commissions within executive state agencies has demonstrated that it is more efficient to monitor child labour at the level of administrative districts. The local executive state agencies – the Children's Rights Commission, the Department of Education, the Department of Internal Affairs – are responsible for dealing with child labour in a given administrative district. They are able to promptly identify new locations where children work, take steps to recover children from the worst forms of child labour and redirect them without delay.

Staffing issues pose some potential risks for this component of the CLMS. Changes in a monitor's circumstances (a different primary activity or place of work, a change of residence, and changing health), may lead to hiring and training new specialists. Whenever a CLMS is being created for the first time in a particular administrative subdivision, a specialist from the Adult Education Centre of Tajikistan should be assigned there to conduct training and counselling.

Financing the child labour monitoring process in a given area or city is another source of risk. To implement the CLMS in an administrative subdivision (district or city), it is permissible to engage a civil society organisation (a non-governmental organization or NGO) to fulfil a state social welfare work order in accordance with the Law of the Republic of Tajikistan "On the state social welfare work order" (2008). This practice has been followed

in Tajikistan since 2008, when NGOs concluded contracts with the Ministry of Labour and Social Protection and began to provide social services to children, adults with disabilities, and elderly citizens. Funding for those activities in that case comes from the budget of the RT.

As many districts of Tajikistan are on subventions (i.e. financed by subsidies from the central or regional government budget), a less costly and more flexible option would be for the executive agency of the city or district to hire monitors and to conclude individual contracts with them to perform certain work during a specified period.

If the local budget of the local authorities allows for hiring monitors on a contractual basis, or if the amount of child labour in the district is significant, then the District Chairman may decide to hire monitors for a full-time work schedule. In practice, the monitors who take on such jobs usually have primary jobs as well as prior experience in working with children and in social welfare in general. Monitoring during the pilot programme period was carried out as part-time work when the monitors were free from their other employment. Given the limited budgets of local executive agencies, there is no need to hire monitors full-time provided that their work can be covered by a contract under Article 2.2.16 “Remuneration of professional services” of the Budget Classifier of Income and Expenses, which permits a more flexible and sustainable payment system for monitors. Moreover, as problems with child labour and its worst forms are solved (or diminished), the number of monitors hired can also be decreased.

Prior to creation of the CLMS, all the work to correct the problems of working children was assigned to specialists in the Children’s Rights Department. The limited number of specialists in the Department had not been specifically trained in and groomed for child labour monitoring. That deficiency together with the substantial number of children involved in child labour resulted in difficulties because the monitors had to solve the problems of children in adverse living conditions in addition to those of working children. The advent of the child labour monitoring committees has significantly increased operational efficiency, while the assistance provided to children is no longer sporadic and has become systematic, targeted, and inclusive. Efficiency has increased also because of task-oriented management of the monitoring groups’ efforts and supervision of their activities directly by a specialist at the Children’s Rights Department.

At present, the most prudent option is to select a coordinating specialist for child labour monitoring from the staff of the Children’s Rights Commission, which is the agency whose main function is to protect the rights of the child and one of whose functions is also to prevent involvement of children in the worst forms of child labour and recover children already involved in them.

It should be stressed that the main qualifications that monitors must have to function well include not only responsibility and professionalism, but also their personal commitment, regardless of what their official position may be, to improve the fate of children.

Informing parents and children about the harmful effects and hazards of child labour is an important component of the CLMS. Mass media and information websites play a major role in this process.

In 2017 and 2018, twenty-three articles were published in local newspapers, and a radio programme and a television programme were aired on combating child labour and its worst forms. The most straightforward and popular way to disseminate information – traditional mass media – was chosen because Tajikistan’s population has quite limited access to online resources, especially in remote rural areas.

The www.no-childlabor.tj website has been created by specialists at the Adult Education Centre of Tajikistan with technical support from the ILO–IPEC of Tajikistan. The site has been in operation since 2011 and is continuously updated; its number of views is increasing. The website contains all the latest information concerning child labour in Tajikistan, including a news feed, the regulatory legal framework, international documents, explanations of the terminology applied to child labour, and information about the activities of the MLME of the RT and of its local structures.

The site is useful for governmental agencies, educational institutions, the social partners, civil society organisations that address children’s rights, and also for the general public.

The www.no-childlabor.tj website aims to consolidate the experience and achievements in preventing and eliminating child labour in the country, to facilitate exchange of information on these issues, and to share the best practices and lessons learned. At the moment about 54,000 users have visited this site.

The website of the Children’s Rights Ombudsman in the RT (<https://vhk.tj/ru/>) contains up-to-date information on the regulatory legal framework for the rights of the child, a news feed, contacts for direct communication, and a Q&A section.

1.3. Coordinating the activities of the Children's Rights Commission with the ILO-IPEC for the Child Labour Monitoring System

The National Children's Rights Commission (NCRC) under the Government of the Republic of Tajikistan and the Interdepartmental Coordinating Council on the Elimination of the Worst Forms of Child Labour (ICC) both operate at the state level in Tajikistan.

The NCRC was established in 2001.

The NCRC is a permanent interdepartmental advisory body responsible for overall coordination of activities carried out by state agencies at the centralized and local levels in order to protect children's rights, as well as for the observance of international obligations under the UN Convention on the Rights of the Child and other international instruments protecting the rights of the child. The activities of the NCRC are carried out in accordance with Decree of the Government No. 29 "Status of the Children's Rights Commission" dated 25 January 2017. The same Decree in a subsequent version approved the legal status of the NCRC.

In 2016 the official post of Children's Rights Ombudsman was established in the RT in order to provide an institution for the observance and advancement of the rights and freedoms of the child. In 2018 the Strategy for the Children's Rights Ombudsman for 2018–2020 was adopted along with an Action Plan for its implementation.

In April 2018 the National Action Plan for Implementation of Recommendations in the Third and the Fifth Annual Reports of the RT on the Implementation of the Convention on the Rights of the Child for 2018–2022 was approved, and its Paragraph 31 stipulates the measures suitable for combating illegal forms of child labour.

