



COOPERATING
WITH THE
PRIVATE
SECTOR
IN CHILD
LABOUR
FREE
ZONES IN AFRICA

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Stop Child Labour is a coalition of non-governmental organizations, which is coordinated by Hivos and includes the Algemene Onderwijsbond (AOB), Mondiaal FNV, Hivos, the India Committee of the Netherlands (ICN), Kerk in Actie & ICCO Cooperation and Stichting Kinderpostzegels Nederland. The coalition closely collaborates with local organisations in Asia, Africa and Latin-America. www.stopchildlabour.org

The team

Kandyomunda Basil, MSc, MA., Senior Associate, Team Leader
Alhassan Abdullai Iddi MA., Research Assistant
Andrew Tagoe, Advisor,
Ananda S Millard, PhD., Coordinator

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towards a
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PURPOSE OF THE GUIDING DOCUMENT

This guiding document provides concrete action-oriented driven information useful to local government bodies, Community Based Organisations (CBOs), Civil Society Organizations (CSOs), Non-Governmental Organizations (NGOs), and trade unions working in different African countries on how to engage with Multinational Companies (MNCs) and their supply chain partners against child labour. In addition, this document provides information on what – according to international guidelines - to expect from MNCs with regard to their engagement in the eradication of child labour.

This document is a starting point to document experiences and steps on how to engage companies, certification programmes and CSR initiatives on child labour and other labour related issues. It is therefore a living document that can be enriched and updated in the coming years.

Content of this Guiding Document

This guiding document includes the following four main sections:

- 1) Section one introduces the reader to the child labour issue in Africa, including its magnitude and key features. The section also introduces the Child Labour Free Zone (CLFZ) model and opportunities to engage the private sector in child labour eradication activities as part of their Corporate Social Responsibility (CSR) efforts, in particular their responsibility to respect human rights.
- 2) Section two provides an overview of international principles and guidelines relevant to responsible business engagement.
- 3) Section three gives an overview that is relevant as to why and how MNCs can be expected and encouraged to address child labour issues in their full supply chain.
- 4) Section four identifies the opportunities available to MNCs, including in their supply chains, to contribute to the creation and implementation of CLFZs and the effects that their contribution can have. It ends with a practical step by step guide on how governments, CSOs, CBOs, NGOs and trade unions may engage MNCs and their supply chain actors in the development of CLFZ.

The Drafting of this Document

This document is the result of consultations conducted in Uganda and Ghana with multiple stakeholders including members of civil society and the private sector. The document has therefore derived the majority of its recommendations from these two countries. However partners with CLFZ experience from both Zimbabwe and Mali have had the opportunity to comment on the document and in doing so, their perspectives, experiences and insights have also contributed to this guidance.

Further reading

This document is intended as a stand-alone document, but further support material has been included in the further reading section.

01 CHILD LABOUR IN AFRICA

In this section we introduce the reader to the child labour issue in Africa, the CLFZ model and opportunities to engage the private sector in child labour eradication as their responsibility to respect human rights.

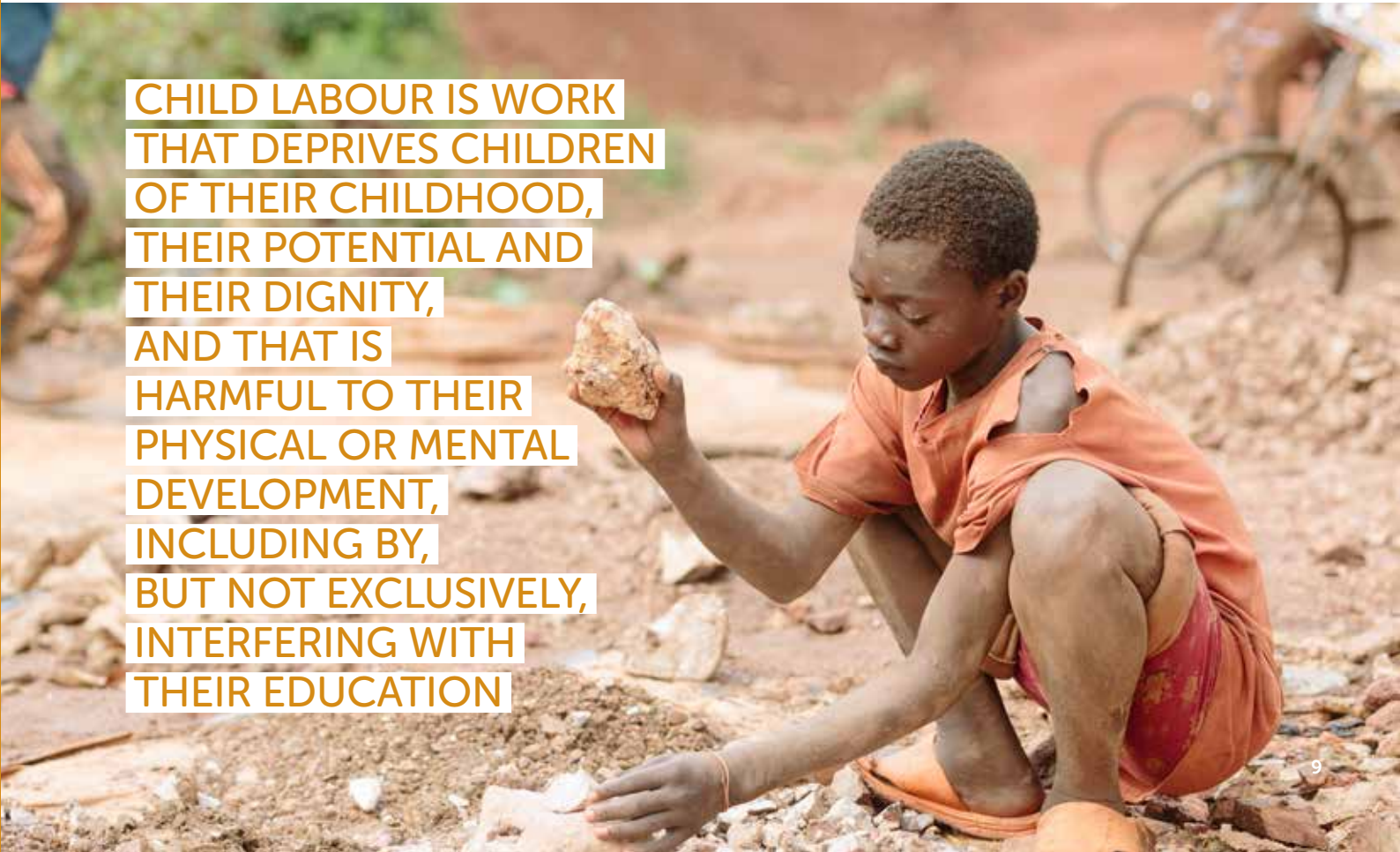
1.1. OVERVIEW OF THE CHILD LABOUR SITUATION IN AFRICA

It is estimated that in Africa 59 million children between 5 -17 years of age are involved in child labour. This constitutes over 35% of the child labour population worldwide. At a global level, the ILO currently estimates the number of children involved in child labour at 168 million. The global number of working children has declined by a third since 2000 (from 246 to 168 million). However, the net reduction has not affected the proportions of child labour by region.

Percentage of children aged 5-17 engaged in child labour by region and by gender

REGION	TOTAL (%)	MALE (%)	FEMALE (%)
Sub-Saharan Africa	28	27	27
Eastern and Southern Africa	26	28	24
West and Central Africa	28	27	28
Middle East and North Africa	10	8	6

Source: UNICEF. <https://data.unicef.org/topic/child-protection/child-labour/> > access the data



CHILD LABOUR IS WORK THAT DEPRIVES CHILDREN OF THEIR CHILDHOOD, THEIR POTENTIAL AND THEIR DIGNITY, AND THAT IS HARMFUL TO THEIR PHYSICAL OR MENTAL DEVELOPMENT, INCLUDING BY, BUT NOT EXCLUSIVELY, INTERFERING WITH THEIR EDUCATION

Consistently the proportion of children involved in labour are in rural rather than urban areas. The 2014 Child Labour Survey by the Ghana Statistical Service ² shows this trend (see table 2).

Percentage of children aged 5-17 involved in child labour by category- Ghana

% of children involved in child labour	21.8
% of male children involved in child labour	22.7
% of female children involved in child labour	20.8
% of children involved in child labour living in urban areas	12.4
% of children involved in child labour living in rural areas	30.2

The same survey further found that Ghana's rural savannah (34.6%) had the highest proportion of children engaged in child labour. Of the total child population surveyed (5-17 year olds), children aged 12-14 were the most susceptible to child labour. Of those engaged in labour 14.2% were engaged in hazardous forms of labour, with the proportion of males engaged in hazardous forms of child labour slightly higher than that of females. There was a marked difference in the proportion of children engaged in hazardous forms of child labour in urban areas (7.7%) and those engaged in hazardous labour in rural areas (20.0%).

In Uganda the National Labour Force and Child Activities Survey 2011/12 (NLF&CAS 2011/12)³ indicated that up to 2.4 million children aged 5-17 were engaged in some form of work, of which 1.7 million were below 14 years of age. This constitutes 16.3% of all children nationally. 16.9% of all males in this age group are involved in child labour, while the percentage of females is slightly lower at 15.6% (ILO/IPEC & UBOS, 2013). Importantly all these figures represent information officially collected and may not account for hidden forms of labour.

Beyond the aforementioned statistics, in Uganda, 93% of children in rural areas are believed to be engaged in commercial or subsistence agriculture (land tilling, sowing, weeding and harvesting) and/or fishing. Although the majority of these children still attend school, they work after school, on weekends and during holidays. Most often this work is with their parents or family members on their own plots of land.⁴

Overall child labour manifests itself in various forms and in different sectors, such as commercial agriculture including tea, coffee, palm oil, cocoa, sugar, potato, tobacco, and macadamia nut plantations and fishing. But the aforementioned are by no means the only industries using children, in Zimbabwe and Mali child labour is prominent in cattle rearing, as is in Malian goldmines. Child labour is also visible in the service sector, including in the hotel industry, bars, bottle stores, and clubs where young girls are club dancers. Similarly the construction sector also employs children, as well as the stone and sand quarrying industry which provides building material. Child labour has also been found in the domestic services sector where children are hired as house servants. Moreover, children have also been enslaved for commercial sexual purposes.

Poverty is often cited as one of the main drivers of child labour in Africa and elsewhere,⁵ however work conducted by Stop Child Labour (SCL) coalition partners, such as MV Foundation in India, have countered this notion. Indeed, other factors have been found to be key contributors to child labour. These include limited access to a good quality education; a lack of decent work for adults; harmful cultural values and practices such as early marriages. Moreover, child labour further perpetuated by the limited implementation or enforcement of child labour laws and policies.⁶

1.2 STOP CHILD LABOUR AND CHILD LABOUR FREE ZONES

'Stop Child Labour (SCL) – School is the best place to work' is an international coalition that was founded in 2003. The coalition consisting of Netherlands-based organisations and unions: General Teachers Union (AOB), Hivos, Kerk in Actie in cooperation with ICCO, India Committee of the Netherlands (ICN), Stichting Kinderpostzegels Nederland and Mondiaal FNV (Confederation of Dutch Trade Unions). Stop Child Labour is coordinated by Hivos and collaborates with organisations in Asia, Africa and Latin America in support of the principle that 'no child should work; every child must be in school.' SCL aims to eliminate all forms of child labour and to ensure quality fulltime education for all children until they reach the age of 15. The coalition calls on consumers, companies, governments and international organisations to take action to ensure child labour free production chains.

SCL strongly believes in a holistic approach towards the prevention and remediation of child labour. Experience from multiple locations has demonstrated that eliminating child labour in all its forms can be achieved by adopting an area-based approach, which focuses on the rights of all children in a specific geographical area.⁷ The approach to reducing, and eventually eliminating, child labour using area focused programming which has been championed by the SCL is known as the Child Labour Free Zones (CLFZ) model.

⁵ Ernest Harsch (October 2001). "Child labour rooted in Africa's poverty". *Africa Recovery*. 15 (3): 14–15.

⁶ See also: Ananda S. Millard (TL), et al (2015) *Is the End of Child Labour in Sight? A Critical Review of a Vision and Journey: Synthesis report*

⁷ Ananda S. Millard (TL), et al (2015) *Is the End of Child Labour in Sight? A Critical Review of a Vision and Journey: Synthesis report*

² Ghana Statistical Service. 2014. National Child Labour Survey.

³ Walakira, E, et al. 2012. National Labour Force and Child Activities Survey 2011/12 Ministry of Gender, Labour and Social Development and UNICEF Uganda, 2015, *The Situation Analysis of Children in Uganda 2015*. [https://www.unicef.org/uganda/UNICEF_SitAn_7_2015_\(Full_report\).pdf](https://www.unicef.org/uganda/UNICEF_SitAn_7_2015_(Full_report).pdf)

⁴ Walakira, E.J. and Nyanzi, D.I. (2012) *Violence Against Children in Uganda. A Decade of Research and Practice, 2002–2012*. Kampala: MGLSD and UNICEF. P. 67



Child Labour Free Zones (CLFZ)

A child labour free zone is a defined area, such as a village or a plantation, where everyone is convinced that 'No child should be working, every child should be in school!' Teachers, local authorities, village leaders, employers, parents and children in these zones work together to get children out of work and into school. Child labour is no longer accepted because all children are entitled to good, full-time education.

All forms of child labour

In a child labour free zone, no distinction is made between different forms of child labour; every child is entitled to education. The focus is not on child labour in specific sectors or on the 'worst forms of child labour', but rather on all children who work instead of going to school.

Power of the community

If everyone takes responsibility for their own role in the community, all children can go to school. Activities aiming to secure the rights of all children are initiated within existing community groups in cooperation with local authorities. Adults learn how they can make ends meet without the income generated by their children, for instance by participating in savings and loan groups and developing additional or complementary income-generating activities. Poverty is not seen as an excuse for child labour.

Extra focus on former child workers

School bridging programmes – either in school or outside - are organised to prepare former child workers for mainstream education. Special attention is given to children engaged in mainstream education to ensure that they complete school.

Good primary and secondary education and decent work

As governments are responsible for providing good quality education, Stop Child Labour partners call on governments to fulfil their 'duty to protect'.

At the same time, parents are encouraged to claim their rights so that their children can receive formal education until the age of 15, at least.

The community also helps older children (15-18 years) to complete secondary education or vocational training so that they can find decent work. This enables families to break the vicious cycle of poverty, and by extension serves to support communities, and even countries, to improve their socio-economic situation in a sustainable way.

More info: <http://www.stopchildlabour.eu/child-labour-free-zones-evaluated/>
Download '5x5 Stepping Stones for creating Child Labour Free Zones'



How children become involved in child labour: the role of MNC

The increased demand for high quality products leads to increasing production, and also increased competition between different suppliers. This situation might have an adverse impact on small-scale farmers who are often at the bottom of the supply chain. Small-scale farmers and fishermen are then forced to meet demand, while keeping prices low.

In uncontrolled environments, children can be used as a way of increasing production while keeping prices low. The use of children limits the child's ability to attend school. Even children who attend school may be attracted by the immediate reward (cash) of joining at the workforce in a supply chain. This is reinforced by the often poor quality of school facilities and education services. In short the value of school becomes difficult to see for parents and the opportunity to work will be more appealing.

The aforementioned scenario was experienced in the West Nile Region in the coffee industry, and in Ghana in the palm oil and cocoa growing areas. In these areas the respective governments have weak child labour monitoring and enforcement systems, which has led to increased use of children in the labour force and has resulted also in low school enrolment and high drop-out rates.

Companies can - and should – also be partners in the implementation of the Child Labour Free Zones model wherever this is feasible. During past years, Stop Child Labour has been successful in engaging in dialogue with a number of European and other multinational companies who have become more aware of their responsibility in the identification, prevention and remediation of (risks of) child labour in their supply chains. Various companies and corporate social responsibility (CSR) initiatives have shown interest, in working more closely with the Stop Child Labour coalition and its partners, to create Child Labour Free Zones, and promote child labour free production and services.

1.3 'OUT OF WORK AND INTO SCHOOL', STOP CHILD LABOUR INITIATIVE ON BUSINESS & HUMAN RIGHTS

Companies, in exercising their corporate social responsibility, have a responsibility to prevent and tackle child labour or possible risks of child labour in their own operations and supply chain.