In October 2018, Dushanbe was the site of the National Forum on the Child Labour Monitoring System in Tajikistan, which was attended by specialists from the administrative and other divisions of the Labour and Employment Agency from the local level and by chief specialists who are secretaries of district Children's Rights



National Forum held in 2018 and entitled "The Child Labour Monitoring System: Successful Practices and Prospects for Further Development"

Commissions of executive state agencies at the local level from 3 regions and Regions of Republican Subordination [Translator's note: these are administrative districts under direct rule of the central government of the RT]. A total of 26 districts and cities were represented. The Forum was held to exchange experiences in applying the CLMS and to extend best practices to the regions and cities of the country where they are needed.

A SWOT analysis of the CLMS was conducted during this two-day forum; and the results of a survey to identify the needs and demands of adolescent children, including a section on working children, were presented. After completion of these tasks, a resolution was adopted affirming that the CLMS should be extended to those regions of the country where it is needed.

Parallel to the Forum, instructional off-site training seminars entitled “The Child Labour Monitoring System in Tajikistan: Experience Gained and Prospects for Development” were held in the country's regions in order to expand efforts to reduce child labour and eliminate its worst forms. The seminars were conducted by the Head of the Labour Relations and Population Living Standards Department of the MLME, Mr R. Rajabov, and by the Dushanbe Adult Education Centre of Tajikistan specialist, Mr A. Otashekhov. The seminars were attended by specialists from the Children's Rights Departments, employees of the Labour and Employment Agency and the State Supervision Service for Labour, Migration and Employment. The fact that the seminars were conducted by specialists from the Ministry and the Adult Education Centre demonstrates a commitment to continuing the efforts to reduce child labour, the consistency of those efforts, but also a need for further action.

Experience gained

The consolidation of efforts carried out by all partners has helped to reduce the number of children involved in child labour and its worst forms. Practical experience has shown that Children's Rights Commissions and Departments at the local executive level acting in partnership with educational institutions, with the Labour and Employment Agency, and with the branches of the Adult Education Centre as well as other training courses occupy a special place in reducing child labour.

1.4. Occupational safety inspectors for young workers

The State Supervision Service for Labour, Migration and Employment of the Population under the Ministry of Labour, Migration and Employment of the RT (hereinafter referred to as the Supervision Service) deals with the identification and prevention of infractions of the law pertaining to labour relations. The Supervision Service is also dedicated to identifying forced labour and working children and to preventing child labour and its worst forms.

An agreement on cooperation between the Supervision Service and the ILO-IPEC was signed in May 2018.

Supervision Service specialists have become much better informed about child labour and have played a significant role in reducing child labour and its worst forms.

On 12 June 2018, the Supervision Service together with the partners held a tripartite meeting dedicated to World Day Against Child Labour. The slogan for World Day Against Child Labour 2018 “Safety and health for the new generation!” was presented at the meeting.

The meeting was attended by trade union activists, representatives of employers, specialists from the Labour and Employment Agency, and heads of enterprises.

The ILO–IPEC national coordinator, Mrs M. Khosabekova, noted in her speech that both 2018 World Day Against Child Labour on June 12th and World Day for Safety and Health at Work on April 28th were observed via a joint campaign with the common slogan “Improve the safety and health of young workers and end child labour”. Some international statistics on the matter were cited: there are 541 million young workers (15–24 years old) globally, and they account for more than 15 per cent of the world’s labour force. It was also noted that the campaign is committed to accelerating efforts to achieve Target 8.7 and Target 8.8 of the 2030 SDG.

The head of the Supervision Service, Mr D. Murodzoda, noted that the slogan for 2018 will focus even more attention on safe working conditions and the health of young workers, especially because inspection of workplaces consistently shows that even the minimum conditions and safety precautions at work are not observed for this age category (15–24 years old). Recommendations applicable to various groups present (to the Employers’ Association, to the Federation of Trade Unions, to the Labour and Employment Agency, and to the Supervision Service) were made at the end of the meeting.

The Supervision Service in 2018 created a class in methodology and equipped it with modern hardware. Its purpose is to increase awareness and strengthen the capacity of labour inspectors and specialists at state institutions, civil society organisations, local state executive authorities, commercial organisations, and other bodies involved in addressing the issues of child labour, forced labour, human trafficking, and occupational safety. A continuously updated site (<http://khnm.tj>) covers the activities of the Supervision Service and also provides necessary information on protection of workers’ rights.

In 2018 the Supervision Service conducted inspections at organisations and enterprises in all regions of the country. A considerable part of the Supervision Service’s work consists in organising explanatory events and taking preventive measures against infringements pertaining to labour relations. Nevertheless, infringements of the rights of working children were found, including lack of contracts between employer and employee, lack of written consent to a child’s employment from the parents, and failure to follow the guidelines for children’s work schedules. The Supervision Service has imposed measures, including administrative ones, on employers found in violation of the Labour Code.

Supervision Service staff conducted meetings aimed at prevention in the regional centres of the RT, the cities of Khujand, Bokhtar and Khorog, where they made presentations about the harmful effects of child labour and about preventive measures to eliminate the worst forms of child labour.

Experience gained

The Supervision Service has a network of subordinate structures in the country's regions where it conducts preventive and explanatory work among youth, employers, and the general public. The Supervision Service exposes infringements pertaining to labour relations, and it determines the penalty for those employers who fail to meet their obligations and infringe the law. Supervision Service employees employ a comprehensive approach to managing these problems by pursuing prevention, clarifying the essence of the Labour Code and of other regulatory legal documents, imposing penalties for infringements by employers, and by responding promptly and decisively when particularly dangerous cases of forced labour, child labour in general, and its worst forms are discovered.