Notably, companies are sometimes unaware of their indirect use of, or contribution to, child labour. The risks for MNCs of contributing to or condoning child labour practices is usually rather small in their own operations, but becomes greater with their suppliers, especially as the supply chain becomes longer and harder to track. Still, despite challenges, MNCs must be held accountable for ensuring that children are not engaged in any part of their supply chain. To reach this goal MNCs have to work with local actors, including the government and civil society, to ensure their own supply chains are child labour free.

In 2013 SCL introduced a new programme 'Out of work and into school' (2014-2017) where MNCs, through their responsible corporate conduct, could be included as agents of change and partners in securing child labour free production and where possible could also be engaged in the implementation of CLFZs. Constructive dialogue and practical engagement is a central element of this program. Successful examples of this type of initiative include Stop Child Labour's experience in Uganda where after focused discussions an international coffee company, and a product certification organization, have started to work with local NGOs, including the Community Empowerment for Rural Development (CEFORD), and the Uganda National Teachers Union (UNATU) in the West Nile region aiming to eradicate all child labour from a coffee producing area and make sure the children are in school.

Currently SCL aims to strengthen and expand the use of the CLFZ model worldwide. When and where possible relevant implementation of the CLFZ model should include the active participation of companies in their specific roles as responsible trader, investor and/or buyer of products. African countries participating in the SCL programmes include: Zimbabwe, Mali, Uganda and Ghana. As table 3 indicates in each country different industries engage children in labour.

Countries where CLFZ are implemented and sectors where child labour is most prevalent

COUNTRY	INDUSTRY
Zimbabwe	Tea
Uganda	Coffee
Mali	Small holder agriculture and gold
Ghana	Fish, cocoa and palm oil

Improving household finances – real world examples

Uganda: farmers are often involved in voluntary savings and loans associations, which help them save money, learn basic book keeping skills, and learn financial planning and investment basics.

Ghana: the fishermen and women engaged in fish processing and selling in the Torkor, Volta Region, are members of functional cooperatives and associations. Through these cooperatives, they receive training to improve their fishing and fish-farming methods to increase their productivity. Thereby relying less on child power.

1.4 ENGAGING MULTINATIONAL COMPANIES (MNCs) IN CLFZ IN AFRICA

In Africa multiple MNCs operate in a variety of industries, including: coffee (in Uganda); cocoa, palm oil and fish (in Ghana); tea (in Zimbabwe); gold, sesame seeds and shea nuts (in Mali) and/or others (see table 3). While their own operations may not significantly or directly involve child labour practices, child labour can be found in their respective supply chains, particularly in the practices of subcontractors, local trading partner companies and agents, suppliers, partner households or in local communities involved in trading or where processing facilities are located. Therefore MNCs and their supply chain partners can play a role in transforming how child labour is regarded at the community level. This can e.g. be done through awareness raising, getting involved in community efforts against child labour, improving household incomes and by supporting the access to (quality) education.

In pursuing efforts to changing how communities view and deal with child labour, local organizations working on CLFZ can work together with MNCs that are willing to join such efforts. They can, where relevant, invite MNCs to play an active role in sustainably transforming the lives of the citizens involved in their supply chain. As a starting point local organizations can initiate an open dialogue between a wide range of actors including communities, unions, local government, certification agencies, and MNC representatives. This dialogue is a key step to removing children from the workforce, highlighting the importance of schooling, and building a common understanding of local factors that are causing or - to the contrary - can tackle child labour. Such a dialogue and showing examples where child labour free zones work in practice, can encourage MNCs to support the view that no child should work and that every child should attend school.

Engaging MNCs also aims to ensure that companies and their partners work directly, and/or via local organizations, with households whose children are working or have worked. Moreover, MNCs can directly contribute to decent work (e.g. higher wages, better working conditions and social dialogue with unions) and help develop or promote saving schemes and/or additional or alternative skills that can improve household income. In Uganda, for example, when child labour is detected in a household located within a CLFZ, the MNC works with the affected household on mutually agreeable options that can improve household income. The aforementioned highlights the value of engaging MNCs at the CLFZ level.



02 PRINCIPLES AND GUIDELINES ON BUSINESS AND HUMAN RIGHTS

In this section we present the human rights principles and guidelines relevant to responsible business engagement.

2.1 HUMAN RIGHTS PRINCIPLES AND GUIDELINES

There are several international and regional treaties, agreements or guidelines that have been developed to guide and or regulate the treatment of children generally and the engagement of children in labour specifically.

UN Treaties are generally binding on governments (not on companies), while other important agreements and guidelines are mostly aimed defining the responsibilities of companies but these are usually not legally binding. The norms in these agreements – like no child labour – are derived from existing human rights (including labour) and other treaties to which UN member states are bound (e.g. the ILO Conventions).

All these documents require and/or help to guide government or civil society engagement with MNCs or their supply chain partners. The agreements and guidelines have been negotiated at international, continental or regional levels, and are broadly supported normative instruments for member states, which should encourage and if possible ensure that companies under their jurisdiction comply live up to them. Businesses are therefore expected to comply with these relevant agreements in all countries where they operate. MNCs are also responsible for ensuring that their supply chain partners are complying with the regulations as well. Below a summary of each instrument or guideline is provided, including elaboration into how each document relates to the experience in Uganda and Ghana specifically.

2.1.1 International principles and guidelines

The **UN Guiding Principles on Business and Human Rights** require businesses to ensure that their operational activities respect human rights in their full supply chain. Businesses have the responsibility to respect human rights wherever they operate and whatever their size or industry. This responsibility means companies must know their actual or potential impacts, prevent and mitigate abuses, and address adverse impacts with which they are involved. In other words, companies must know - and show - that they respect human rights in all their operations.

The UN Guiding Principles define the role of states as the duty to protect (first pillar) everyone within their territory and/or jurisdiction from human rights abuses committed by businesses. This duty implies that States must have effective laws and regulations in place to prevent and address business-related human rights abuses and ensure access to effective remedy for those whose rights have been abused.

Crucial to the responsibility of companies to respect human rights (second pillar) is the process of due diligence. This refers to the requirement to identify and address human rights impacts of a business enterprise across its operations and products, and throughout its supplier and business partner networks. Human rights due diligence should include assessments of internal procedures and systems, as well as external engagement with groups potentially affected by its operation. It also implies communicating about its policies, practices and results.

The UNGP also recognise the fundamental right of individuals and communities to access effective remedy (third pillar) when their rights have been adversely impacted by business activities. When a business enterprise abuses human rights, States must ensure that the people affected can access an effective remedy through the court system or other legitimate non-judicial process. Companies, for their part, are expected to establish or participate in effective grievance mechanisms for any individuals or communities adversely impacted by their operations.⁸

These Guiding Principles apply to all States and to all business enterprises, both national and transnational, regardless of their size, sector, location, ownership or administrative structure.

According to the UNGP private enterprises can, depending on their size and nature of their business, possibly cause, contribute to or be linked to child labour in the following ways:

1. **Directly** by, for example, hiring children below prescribed minimum age (= causing);
2. **Indirectly** through a business relationship with a supplier or customer, or through the actions of its associates. For example, when sourcing companies impose unrealistic deadlines or inadequate prices for goods or services their actions can lead to the engagement of subcontractors who rely on child labour (= contributing to);
3. **Linked** to its operations, products or services through its business relationship with other entities. For example, when a company procures raw materials that are produced using child labour.

The Organisation of Economic Cooperation and Development (OECD) has developed Guidelines for Multinational Enterprises⁹, which set out principles and standards in areas ranging from human rights, employment and industrial relations, to information disclosure, environment and taxation. In countries where domestic laws conflict with the Guidelines, enterprises should seek ways to honour the Guidelines to the fullest extent possible, while not violating domestic law. These Guidelines apply to all OECD member states¹⁰, as well as a few other states¹¹.

The **UN Global Compact's Ten Principles** is an initiative of the United Nations that sets out principles to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. Principle 5 specifically calls on businesses to uphold the effective abolition of child labour by:

- a) Developing awareness and understanding of the causes and consequences of child labour as the first step toward action against child labour;
- b) identifying the issues and determine whether or not child labour is a problem within the business including its supply chain; and
- c) removing children from the workplace and providing viable alternatives. These measures often include enrolling the child in schools and offering income-generating alternatives to the parents or above-working age members of the family.

The International Labour Organization (ILO) Minimum Age Convention No. 138 of 1973 and Recommendation 146; and the ILO Convention No.182 of 1999 on the Elimination of the Worst Forms of Child Labour. With the exception of Liberia and



Somalia, all other African countries have ratified the ILO's Convention No. 138 (Minimum Age)¹² and apart from Eritrea all other African countries have ratified

Convention No. 182 (Worst Forms of Child Labour)¹³. These two Conventions are aimed at protecting children from child labour under 15 years of age and ensuring that children enjoy their right to education (ILO Convention 138) and ensuring that all children under 18 are not involved in hazardous forms of child labour (ILO Convention 182). These Conventions are binding on all states who have ratified them and even the few non-ratifying states are expected by the ILO to comply with these fundamental labour standards.

The **Convention on the Rights of the Child (CRC)** has been ratified by almost all states worldwide. The convention obliges states and enterprises to 'recognise the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education or to be harmful to the child's health or physical, mental, spiritual, moral or social development' (Article 32.1.CRC). States who have signed and ratified the CRC are bound to incorporate article 32.1 and all others into their national legislation. Thus far the majority of Africa countries have enacted national laws aimed at implementing the provisions of the convention.

Although non-binding, the **UNICEF's Rights and Business Principles**¹⁴ provide a comprehensive framework for understanding and addressing the impact of business on the rights and well-being of children. These Principles serve as an inspiration and a guide for all business in their interactions with children, and urge

⁸ The UN Guiding Principles on Business and Human Rights – An introduction, OHCHR,

⁹ <http://www.oecd.org/daf/inv/mne/ResourceDocumentWeb.pdf>

¹⁰ OECD member states include Australia, Austria, Belgium, Canada, Chile, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Israel, Italy, Japan, Latvia, Luxembourg, Mexico, New Zealand, Norway, The Netherlands, Poland, Portugal, Republic of Korea, Slovak Republic, Slovenia, Spain, Sweden, Switzerland, Turkey, UK, US.

¹¹ Argentina, Brazil, Colombia, Costa Rica, Egypt, Kazakhstan, Lithuania, Morocco, Peru, Romania, Tunisia

¹² ILO Convention No.138 (Convention concerning Minimum Age for Admission to Employment) 1973 adopted by 58th ILC session (26 Jun 1973) and entered into force on 19th June 1976

¹³ ILO Convention No.182 (Convention concerning Worst Forms of Child Labour) 1999

¹⁴ https://www.unicef.org/indonesia/CHILD_RIGHTS_AND_BUSINESS_PRINCIPLES.pdf

business to engage in responsible business conduct that protects children's well-being. There are 10 principles, of which three are specifically relevant to child labour:

- Principle one: "All businesses should meet their responsibility to respect children's rights and commit to supporting the human rights of children";
- Principle two: "All businesses should contribute to the elimination of child labour, including in all business activities and business relationships";
- Principle ten: "All businesses should reinforce community and government efforts to protect and fulfil children's rights".

The above mentioned pertain to activities worldwide. Below we focus more specifically on Africa and efforts, which are specific to the region.

2.1.2 African principles and guidelines

The African Union has put in place the **African Charter on Rights and Welfare of the Child (ACRWC)**, which commits its member states to protect children from child labour. Articles 11 and 15 of the ACRWC are very pertinent with regard to combating child labour. Article 11 compels the state parties (governments) to provide free and compulsory basic education. Article 15 is more explicit on child labour by outlawing all forms of economic exploitation of the child or any work that is hazardous and interferes with the child's physical, mental, spiritual, moral and social development. Forty-one countries have both signed and ratified, while nine¹⁵ have signed but not ratified and only four countries¹⁶ have neither signed nor ratified the ACRWC.

Economic Cooperation of West African States (ECOWAS) and The Southern African Development Community (SADC), two regional bodies, have explicit guidelines / instruments aimed at combating child labour in member states. The ECOWAS Regional Action Plan and the SADC Code of Conduct on Child Labour¹⁷ respectively call on member states in the two regional blocks to enhance the regional approach to combating child labour.

During the data collected for this document, we also found that Zimbabwe, Ghana, Mali and Uganda all have enacted laws to combat child trafficking which are also intended to prevent or withdraw children from (entering into) the workforce. However this does not mean that mechanism to enforce the law are monitored and/or applied effectively.

¹⁵ Central African Republic, Djibouti, Guinea Bissau, Liberia, Saharawi Arab Democratic Republic, Somalia, Swaziland and Zambia

¹⁶ Democratic Republic of Congo, South Sudan, Sudan and Sao Tome and Principe

¹⁷ http://www.sadc.int/files/9713/5293/3508/Code_of_Conduct_Child_Labour.pdf



03 IMPLEMENTING THE GUIDELINES

In this section, the focus is on how companies must respond in order to meet the demands of the guidelines presented above.

3.1 RULES AND REGULATIONS

Companies have the responsibility to respect human rights and undertake 'due diligence' to identify, prevent and mitigate the impact of violations of human rights. These responsibilities are made explicit in the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles for Business and Human Rights, the ILO-IOE Guidance Tool for Business ('How to do business with respect for children's right to be free from child labour') and of course in national laws.

Meeting the requirements established in these documents means that businesses must:

- Develop relevant policy;
- Apply due diligence on child rights (and other human rights);
- Account for, prevent, and mitigate the negative impacts their activities may have on human rights, including any adverse impact on children;
- Provide for remediation processes, including grievance redressal mechanisms¹⁸;
- Proactively advance human rights including children's rights.¹⁹

3.1.1 Developing and implementing a policy commitment

The development and implementation of a policy commitment should include the following elements:

- Be grounded in international agreements;
- Be endorsed and supported by the senior management;
- Define the roles and responsibilities of personnel, business partners and other parties directly linked to operations, the products or services provided;
- Include mechanisms that ensure that the policy is communicated to all relevant parties and is embedded in operational procedures/policies.

3.1.2 Applying due diligence processes

Due Diligence

According to UNICEF, 'due diligence' on child rights can be described as an on-going process whereby businesses are asked to identify and assess actual and potential child right impacts; to integrate and act upon relevant findings; to track the adequacy and effectiveness of their responses; and to openly communicate how impacts have been addressed.

Source: International Commission of Jurists, (ICJ) UNICEF, (2015), Obligations and actions on children's rights and business: A practical guide for States on how to implement the UN CRC Committee General Comment no. 16

¹⁸ IOE-ILO Guidance Tool, Supra

¹⁹ Id

Leverage

The IOE-ILO Guidance Tool explains 'leverage' to be the ability of a business to affect a change in the wrongful practices of another party that is (either) causing or contributing to the violation of child rights.

Leverage can be exercised in a number of ways – during contracting or procuring processes, discouraging engagement of child labour among staff and ensuring that they abide by the company policy, through collective action with other companies in the same or related industries, bilateral engagements with business peers, governments, international agencies or CBOs and facilitating coordination between these entities.

Leverage can also be exercised through proactive measures such as capacity development initiatives for communities and other stakeholders, as well as by promoting practices that reduce child labour. For instance, by paying a procurement price to suppliers thus enabling them to avoid child labour and by employing adults on conditions of decent wages and working conditions.

Source: ILO-IOE Guidance Tool for Business: How to do business with respect for children's right to be free from child labour (2015).



3.1.3 Account for, prevent, and mitigate the negative impacts business activities may have on children

The IOE-ILO Guidance Tool ('How to do business with respect for children's right to be free from child labour') mentioning of 'child rights impacts' refers to actual or potential infringement of a child's right to be free from child labour. The severity of the impact has to be assessed against factors of scale,²⁰ scope²¹ and irremediability.²² Private enterprises are expected to stop carrying out any activities that causes or contributes to negative impacts on child rights. Similarly private enterprises are required to remediate any harm they have caused or contributed to.

3.2 PROVIDE FOR REMEDIATION PROCESSES, INCLUDING GRIEVANCE REDRESSAL MECHANISMS

When due diligence is conducted and child labour is found, be it direct or indirect (causing or contributing), companies are required to take action, including rehabilitating the child and facilitating its access to school, if needed through bridge schooling. The hiring of child labourers must stop immediately and companies must ensure that children withdrawn from work are guided to education and are otherwise rehabilitated. More generally, the company should comply with national laws and international principles and set up appropriate procedures including age verification measures to prevent child labour.