1.5. Evaluation and overview of implementation of the National Programme for Elimination of the Worst Forms of Child Labour in the RT for 2015–2020 and the Action Plan for Elimination of the Worst Forms of Child Labour in the RT for 2015–2020

The National Programme for Elimination of the Worst Forms of Child Labour in the RT for 2015–2020 approved by Decree No. 690 of the Government of the RT dated 31 October 2014 has become an important strategic document aimed at reducing the incidence of the worst forms of child labour and at preventing children's involvement in them. This document has defined the Government's policy on the social phenomenon of child labour and has ensured persistent and effective efforts to address it.

The programme consists of seven expository sections:

1. General provisions;
2. Main concepts;
3. The child labour situation in Tajikistan;
4. Goals and objectives of the Programme;
5. Anticipated outcomes;
6. Legal framework and financial basis for implementing the Programme;
7. Reporting and monitoring of Programme implementation.

Paragraph 40 of Section 7 with the heading "Reporting on and monitoring programme implementation" states: "An evaluation report on implementation of the National Programme is to be prepared at the end of each year. This report shall be submitted to the Children's Rights Commission of the Government of the Republic of Tajikistan for consideration, approval and further action every year prior to March 1st." All the incoming information from the locations where the Programme is implemented are to be summarized by the Secretariat of the ICC for analysis and dissemination of best

practices, as well as for taking action to address issues as they arise. The mandate to combat child labour and eliminate its worst forms has in this way been introduced into the operational activity of executive agencies at all levels, and this has also ensured that efforts in these matters remain constant.

Independent monitoring of Programme implementation over the three previous calendar years (2015 through 2017) was required to assess achievement of the goals and objectives defined in the Action Plan. The independent monitoring and evaluation of the implementation of the Programme and the Action Plan has contributed to adjustments in subsequent phases of the reduction of child labour and elimination of its worst forms. R. M Babajanov conducted the expert evaluation in 2018.

The Action Plan on Elimination of the Worst Forms of Child Labour in the RT for 2015–2020 consists of 56 points, including the activities of state agencies at both the level of the Republic and at the local administrative levels. The Plan places special emphasis on cooperation with the social partners in combating the worst forms of child labour – with the Employers’ Association, with the Federation of Independent Trade Unions of Tajikistan, and with civil society organisations.

According to the evaluation carried out by R. M. Babajanov, 19 points were categorized as “fulfilled”; 28 points were “being fulfilled”; 5 points were “fulfilled and continuing to be fulfilled”, and 1 point (No. 22) was “in the process of implementation”. One more point “will be completed in 2018”. This means that 54 out of the 56 points of the Action Plan are implemented or being implemented with a positive evaluation from the expert. Only 2 points were judged negatively: point 7 was “implemented, but not always”; and point 32 (purchase of services...) was rated “not implemented”.

R. M. Babajanov’s overall conclusion was that “the National Action Plan is being implemented fairly successfully, both in general and for each point in particular, according to its approved goals, objectives, and the timeframe for its implementation”. He also highlighted diligent efforts by the ICC and good coordination between the MLME and its subdivisions.



Meeting of the ICC to mark completion of the ILO–IPEC project
“Combating Child Labour and Human Trafficking in Central Asia in 2017–2018 – Commitment Becomes Action”
held 22 November.2018 at the Hyatt Regency Hotel

The evaluation gave the following additional recommendations for assuring the progress and sustainability of the results achieved during the implementation of the National Programme:

- the activities under the National Action Plan should be incorporated into the National Development Strategy of the RT through 2030 and into the Medium-Term Development Programme (MDP) for 2016–2020 (with subsequent modification of the MDPs for 2021–2025 and for 2026–2030);
- the activities under the National Programme for the Elimination of the Worst Forms of Child Labour should be adapted to the local level in order to assure the maximum possible coverage of the population.

Experience gained

The evaluation and the analysis of the implementation of the National Programme for the Elimination of the Worst Forms of Child Labour and the Action Plan demonstrated that considerable success has been achieved during the three calendar years since implementation began (2015 to 2017). There are still two years (2019 and 2020) before the completion of the Action Plan during which period efforts must be taken to achieve the goals and objectives.

It should be noted that the current work plans of all partners involved in reducing child labour and eliminating its worst forms should be modified and that committed efforts to those ends should be included in the medium-term work plans of state agencies (the National Children's Rights Commission, the Ministry of Labour, Migration and Employment, the Ministry of Education and Science, and the local executive authorities). It is especially important to monitor and evaluate the implementation of the National Programme and the Action Plan in 2021, i.e. after their completion, in order to determine what further actions are required to address these problems. Monitoring and evaluating the implementation of action plans for reducing child labour and eliminating its worst forms should also be carried out annually at the local administrative level. In addition, a section canvassing working children should be included in regular statistical surveys (for example, in the Labour Force Survey) through 2021.

1.6. Compiling the first dictionary of its kind entitled “Glossary of terms used in the field of forced labour, the worst forms of child labour, and human trafficking in the Republic of Tajikistan”

The compilation of the glossary was initiated as part of the ILO–IPEC project and prompted by the course that the Government had laid out, including high-priority measures for reducing child labour and eliminating its worst forms, reducing forced labour, and reducing various forms of modern slavery and human trafficking. It was also intended to facilitate significant involvement of a wide range of state agencies, trade unions, and civil society associations and organisations.

The glossary contains a comparative analysis and overview of some key terms. The glossary was needed also because there was no uniform interpretation of some basic terms and concepts used in the international instruments on those matters and carried over into the regulatory legal vocabulary within Tajikistan: “Therefore, given the fact that a conceptual apparatus is the basis for generating proper and effective legislative

responses, the establishment of standardized basic interpretations is a very important step with a high priority”¹.

In preparing the glossary, terminology used in international instruments was analysed, and much use was made of the explanations of the ILO Committee of Experts and of the current legislation of the Republic of Tajikistan

The glossary contains comparative analysis of such key terms as human trafficking, trafficking of children, forced labour, slavery and practices similar to slavery, child labour, the worst forms of child labour, and child labour monitoring.