When a company is linked to child labour, it should use its influence ('leverage') to make efforts to stimulate actors causing or contributing to the case of child labour to prevent and mitigate child labour. Notably the provision of schooling is a government responsibility and cooperation with the government should be sought to promote that they take up this responsibility. However, in specific instances the company causing or contributing to child labour should not use this as an excuse not to fulfil its own responsibility.

²⁰ Gravity of the impact on those affected

²¹ The number of people/children affected

²² How difficult it is to remedy the harm

3.3 PROACTIVELY ADVANCING CHILDREN'S RIGHTS

Although companies are not required to engage in activities to act on children's rights outside the supply chain, they are certainly encouraged to do so. Equally, they are encouraged to play a role that exceeds their legal obligation on issues related to child labour. One way by which the private sector can be proactive in support of children's rights and at the same time reduce the risks of child labour involved in their supply chain is by supporting and becoming involved in activities aimed at creating a CLFZ in an area where part of their production or sourcing takes place. There are a number of ways that private business can do this. Some of these are noted below. Importantly these processes are not mutually exclusive²³:

1) Companies that work locally, including as part of or supplying to large African or multinational companies, can:

- Identify community groups, NGOs and/or unions to work with;
- Build a good relation and start cooperating with the community on realizing children's rights;
- Identify what activities are already being undertaken to get children from work to school, support the existing activities and/or complement these with engagement in other activities identified in collaboration with the community;
- Build up trust and develop cooperation in order to enable local organizations to provide input for the due diligence process of companies that look more broadly into possible violations of labour rights;
- Set up an agreement with local organizations to make sure that monitoring and remediation of cases of child labour take place in a coordinated manner;
- Work with the organization(s) identified toward establishing a CLFZ, with local community-based organizations as the 'lead partner';
- Plan and conduct a survey of all children in the community that are or might be affected by company operations involving local organization(s);
- Engage in dialogue with relevant actors locally on the findings of the survey and plan for joint action.

In addition, companies can:

2) Take a position within the community:

- Position themselves as having a non-negotiable position on putting an end to child labour and the right to education;
- Help build/promote a consensual view that purports that all children should go to school and not work.

3) Educate/inform:

- Highlight the challenges faced by out of school children at the community level e.g. towards local or national authorities and/or other companies;
- Conduct awareness raising on children who are affected by existing practices or omissions by companies in the sector (individual industries and/or suppliers or industry associations).

4) Support the educational process together with the local community:

- Support the strengthening of the local (formal) school system;
- Support/conduct school enrolment drives for younger children;
- Support the improvement of the school infrastructure and/or quality education;
- Support the assignment of sufficient teachers and/or improving the working conditions of the teachers;
- Guide children above the usual school entry age (normally 9 to 15) to motivation camps and/or a form of transitory and accelerated education so they can enter formal full-time school at a class appropriate to their age.



²³ see SCL Action Plan for Companies to Combat Child Labour, 2012

04 COLLABORATING WITH INTERNATIONAL COMPANIES AND PRIVATE SECTOR STAKEHOLDERS ON CLFZ

Here we focus on the opportunities for collaboration with private companies, including MNC, in efforts to reduce child labour, and specifically in implementing CLFZ.

4.1 ENGAGEMENTS WITH (INTER) NATIONAL NGOs, TRADE UNIONS AND (DEVELOPMENT) AGENCIES

International pressure can play a significant role in ensuring corporate compliance with international standards on child labour. Often this pressure comes from NGOs and unions who are active in the field of promoting human rights in international supply chains. Research, publicity, campaigning and engaging with companies are some of their tools.

Although international agencies promoting or supporting compliance with international standards may appear remote, it is possible for CBOs and local NGOs to engage with such agencies through collaborations with like-minded international NGOs and unions or through engagement with field offices of international agencies.

In addition to supporting compliance, such engagements have other benefits too, such as scaling up successful CLFZ initiatives, and influencing broader policy reforms that are supportive of CLFZ efforts.

CBOs, NGOs and trade unions that are applying the CLFZ approach wishing to engage multinational companies and other private sector actors, can cooperate with the activities of private companies. In addition the strategies below are also useful:

- Cooperation with (like-minded) NGOs and trade unions in countries where the multinational is based or is selling its products;
- Engagement with international development and human rights agencies;
- Utilizing legal frameworks applicable to foreign companies in their countries of origin;
- Reporting/highlighting the impact of the company on child labour and child rights.



Specific collaborations can include:

- a) *Collaborating with international like-minded agencies* such as international NGOs, or coalitions of NGOs and Unions such as SCL to influence policies of multinational companies and foreign governments. Indeed, a specific resource to readers of this document is SCL Coalition.²⁴
- b) *Collaborating with inter-governmental agencies* such as UNICEF, ILO (International Labour Organization) and ILO-led Child Labour Platform, IOE (International Organization of Employers), ITUC (International Trade Unions Confederation), UN Treaty Bodies²⁵ like the Committee on the Rights of the Child (CRC) and the OECD (Organisation for Economic Co-operation and Development) can help strengthen CLFZ efforts at the ground level and mobilize support in national and international forums to promote the use of effective measures to combat child labour. Collaborations like these can help such agencies implement their own programmes and facilitate synergies towards achieving shared objectives in the field of child rights, and youth employment.

Further, these agencies have generated a vast body of literature and expertise over the years to guide interventions at the field level. Additionally, these agencies often have reporting and complaints mechanisms set up to redress child right violations occurring at the national level.²⁶

Example of this include: A) the complaints procedure established under the OECD Guidelines on Multinational Enterprises known as the National Contact Points (NCPs).²⁷ This complaints mechanisms can be activated when domestic remedies have been exhausted or are not yielding sufficient results. B) Shadow reporting to the CRC Committee processes. This can be used to highlighting violations to child rights.²⁸

- c) Engagements with – preferably multi-stakeholder – agencies such as the Fair Wear Foundation, Fair Trade, Fair Labor Association and UTZ Certified that are verifying or certifying production. Social labelling and international verification or certification programs can play a relevant role in progressively realising that core labour standards and decent work conditions are met. The UTZ, for example, has clear objectives relevant reducing/eradicating child labour from the farming sector.²⁹ However to address child labour effectively it is important not to focus on a specific sector or supply chain only, as the majority of the labelling and certification standards do, but to take a broader community-based approach. It is recommended to combine the approaches and to strengthen the synergy and complementarity of community- and sector-based approaches.

²⁴ See: <https://www.ser.nl/~media/files/internet/talen/engels/2016/agreement-sustainable-garment-textile.ashx> and See: http://www.fairlabor.org/sites/default/files/cotton_project_flyer_eng.pdf

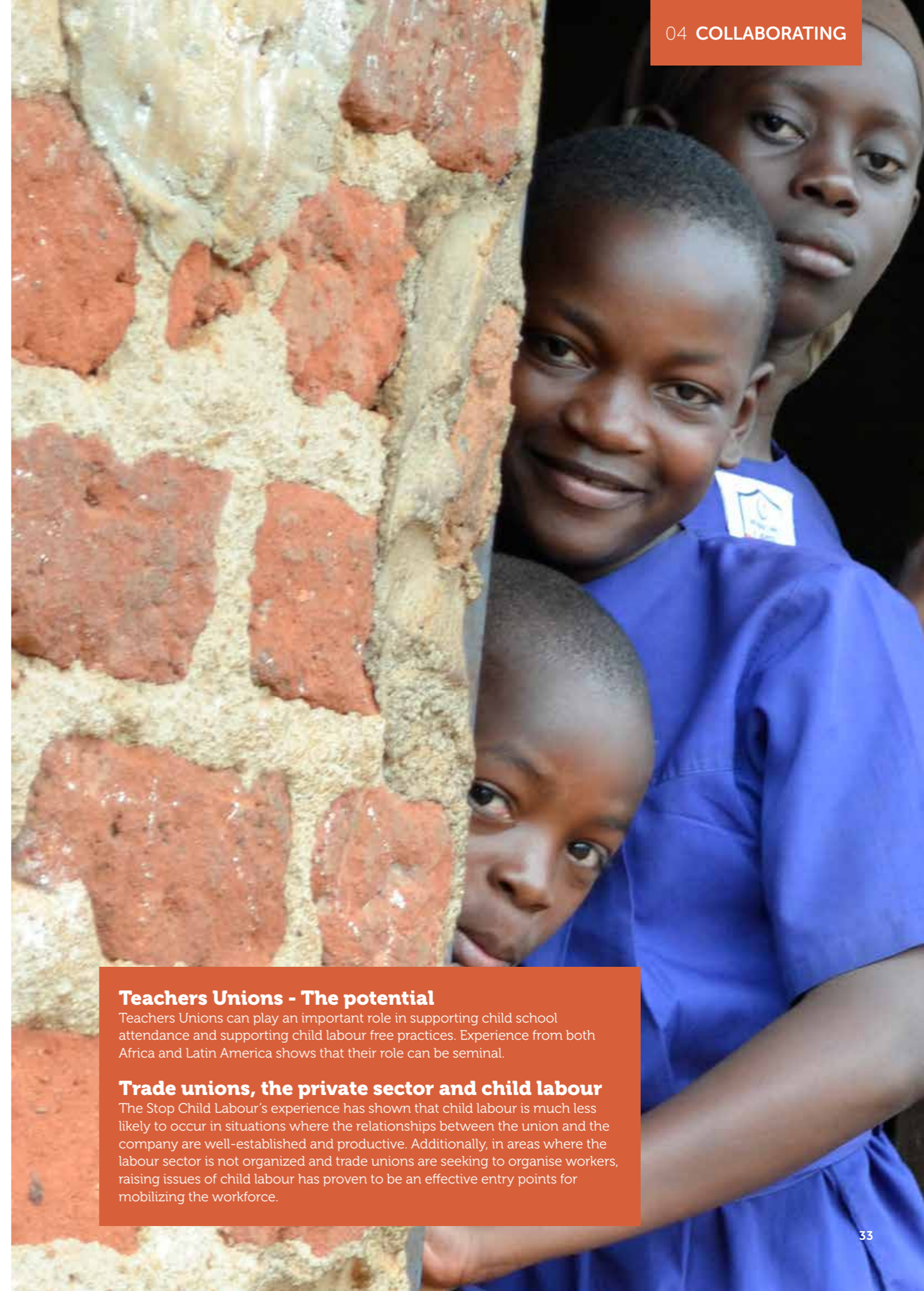
²⁵ See: <http://www.ohchr.org/EN/HRBodies/Pages/TreatyBodies.aspx>

²⁶ OECD Multinational Enterprises Complaint Procedures, See OECD Watch, (2006), Guide to OECD Guidelines for Multinational Enterprises' Complaint Procedure, Lessons from past NGO complaints, <http://www.oecd.org/corporate/mne/1922428.pdf>.

²⁷ <http://www.oecd.org/investment/mne/ncps.htm>

²⁸ The CRC Committee regularly reviews progress made by member states in achieving CRC goals by reviewing reports submitted by state agencies. Civil society organizations can participate in this process by preparing shadow reports for submission to the Committee, which highlight child rights violations. This is a process that the Indian government engages with. The last state report was submitted in in 2013. See [http://www.refworld.org/publisher,CRC,,IND,,0.html](http://www.refworld.org/publisher/CRC,,IND,,0.html)

²⁹ <https://utz.org/what-weve-achieved/better-life/>



Teachers Unions - The potential

Teachers Unions can play an important role in supporting child school attendance and supporting child labour free practices. Experience from both Africa and Latin America shows that their role can be seminal.

Trade unions, the private sector and child labour

The Stop Child Labour's experience has shown that child labour is much less likely to occur in situations where the relationships between the union and the company are well-established and productive. Additionally, in areas where the labour sector is not organized and trade unions are seeking to organise workers, raising issues of child labour has proven to be an effective entry points for mobilizing the workforce.



Doing certification differently: an example from Uganda

Situation before

In West Nile, a remote region in the Northwestern corner of Uganda, many families are poor and some parents do not see the relevance of schooling being illiterate themselves.

Consequently, too many children do not go to school or drop out of school somewhere during the year. They then work on the family farm, do household chores, look after younger children or are sent to the market.

In a large part of West Nile, coffee is the main cash crop. Almost every family grows 0.5 – 1 acre of coffee. The coffee income takes care of the large(r) financial needs of the family: a new roof, a solar panel or even a new house. Farmers sell their coffee to local traders or directly to some international coffee exporters that have local buying units in the area.

A CLFZ in the coffee value chain In 2014, one of the international coffee exporters started a farmer support programme in West Nile to assist households to improve

coffee production and to certify the purchased volumes under the international UTZ standard. During the first year, the field staff observed quite a number of households that were facing issues of child labour. This posed a challenge for UTZ certification. The company decided not to hide the child labour cases, but to look for a solution.

With assistance from Hivos/Stop Child Labour and supported by UTZ, the company worked together with CEFORD, a regional NGO, and UNATU, the Ugandan Teacher Union to develop a Child Labour Free Zone (CLFZ) in one parish in West Nile. In the CLFZ, CEFORD is responsible for building community relations, setting up village committees to fight child labour and Village Saving and Loan Associations; UNATU is responsible for interventions improving the quality of the schools in the area; and the coffee company is responsible for identification and remediation of child labour with member households.

Reasons for success

The West Nile CLFZ has become a huge success. Within 2 years around 500 children have returned to school and the CLFZ

is used as an example on how MNCs and certification standards can form an entry point to practically combat child labour in an agricultural value chain together with local partners. There are several reasons for this success. Firstly, even though all implementing partners come from different backgrounds, they all bring the same message to the community: children have to be in school. This has intensified community engagement. Secondly, the social, educational and economic approaches used by the implementing partners complimented each other: the NGO involves local leaders, the teacher union engages students, while the coffee company trains households to increase (coffee) income. Thirdly, working with a private sector certification scheme ensures continued support and follow-up by field staff after specific funding for the CLFZ has come to an end. The coffee company benefits through increased loyalty of its farmers and having gained respect in the community.

Some things to think about

The CLFZ in West Nile has brought out some aspects that need to be taken into consideration when working in an agricultural value chain.

Firstly, for MNCs and certification standards working on child labour – without hiding the issue – presents a possible reputation risk. Donors and partners should be aware of this sensitivity and act accordingly, locally, nationally and internationally. Secondly, child labour definitions are rather general. Partners need to agree on a local, simple and workable interpretation of what is child labour and what is not. Thirdly, setting up a water-tight monitoring and evaluation system to track hundreds to thousands of children is not easy. Different organisations have different entry points (head of household; student, teachers) and different operational areas, names are spelled in several ways and some names are very common.

Future

MNCs working in agricultural value chains source their products from a large number of farmers. A CLFZ that covers one parish may only cover a small percentage of their operational area. In the next years, the partners in West Nile will therefore experiment with and compare the (cost) efficiencies of high, medium and low intensity approaches to stop child labour in agricultural value chains.

³¹ Interview with local coffee company field staff



4.2 REPORTING/HIGHLIGHTING THE IMPACT OF CHILD LABOUR ON CHILD RIGHTS

Public reports highlighting child labour and their impact on children, possibly in combination with highlighting other labour violations, are an important way to inform and engage companies as well as to urge them to become active in combating child labour. It may be that they are unaware of the direct or unintended impact of their suppliers' operations, or that they have been trying to hide the issue. Raising awareness can serve to encourage greater responsibility towards the prevention of child labour.

Researching and disseminating such reports highlighting the impacts of a company, industry or product on the rights of children can have a considerable impact on the reputation of a specific brand or on the industry as such, which can act as a trigger to become more active on the issue.

These reports should bring out the facts about child labour in an industry and can also be used to present recommendations to companies to deal with the issue. It is important to have sufficient and concrete evidence and to provide companies the opportunity and sufficient time to provide feedback before publication. Apart from being a normal 'good research practice', such 'inclusive approach' will also help with consensus building and collective action with actively responding companies later on. Companies can in addition also be invited to put on paper what they will do to tackle the issue and this can be included in the publication.

If companies do not respond to concrete evidence after repeated requests, publication of the findings - and the resulting pressure of consumers, their own associations and peers, the government, NGOs, unions etc. - could be an important reason for them to still become more active in combating child labour.