The main part of the glossary is a dictionary, which includes explanation of 57 terms used in the field of forced labour, child labour and its worst forms, and in the field of human trafficking. This section considers the concepts applicable to children’s rights and forms of work permitted for children along with the terms employed in monitoring child labour child and human trafficking as well as forced labour.

The glossary was published in printing of over 500 copies and is intended for a wide range of specialists.

Experience gained

This is the country’s first glossary of its kind with content closely linked to the basic terms used in ILO Conventions No. 138, No. 182, and No. 29 and tailored to the regulatory legal framework of the RT. It is important to note that during work on the glossary numerous meetings and discussions took place, and they contributed to the development of its concept and content.

The glossary presents clear definitions of important terms related to the protection and exercise of children’s rights and to the prevention of the worst forms of child labour, forced labour, and trafficking of both children and adults. It serves as a reference tool that can be used by specialists in various fields from different government agencies, lawyers, social workers, and educators.

¹ See: <http://www.no-childlabour.tj/ru/terms/>

2. BEST PRACTICES IN ACTION: THE ROLE OF THE SOCIAL PARTNERS IN ADVANCING TARGET 8.7 OF THE 2030 SDG AND THE PROTOCOL OF 2014 TO ILO CONVENTION NO. 29 CONCERNING FORCED OR COMPULSORY LABOUR

2.1. Strengthening the social partners and informing them about the 2030 SDG and about Target 8.7 of Goal 8

It should be stressed that the task of preventing and combating human trafficking of both adults and children has always been a priority in Tajikistan. A Resolution of the Government of the RT (in 2011) approved the Comprehensive Programme to Combat Human Trafficking in the RT for 2011–2013, which declared the need to eliminate forced child labour in agriculture and trafficking of children.

The activities of the social partners in the period under review have been focused on measures for occupational safety, on general employment, and on employment for young people as well as on attaining 2030 SDG Target 8.7, which sets out the following tasks: “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.”²

The basic task of SDG Target 8.7 is to take steps to eliminate child labour by 2025 and also to eliminate forced labour and modern forms of slavery by 2030³. A number of productive round table discussions, meetings and seminars have been conducted in order to disseminate information about the National Development Strategy of the RT through 2030 and about Target 8.7.

A national high-level roundtable discussion to raise awareness about the SDG and to achieve SDG Target 8.7 was entitled “Adopting immediate and effective measures to eliminate forced labour, to end modern slavery and human trafficking, and ensure the prohibition and elimination of the worst forms of child labour” was held on 27 October, 2016 in Dushanbe on the invitation of the ILO–IPEC with the participation of the offices of the United Nations International Children’s Emergency Fund (UNICEF), the International Organisation for Migration (IOM), and the Organisation for Security and Cooperation in Europe (OSCE) in Tajikistan. The participants in the round table discussion paid particular attention to the content of Goal 8 of the 2030 SDG as it pertains to advancing decent work and productive employment, and more specifically to attaining the target of eliminating forced labour and child labour

² See: http://ilo.org/moscow/dw4sd/themes/fow/WCMS_626126/lang-ru/index.htm.

³ See: https://www.ilo.org/moscow/news/WCMS_561497/lang-ru/index.htm.

in its worst forms (SDG 8.7). Joint recommendations were formulated regarding the implementation of SDG 8.7 at the national and local levels. The discussions that took place during the round table meeting marked the beginning of work on forming a national coalition to achieve SDG 8. In addition, the decisions and recommendations made during the discussion contributed to the implementation of the Medium-Term Development Programme of the RT for 2016–2020 and the National Development Strategy of the RT through 2030.



The national high-level round table discussion convened to raise awareness about the Sustainable Development Goals (SDG) and to achieve SDG 8.7 (2016)

Training workshop seminar for the social partners on the issues of forced labour, modern slavery, trafficking of children, and child labour in Tajikistan and raising awareness about SDG 8.7

A day-long orientation training workshop seminar was held on 30 March 2017 for the social partners on such issues as forced labour, modern slavery, trafficking of children, and child labour. Its primary objective was to determine the roles of various partners in countering the trafficking of children, child labour, forced labour, and modern slavery. In addition, the feasibility of expanding their participation in counteracting these practices in keeping with their functions, duties and level of influence was considered. The participants became familiar with the accepted terminology, learned how to establish an effective exchange of information between different parts of the country and how to facilitate the implementation of Target 8.7 in Tajikistan within the framework of the SDG for 2030. Another purpose of the seminar was to focus more attention on achieving Target 8.7 of the SDG, on the provisions of the Protocol of 2014 to the ILO Forced Labour Convention, and on understanding the role of Global Alliance 8.7.

Consultations with the Federation of Independent Trade Unions of Tajikistan and with sectoral trade unions (in agriculture, construction, education, and commerce) of Tajikistan on SDG 8.7 and Alliance 8.7

On 11 May 2017 consultations concerning the 2030 SDG and Alliance 8.7 were held with 28 trade union officials from the Federation of Independent Trade Unions and from sectoral trade unions (in agriculture, construction, education, and commerce) with the goal of using an interactive dialogue to examine the main causes of child labour, forced labour, modern slavery, and human trafficking in Tajikistan and find methods for combating them, as well as to highlight the role of trade unions in addressing these problems and to evaluate their capacity to do so and achieve 2030 SDG Target 8.7 in the coming years. The consultations allowed trade union organisations to understand why the issues of forced labour, human trafficking, and child labour pose important challenges for trade union activities and also to learn how to identify those practices. In the course of these consultations, methods were presented for identifying and discerning the differences between human trafficking, smuggling, forced labour, and illegal imports; between forced labour and child labour; and between forced labour and bonded labour along with ways to identify the victims of forced labour, human trafficking and child labour.

Consultation workshop seminars were also held for representatives of the Employers' Association of Tajikistan, with the Small and Medium-size Business Associations, and with the Associations of Producers and Exporters of Agricultural Products to discuss their role in achieving SDG Target 8.7.

On 24 May 2017, a seminar was held for the Employers' Association to raise awareness and to build the capacity of their employees to further develop initiatives for combating child labour, forced labour, human trafficking, and modern slavery in specific sectors of industry and agriculture. The participants considered measures that could prevent forced labour, and human trafficking of both adults and children, child labour in general and the worst forms of it, as well as ways to support the victims of these illegal actions, to recover them from their current situations, and to rehabilitate them in accordance with the strategy for 2030 SDG Target 8.7.

These consultation workshop seminars contributed to raising awareness, deepening knowledge, and also to developing strategies and action plans for combating forced labour and all forms of child labour in order to achieve Target 8.7 of Goal 8.

Information was also provided about the need to implement specific measures for building the capacity of specialists to achieve the SDGs for 2030 and to address issues related to supply chains, to explore the ability of the social partners to advance ratification of the ILO Protocol of 2014 to the Forced Labour Convention, and to join the global online interaction platform of the 50 for Freedom campaign to convince at least 50 countries to ratify the Protocol to the Forced Labour Convention by the end of 2018. Ratification of the ILO Protocol to the Forced Labour Convention would give hope and freedom to millions of people who have fallen into the trap of modern slavery.

In June 2017 the OSCE and the ILO held two-day, high-level regional consultations for countries in Europe and Central Asia for the purpose of identifying common problems and priorities in efforts to eliminate forced labour, modern slavery, human trafficking,

and child labour. Mr E. Sanginzoda, who is First Deputy Minister of Labour, Migration and Employment of Population and also Chairman of the ICC participated in the High Forum on behalf of Tajikistan.



Presentation of the First Deputy Minister of Labour, Migration and Employment Mr. Emin Sanginzoda at the Regional Consultative Meeting of European and Central Asian countries on the topic of “Achieving SDG 8.7 by joining forces around the world to end forced labour, modern slavery, human trafficking, and child labour”. The meeting was held in Budapest in 2017

Experience gained

Information campaigns and dissemination of knowledge about 2030 SDG Target 8.7 of Goal 8 contribute to achieving the common goals of decent work and decent employment for all. Eliminating hazardous types of labour and the worst forms of child labour and improving occupational safety for young people result in improved occupational safety for all workers. This helps to prevent accidents at work and to keep occupational diseases in check among both young people and adult workers. Quite often working adolescents and young people do not pay enough attention to the risk factors at work because they lack experience, professional training, and knowledge about occupational safety techniques. Adolescents and young people are often not aware of their rights as employees, while employers fail to meet their obligations with respect to occupational safety and are reluctant to discuss any existing risks.

Therefore, it is very important to develop the Plan for Action and Measures to Ensure Safe and Decent Work at the legislative level and ultimately at the level of executive agencies.

A broad information campaign for the general population via the media, explanatory and awareness campaigns, distribution of brochures and information leaflets about the rights and obligations of workers and leaflets about the harm and dangers of involvement in forced labour and human trafficking of both adults and children will all contribute to preventing and reducing risks and negative incidents in these matters.

2.2. Activities of the Working Group for advancing the Protocol of 2014 to the ILO Forced Labour Convention

The first meeting of the Working Group for advancing Tajikistan's ratification of the Protocol to ILO Convention No. 29 (1930) concerning Forced or Compulsory Labour took place on 22 November 2017. The Working Group was created in October 2017 by order of the MLME.

The Working Group consists of 25 specialists representing various ministries and departments, and it functions as a coordinating body for activities in this area.

Comunique No. 6.2/2462 signed by the First Deputy Minister of Labour, Migration and Employment on 4 October 2018 delivered a package of documents regarding Tajikistan's adoption of the Protocol of 2014 to ten of the country's ministries and departments.

In November 2018 all ten of the ministries and agencies addressed presented their proposals and confirmed their approval of Tajikistan's adoption of the Protocol of 2014 to the Forced Labour Convention. After approval by the Government, the package of documents will be sent to Majlisi Namoyandagon, which is the Parliament of the RT.

Successful experience

In order to counteract the effects of child labour and its worst forms, Tajikistan ratified ILO Convention No. 138 (1973) concerning Minimum Age for Admission to Employment in November 1993; Convention No. 182 (1999) concerning Prohibition and Immediate Measures for the Elimination of the Worst Forms of Child Labour in May 2005; and Convention No. 29 (1930) concerning Forced or Compulsory Labour in November 1993. (see: <https://lib.ohchr.org/HRBodies/UPR/Documents/session12/TJ/UNCT-Annex-rus.pdf>).

In October 1993, the Republic of Tajikistan ratified the UN Convention on the Rights of the Child (1989) as well as the additional protocols to that Convention.

Work on advancing ratification of the Protocol of 2014 and providing information about it began in 2017. Within a short period of time, a package of documents necessary to support the need for Tajikistan to adopt the Protocol of 2014 had been prepared. The adoption of this Protocol is an important milestone in Tajikistan's ratification of ILO Protocols and Conventions over the past 10 years.

2.3. Activities of the State Service for Prevention of Youth and Juvenile Delinquency and for the Prevention and Elimination of Child Trafficking in Tajikistan

In September 2017 the State Service for Prevention of Youth and Juvenile Delinquency under the Ministry of Internal Affairs of the Republic of Tajikistan began to implement a project with the title "Prevention of child trafficking, child labour, and other forms of exploitation in Tajikistan".

Training seminars were held throughout the country to reach a broad segment of the population including adults, youth, and children.

The project reached 700 participants who work with children, including 100 employees at the Ministry of Internal Affairs and its subdivisions. During the project they increased their capacity and gained more knowledge about the worst forms of child labour, forced labour, and human trafficking of both adults and children.