4.3 PRACTICAL GUIDE ON HOW TO COOPERATE WITH COMPANIES IN CLFZ³⁰

The development of a CLFZ is guided by 8 distinct steps. The eight steps are:

- 1) Conduct a baseline study/situation analysis;
- 2) Define the area where the CLFZ will be established;
- 3) Conduct a community mapping of available services (i.e., school facilities) as well as a household mapping;
- 4) Draw a participatory Joint Action Plan against child labour in the CLFZ;
- 5) Develop and implement an Advocacy and Awareness Strategy on child labour within and outside the CLFZ;
- 6) Secure the commitment of locally operating companies;
- 7) Implement, monitor and evaluate the activities to eradicate child labour and get children to school;
- 8) Sustainability of the CLFZ.

³⁰ These guidelines are based on the discussions and suggestions by the local government authorities, CLFZ stakeholders in Ghana (Volta and Kumasi regions) and CSR Initiative project stakeholders in Uganda, namely: CEFORD, UNATU, and coffee company.

Below we highlight within each step what kind of engagement with companies is particularly relevant:

Step 1: Conduct a baseline study/situation analysis

- Include private sector partners (MNC or their supply chain partners) in research support team that serves as an external resource during the conduct of the baseline study/situation analysis.

Step 2: Define the area where the CLFZ will be established

- Agree with the stakeholders, on: 1) the focus area for concentrated action to pilot a CLFZ; 2) the roles that could/should be played by the different stakeholders, in particular the companies.

Step 3: Conduct a community mapping of available services (i.e. school facilities) as well as household mapping

- Identify services available locally, these can include the provision of skills training for out-of-school youth that cannot or do not want to enrol or reintegrate in formal schools. This can also serve to identify gaps where for example local companies can play a role.
- Map all households in the CLFZ to build up trust and get to understand the situation and plan for remediation and tracking system, in which also companies might be involved.
- The generation of ideas and strategies to manage challenges should also include private companies, which might include the identification and possible engagement of local employers that might be against the implementation of CLFZ.

Step 4: Draw a participatory Joint Action Plan against child labour

- Ensure that companies are making efforts to comply with relevant regulations by capturing this in a Memorandum of Understanding or cooperation agreement with other key actors.
- Gather all actors (including companies) in the CLFZ area and draw up an action plan with clear roles and responsibilities for each actor to hold each other accountable, focussed and build up trust and cooperation.

Step 5: Develop and implement an advocacy and awareness strategy on child labour within and outside the CLFZ

- Sensitize local companies about the importance of fighting child labour.
- Involve local government as well as regional and national government.

Step 6: Secure the commitment of local companies

- Support the development of child labour (or broader, including child labour) code of conduct/policies and implementation plan which the local companies should adopt as their internal child labour eradication policy.
- Ensure that companies operating in the CLFZ, irrespective of size, signs and implements the code of conduct.
- Ensure that local government and/or certification agencies conduct inspection visits of (potential) child labour, not to immediately withdraw their certification but to make sure that they cooperate in making sure that child labourers are withdrawn and guided to education.

- Ensure that the organization conducting inspections, for example certification companies and relevant government parties, prepare and submit compliance reports at regular intervals and discuss and implement follow-up action on the basis of these reports.

Step 7: Implement, monitor and evaluate the activities to curb/ eradicate child labour

- Monitor the measures taken and roles performed by companies and by other stakeholders in working on a CLFZ and possibly adjust them if necessary.

Step 8: Sustainability of the CLFZ

- Highlight relevant good practices, to support positive initiatives by private companies.
- Invite interested parties and companies for field visits, ex-change visits to learn from experiences for inspiration and upscaling.
- Work on a model with companies to integrate the participation in the CLFZ in their own business model.
- Make sure that commitments are real and be continued over time!





Tea Growers buy into Stop Child Labour Campaign, case from Zimbabwe

What was the situation before?

The challenges and scourge of child labour have of course been felt by the victims, the children, but also by their families. Efforts to stop child labour have been mainly on the government's side, albeit on a small scale due to resource constraints. Before the engagement with the Zimbabwe National Council for the Welfare of Children (ZNCWC), the only efforts of the members of the Zimbabwe Tea Growers Association had been to comply with the labour laws of Zimbabwe specifically the Labour Act, but this only applied to the major tea companies. There were several loopholes of which a very important one is that child labour was still

practiced by outgrower farmers who supply tea to the big companies.

What happened that caused the change?

ZNCWC held several successful engagements with Zimbabwe Tea Growers Association through advocacy meetings and a sensitization workshop. This created a breakthrough regarding the participation of companies in the Stop Child Labour "Out of Work and Into School" project which has a component of corporate engagement. Zimbabwe Tea Growers Association is an amalgamation of the major companies involved in tea production in the country whose estates are situated in Chipinge district. Through enhanced awareness on the distinction between child labour and light work it became clear that many

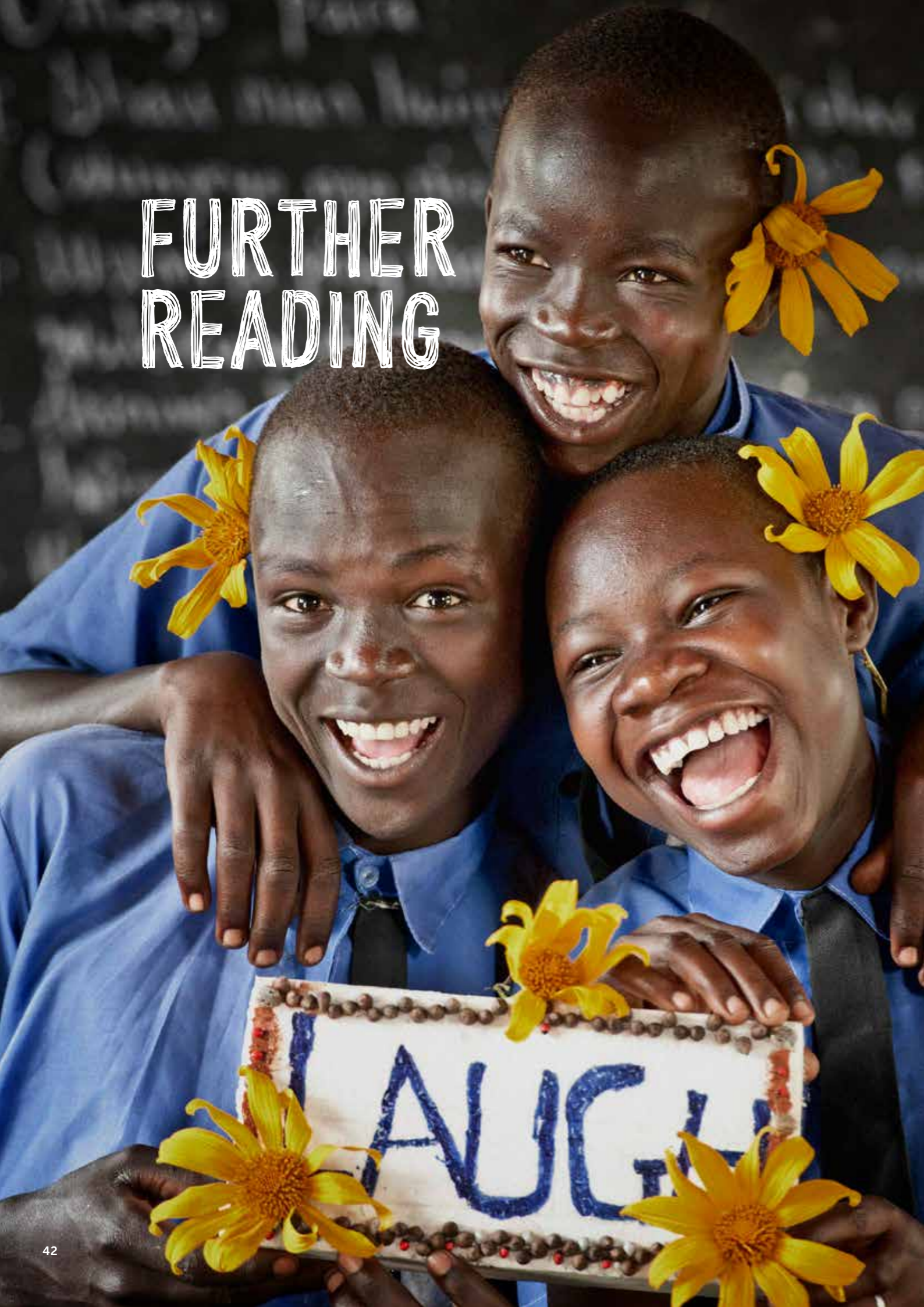
of the outgrower farmers were practicing child labour, although without proper knowledge. The sensitization meetings on child labour held with the staff of the tea company and the outgrowers on child labour proved to be an eye-opener to some officials and farmers in terms of better defining child labour and enhancing awareness on its effects

What is the situation now?

An avenue has been established for stakeholder collaboration, which are inclusive of the government, business sector, civil society and companies involved within the tea production as well as outgrower farmers who supply tea through the value chain. Communications lines for future collaborations have been established. There has been positive uptake of the concept of

ending child labour within respective communities and sectors, especially by the Zimbabwe Tea Growers Association members. Outgrower farmers have requested further capacity enhancement trainings on child rights and child labour, taking a Training of Trainers approach as there are over 500 outgrowers within the district. The major tea growing companies have also started a process to obtain Rainforest Alliance Certification for the outgrower farmers, which would aim to ensure that there is no child labour within their operations thereby complying with the Rain Forest requirements.

FURTHER READING



FINALLY

This guide, together with its annexes demonstrates that there are many opportunities, within the African context, to engage private entities in efforts to eradicate child labour through the establishment of CLFZs or through other actions tackling child labour and labour violations in supply chains. This guiding document is a starting point for the engagement of more companies, certification programmes and CSR initiatives to work together with NGOs and Trade Unions on child labour and other labour related issues. There is much more to learn and to develop and therefore this guide can be used for updating and more elaboration in the near future. This document should be used as a resource, but additionally organizations that have already successfully engaged private companies can be contacted:

ORGANISATION	CONTACT PERSON	E-MAIL
CEFORD, Uganda	Bosco Okaya	okayajb@gmail.com
GAWU, Ghana	Andrews Tagoe	cynaat25@yahoo.com
ICCO, Mali	Prosper Sapathy	p.sapathy@icco-cooperation.org
CACLAZ, Zimbabwe	Pascal Masocha	caclazim@gmail.com
UNATU, Uganda	Gunsinze Robert	gunsinze.robert@gmail.com
ZNCWC, Zimbabwe	Taylor Nyanhete	director@zncwc.co.zw
ENDA, Mali	Soumana Coulibaly	soumanaenda2000@yahoo.fr

RECOMMENDED READING MATERIALS

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GALS METHODOLOGY

CEFORD has been applying the Gender Action Learning System (GALS) methodology in planning their interventions with communities in West Nile, including Erussi Country, Nebbi District in Uganda where this CLFZ CSR Initiative has been piloted.

The GALS is a community-led empowerment methodology that is used for:

- Individual life and livelihood planning;
- Collective action and gender advocacy for change;
- Institutional awareness raising and changing power relationship with service providers, private sector stakeholders and government bodies.

GALS is designed as a complementary methodology for economic development interventions. The starting point of GALS is: i) Developing gender action learning skills of vulnerable stakeholder groups in the value chain, to enable them to identify and implement sustainable strategies to increase incomes, resources, economic choices and negotiation power. ii) Engaging skills, energies and resources of the private sector and institutional stakeholders in the value chain to change power and gender relations, through the negotiation of win-win strategies.

It starts with creating community ownership and action priorities for gender justice during events with community members and the staff of organisations. Step 1 assists participants to develop individual and then household pictorial visions, before diagnosing their current situation (step 2). In order to promote a sense of achievement and cause-effect linkages, the participants reflect where they began. In step 3, participants identify the opportunities and constraints that will affect the realization of their vision. Step 4 focuses upon enabling participants to identify their targets and milestones, and finally, step 5 asks participants to set activities on the road towards the achievement of their overall vision.

The methodology then takes participants through four stages, all of which are participatory and depend on the use of visual, rather than written, material. This makes it ideal for inclusive and effective joint analysis and planning by non-literate with literate participants.

- Stage 1: Preliminary value chain mapping of gender issues and power relations.
- Stage 2: Action learning with vulnerable groups to identify the poverty and gender issues at each level, implement immediate change strategies, strengthen collaboration and peer sharing.
- Stage 3: The identification, planning and negotiation of multi-stakeholder win-win strategies. At this stage the more powerful stakeholders are involved.
- Stage 4: The promotion of sustainable action learning process including peer upscaling, policy advocacy, and ongoing change planning in existing platforms.

GALS has proven its effectiveness for creating win-win collaboration between marginalized communities and businesses, service providers, government agencies and traditional authorities, and changing gender relations including property rights, decision making and violence.

http://www.oxfamnovib.nl/redactie/Downloads/English/SPEF/141023_2-pager_Flyer_GALS_Oxfam.pdf

THE TORKOR MODEL

General Agricultural Workers Union (GAWU) is implementing a child labour intervention in Torkor, an inland fishing community in the Kpando district of the Volta Region. The “Tokor Model”, as the GAWU intervention is popularly called, is based on organizing and mobilizing fish workers (including fishermen and fish processing women) and employers (boat/canoe owners) by equipping them with the relevant knowledge, skills and motivation to combat child labour, enhance their productivity and share their experiences with national and international partners.

The Torkor model is based on the fact that fighting child labour in any sector is best done by those directly engaged in the immediate context. These are the informal workers and employers. In this case of Torkor, the fishing folk including fishermen, boat owners, fish processors and sellers are all directly engaged in fighting child labour in their location. These are directly targeted because their actions promote and perpetuate child labour and indeed they are direct beneficiaries of this child labour. In Torkor, therefore, GAWU has organized local fishermen to form the GAWU local Union and the Inland Canoe Fishers Association (ICFA). This organization empowers the workers to lead the fight against child labour in the community – the island. GAWU has also mobilized the women who buy, process and retail the fish. This is because their trade is part of the fish supply chain where child labour occurs.

All the actors in the fish supply chain are sensitized to feel the consequences of child labour on the health, education and development of the children they see every day in their community. They share experiences on the effects of child

labour. The fishermen, for instance, see the children recruited and trafficked away from home, kept and abused by slave masters, hardened and criminalized through mixing with delinquent adults, drown and die in the lake. So, they now feel the effects of child labour. The sensitization is therefore aimed at not only raising their awareness, but to spark them into action – “to bring to bear on their conscience the evil of child labour and the opportunities to stop it”. This is because “many of them have also been victims of child labour and have grown into poor and vulnerable adults because of the lost childhood opportunities for education, healthcare and others due to the evil of child labour”. This sensitization is carried out in the very areas such as river banks where child labour is witnessed. This approach stimulates the social infrastructure required to bring real change and transformation. This results often into a spontaneous reaction with all the actors – the fishermen, the fish processing women, the traditional leaders and the whole community committing themselves to take action. GAWU rides on this occasion to support the community action against the evil of child labour. Appropriate training and capacity building is then undertaken.

The removal of children from child labour creates labour shortage and affects production. The Torkor Model therefore trains young adults who can be legally employed to fill the gap. It also involves empowering fishing communities to engage in alternative fish-farming enterprises such as aquaculture in collaboration with the Ministry of Fisheries and Aqua-culture Development (MOFAD).



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ACRONYMS

ACRWC	African Charter on Rights and Welfare of the Child
AOB	General Teachers Union (UNATU)
CBO	Community Based Organisations
CEFORD	Community Empowerment for Rural Development
CLFZ	Child Labour Free Zone
CRC	Convention on the Rights of the Child
CSO	Civil Society Organisations
CSR	Corporate Social Responsibility
ECOWAS	Economic Community of West African States
GALS	Gender Action Learning System
GAWU	General Agricultural Workers Union
GSS	Ghana Statistical Service
ICFA	Inland Canoe Fishers Association
ICN	India Committee of the Netherlands
ILO	International Labour Organisation
IPEC	International Programme on the Elimination of Child Labour
MNC	Multinational Company
MOFAD	Ministry of Fisheries and Aqua-culture Development
NGO	Non-governmental Organisations
OECD	Organisation of Economic Cooperation and Development
SADC	Southern African Development Community
SCL	Stop Child Labour
UNATU	Uganda National Teachers Union



STOP



CHILD LABOUR
School is the best place to work