Training seminar for FITUT labour inspectors on identification and documentation cases of forced labour , 2018

The participants in the project were the audience for a public awareness campaign aimed at countering child trafficking, child labour, and other forms of exploitation in Tajikistan included:

- 120 parents of children over 6 years old;
- 270 children aged 14–17;
- 210 young people aged 18–35 (students, unemployed people who are not students, and working young people).

In addition to the activities for raising awareness that took place in all regions of the country, enforcement actions to prevent delinquency among adolescents and young people were carried out.

Measures were taken to reduce the number of children, adolescents, and young people outside of their homes late at night.

In 2016, Decree of Government of the RT No. 326 dated 27 July 2016 approved the National Plan to Combat Human Trafficking for 2016–2018. This plan consists of six main objectives:

1. Prevention of trafficking in persons;
2. Criminal prosecution for human trafficking;
3. Protection of victims of human trafficking;
4. Measures to combat human trafficking;
5. Prevention of human trafficking cases;
6. Expansion of social partnership to counter human trafficking.

In 2018 the National Plan to Combat Human Trafficking in the RT for 2019–2021 was initiated, elaborated, and presented for discussion to all parties concerned as a way to continue this work. The Plan includes informational campaigns highlighting examples of forced labour, human trafficking of both adults and children and their consequences. Some of the campaigns will be broadly targeted, and others will be tailored to minors, youth, migrant workers, and women. Paragraph 13 of the Plan states that it is necessary to counteract child labour in agriculture, especially in cotton harvesting. Paragraph 74 is under the heading “Elimination of the Worst Forms of Child Labour” and calls for comprehensive assistance to children involved in child labour and to children who have been victims of trafficking.

In order to achieve the goals set forth within the action programme and to rectify shortcomings that have been identified, there are plans to better inform the staff of the Ministry of Internal Affairs and to deploy measures for preventing child trafficking, child labour, and other forms of exploitation. Enforcement actions are being carried out wherever children, teenagers, and young people may be exposed to such potential threats as late-night internet cafés, outdoor sites for selling mobile phones, etc. In addition, the Law “On the responsibility of parents for the education and upbringing of children” has increased demands on parents and given them more responsibility for raising their children.

Experience gained

Teenagers and young people often express themselves in unacceptable ways that may lead to infractions of the law. Among the many reasons for this are: economic difficulties within the family; an incomplete family with one parent absent; not feeling needed; low self-esteem; lack of control by adults or scant attention from them; an inability to think critically and to make appropriate choices in various situations; difficulty in expressing feelings; and inability to respond properly to their own actions or to the actions of others.

Therefore, the first priority is to optimize the processes of education, upbringing, and socialization of children, teenagers and young people and to improve their adaptation to various situations in life, and increase their ability to make correct choices and find a way out of difficult living conditions.

The problem must be addressed with an integrated approach involving government agencies, schools, the general public, parents, and the children themselves in the process of prevention of forced labour, human trafficking, and child trafficking.

Intervention and decisive action on the part of enforcement agencies and the prosecutor’s office are required when children are missing or when children and teenagers become involved in delinquent groups. The functions of these governmental agencies include both explanation and prevention in order to reduce delinquency among teenagers and young people. These functions are performed by the State Service for Prevention of Youth and Juvenile Delinquency under the Ministry of Internal Affairs of the RT. During the project, the employees of the Service were trained, and they then conducted trainings and seminars for raising awareness in all the regions of the country among youth, teenagers, and their parents.

2.4. The role of inspectors from the Labour Safety Department of the Federation of Independent Trade Unions in identifying instances of forced labour

The Federation of Independent Trade Unions of Tajikistan is one of the main links in the tripartite system and in implementation of the Tripartite Agreement “Programme of cooperation between the tripartite partners of the RT and the ILO for 2015–2017” approved by Decree of the Government of the RT No. 103 dated 28 February 2015.

This programme of cooperation has been designed to reflect national priorities by development through consultation and dialogue among the tripartite partners of the RT (the Government of the RT, the Federation of Independent Trade Unions of Tajikistan, and the Employers’ Association of the RT) with the active participation of the ILO Decent Work Technical Support Team and the ILO Country Office for Eastern Europe and Central Asia.



Advocacy and awareness raising training on countering child trafficking, child labour, and other forms of exploitation. Guliston district, Tajikistan, 2018

Decree of the Government of the RT No. 77 dated 1 March 2018 approved the General Agreement between the Government of the RT, the Federation of Independent Trade Unions of Tajikistan, and the Employers’ Association of the RT for 2018–2020 and the Action Plan that were signed in April 2018. The Agreement places special emphasis on protection of workers’ rights, on social support for unemployed citizens, and on protection of the rights of external migrant workers and their families.

The role of trade unions in protecting workers’ rights and in preventing infringements with respect to occupational safety, child labour in general and its worst forms, and forced labour is very important.

With the support of the ILO–IPEC, a Child Labour Department was established within the Labour Safety Department of the Federation of Independent Trade Unions of Tajikistan, and it is now fully functional. As a part of the Department’s work plan, a two-day seminar on child labour was held in August 2014 in which 25 trade union labour inspectors and trade union activists from various areas participated. The Department currently has its own full-time staff, and this indicates that its operation is stable.

Between November 2017 and October 2018, with methodological and technical support from the ILO–IPEC, the trade unions of the RT carried out a project called Programme of Action for Strengthening the Capacity of Trade Unions in Combating Child Labour and Forced Labour. The project had several components including a survey in the country’s regions to study the issues of occupational safety, child labour in general and its worst forms, and forced labour.

During the project, an operational evaluation was carried out to identify instances of forced labour using the methodology recommended by the ILO–IPEC, including the questionnaire for operational evaluation of forced labour at work places.

The survey was conducted in the Khatlon Region (8 districts) and in Regions of Republican Subordination (3 districts) and canvassed 250 people, including 50 teenagers. Of the remaining 200 respondents, 11.5% were 18 to 30 years old, 85.5% were 30 to 60 years old, and 3% were over 60. Those aged 30–60 are most vulnerable to forced labour. In the course of the anonymous survey, the interviewers noted violations of safety precautions, especially in hazardous industries, impermissible delays in scheduling annual vacation leaves, and instances of forced labour.

The results of the survey demonstrated that resort to child labour and forced labour unfortunately still occurs.

Among the teenagers interviewed, 96% attend school, and 4% do not study for various reasons, including economic difficulties in the family. Among the children interviewed, 52% said they were doing agricultural work including cotton harvesting; 30% were involved in petty retail trade; and the rest sold plastic bags, hauled hand trucks, and sold tickets for public transport. When asked “When do you work?” 76% of the children answered “after school”, while 14% answered “during school hours”. Only 5% of working children said that employment contracts had been concluded with them⁴.

An analytical report with the following recommendations was prepared based on the results of the survey:

- to create the Resource Centre on Child and Forced Labour Issues under the Federation of Independent Trade Unions of the Republic, where all the information on this problem will be consolidated and where trained specialists will be able to provide consultations to all visitors;
- to employ approved methods for monitoring in order to identify instances of forced and child labour throughout the Republic;
- to conduct information campaigns in such economic sectors as construction, commerce, privately owned enterprises, and others that may resort to forced labour and child labour.

The results of the project were presented at a seminar that took place in November 2018 and was attended by representatives of trade unions, civil society organisations, and the ILO.

⁴ Sharipov T., “Report on results of survey on forced labour among adults and children”. The report was prepared as part of the Programme of Action for Strengthening the Capacity of Trade Unions in Combating Child Labour and Forced Labour .

The other important components of the project included providing information and applying preventive measures to reduce or prevent child labour in general, its worst forms, and forced labour. As part of this activity, three videos on the subject of forced labour were translated into the Tajik language and adapted to the circumstances in Tajikistan.

In the course of the information campaign 980 booklets containing sections on indications of forced labour and on lobbying for ratification of the Protocol of 2014 to ILO Convention No. 29 were offered for distribution among the trade union organisations of Tajikistan.

In order to raise awareness of trade union inspectors about combating forced labour, a two-day training was held in which 43 labour inspectors and trade union activists participated.

There were also 8 one-day trainings in the country's regions – in the cities of Khorog (Gorno-Badakhshan Autonomous Region), Khujand (Sughd Region), Bokhtar (Khatlon Region) and in the Rudaki District. These trainings were attended by 170 trade union activists from the agro-industrial complex.

2.5. Survey of the needs and demands of Tajikistan's adolescents (as it pertains to child labour)

Any actions to reduce child labour and eliminate its worst forms, to apply measures to deter children and adolescents from involvement with illegal groups, or to counteract forced labour and human trafficking of both adults and children, must take into account the needs, desires, and demands of adolescents and young people. Prior to this, there has been no systematic assessment of the needs and demands of adolescents in Tajikistan. This study employing a sociological survey will be valuable in improving existing approaches to the formulation and execution of the country's policy toward children and youth, as it has been devised to assist the parties in decisions concerning youth policy.

The research was carried out by the Centre for Strategic Studies under the President of the RT with the support of local executive authorities who assisted in the research as a part of partnership collaboration between the ILO-IPEC Programme, the UNICEF Tajikistan Country Office, the Ministry of Education and Science of the RT, the Committee on Women and Family Affairs under the Government of the RT, and the Committee on Youth and Sports under the Government of the RT.

The purpose of the assessment was to identify the main avenues for policy development as it applies to children, adolescents, and youth and to improve the quality of decisions taken at the national and local levels regarding the topics studied. The research had the following objectives:

1. To identify the main problems that affect the interests of adolescents and young people;
2. To identify the various services that adolescents and young people regard as available to them;

3. To suggest potential solutions that adolescents and young people would find credible for solving existing problems.

Experience gained

These studies help identify factors that contribute to denying children their rights, neglecting their interests, and depriving them of opportunities to realize their full capacities. Based on the results of such studies, steps should be taken to better manage or solve the problems identified in the adolescent and youth environment.

The research was conducted in all the country's regions by means of a survey (of 6,004 persons) conducted by written questionnaires of three types:

1. Questionnaire for adolescents and young people (4,600 persons);
2. Questionnaire for households (1,300 persons);
3. Questionnaire for specialists (104 persons).

Detailed interviews were conducted with a total of 251 people that consisted of 125 teenagers, 75 parents, and 51 specialists.

The study covered adolescents aged 10–14 (49%) and young people aged 15–19 (51%). The issue of working children was also a focus of the study. It was found that the proportion of adolescent children (10–14 years old) in domestic work for at least 28 hours per week was to 11.5%. The percentage of adolescents (10–14 years old) who combined school and work was 61.8% of those who were surveyed; and the percentage of adolescents with paid employment was 3%. A significant number of children (83.9%) were not familiar with any of the rights of the child.

This research demonstrated the need for providing information about the rights of the child and explaining them to adolescents and their parents. It was gratifying that 97.3% of the adolescents and teenagers interviewed stated that study was their main activity.

2.6. The role of civil society organisations in informing about and advancing 2030 SDG Target 8.7 of Goal 8

With the technical and financial support of the ILO Programme on the Elimination of Child Labour, a project was carried out from May through November 2018 in order to raise awareness concerning forced labour, human trafficking, and child labour on family farms and in rural organisations, and also to expedite implementation of SDG Target 8.7 in the mountainous part of the Gorno-Badakhshan Autonomous Region (GBAO). The project was conducted in partnership with the civil society organisation Mushkilkusho.

A significant consideration in implementing this project was that the GBAO is a frontier area that borders on Afghanistan and China.



Training for children in the mountain zone of Gorno-Badakhshan Autonomous region, 2018

It should be noted that several districts of the GBAO (Khorog, Roshkala, and Shugnan) have already effectively implemented the CLMS, and the dissemination of successful practices to other areas in the region is currently under way.

The following tasks were set forth for effective implementation of the project:

1. To build the capacity of employees of the Mushkilkusho civil society organisation for preventing and combating forced labour, human trafficking, and child labour;



Raising awareness training on child and forced labour to expedite implementation of SDG Target 8.7. The Gorno-Badakhshan Autonomous region, 2018

2. To raise awareness among family members, farm managers, children, youth, parents, and community members with a view to preventing forced labour, human trafficking, and child labour, and also to taking steps toward implementation of 2030 SDG Target 8.7;
3. To document, summarize, and institutionalize the best practices for combating forced labour, human trafficking, and child labour.

On 21 May 2018 an agreement between the ILO–IPEC and the Mushkilkusho civil society organisation was signed to launch the project. Mushkilkusho has a great deal of practical experience in implementing social projects and providing social and legal services to vulnerable population groups. The name “Mushkylkusho” is indicative and translates as “one who helps to overcome difficulties”.

A memorandum of cooperation for effective implementation of the project was signed on 23 May 2018 by the main project partners, such as the regional departments of labour and employment, education departments, the Commission on Children’s Rights, and the Mountain Society Development Programme.

In consultation with Ms M. Khosabekova, national coordinator of the ILO–IPEC, a programme called “Trainer Trains the Trainer” was developed on the topic of methods for preventing and combating forced labour, child labour, and human trafficking of both adults and children in the GBAO.

On June 14th and 15th 2018, a two-day training entitled “Prevention of forced labour, human trafficking, child trafficking, and child labour” was offered to trainers. The trainers who had been trained have gone on to conduct trainings for the general population of the city of Khorog, which is the administrative centre of the GBAO, and



also in seven districts of the GBAO (Murgab, Roshtkala, Shugnan, Ishkashim, Darwoz, Vanj and Rushon).

Colourful and informative booklets in the Tajik language were prepared to increase public awareness; the main idea of the booklets is to take preventive steps to forestall child labour, forced labour, and human trafficking of both adults and children.

In the course of the project 350 children and young people along with 400 leaders and employees of rural organisations, family farmers, parents, and community members participated in a one-day seminar on raising awareness of and preventing forced labour, human trafficking, and child labour. The seminar also provided information about Alliance 8.7 for accelerating implementation of 2030 SDG Target 8.7.

Experience gained

A considerable number of civil society organizations are active in Tajikistan, and they have extensive experience in working with various segments of the population – children, adults, and older citizens. The employees of these civil society organisations have been prepared and trained in various fields of economic and social knowledge in order to become trainers. Using their knowledge, skills and experience, they subsequently conducted trainings and information seminars in various fields such as legal information, economics and business planning, protection of rights, and gender issues.

During meetings and informational seminars that employed interactive methods, the civil society organisation Mushkilkusho was able as part of the project to discuss very important issues, such as awareness and prevention of forced labour, human trafficking, and child labour, with a substantial number of people from different age groups and various backgrounds. Providing information in such seminars is most successful when both employers and their employees and parents together with children all participate. The employers begin to take their obligations more seriously when employees know more about their rights, and parents begin to take more responsibility for the upbringing of their children and for providing guidance about their schoolwork, free time, and employment.

Partnership undertakings and the cooperation of state agencies with civil society organisations contribute to maintaining timely awareness and applying preventive measures for reducing and preventing child labour, forced labour and human trafficking of both adults and children.

CONCLUSION

In 2017 and 2018 the collaborative partnership between the ILO–IPEC and state agencies and between trade unions and civil society organisations has been comprehensive and focused. In addition to developing the Child Labour Monitoring System, activities during this period also included measures and efforts aimed at promoting decent employment and self-employment for young people.

Combining the efforts of state bodies, international organisations, the social partners, the general public, and the media has contributed to the adoption of new strategic documents – plans and programmes for protecting and exercising children’s rights and for combating human trafficking, child trafficking, and forced labour.

At the same time, all the partners have taken steps to inform the general public – children, parents, and youth – about the dangers of child labour, about how to eliminate its worst forms, about how to human trafficking of both adults and children, and about how to combat forced labour.

The survey of the needs and demands of Tajikistan’s adolescents (as it pertains to child labour) and the survey that was part of the “Capacity building for trade unions to combat child labour and forced labour” project have identified the problematic issues and defined paths to their solution.

The evaluation of the implementation of the National Programme for Elimination of the Worst Forms of Child Labour for 2015–2020 noted successful results and lessons learned, identified tasks as yet unfulfilled and recommended ways to address them.

During the period under review, work was carried out in cooperation with the Ministry of Internal Affairs of the Republic of Tajikistan and with the State Supervision Service for Labour, Migration and Employment. These agencies not only provided in-depth explanations and information at various sites, but also took steps to prevent infringements of labour relations and facilitated immediate responses and decisions in acute situations.

Although the amount of child labour in the country has decreased and steps have been taken to counteract human trafficking of both adults and children as well as to combat forced labour, these efforts need to continue in order to achieve the objectives set out in the National Development Strategy of the Republic of Tajikistan through 2030 and the 2030 Sustainable Development Goals.

Successful techniques for reducing child labour and eliminating its worst forms and for combating forced labour and child trafficking were established in Tajikistan by consolidating the efforts of partners, and these techniques may be studied and applied in other countries.

Events in the modern world that cause economic and social instability have many negative effects (modern forms of slavery, forced labour, and human trafficking). Only the combined efforts of the international community can offer a happy childhood to all children and provide decent work for adults.

The background of the lower half of the page features a large, stylized, light blue 'ILO' logo on a darker blue background. The letters are bold and blocky. The 'I' and 'O' have a slight shadow effect, giving them a 3D appearance.

International Programme on the Elimination of Child Labour (IPEC)

Technical Support Group on Decent Work
and the ILO Office for Eastern Europe and Central Asia

Russian Federation, 107031
Moscow, Petrovka, 15, office 23

Tel.: +7 (495) 9330810

Fax: +7 (495) 9330820

e-mail: moscow@ilo.org

www.ilo.ru