



Ministry of Foreign Affairs



Fund against Child Labour (FBK) Child Labour Interventions

Insights into Business-oriented Interventions
addressing Child Labour in Global Supply Chains

Commissioned by FBK, part of the Netherlands Enterprise Agency (RVO)

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*>> Sustainable. Agricultural.
Innovative. International.*

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Introduction

The Netherlands is pursuing an active policy of combatting child labour worldwide as part of efforts to achieve the Sustainable Development Goals (SDGs). Several policy instruments are being used to help eliminate child labour by 2025. The Fund against Child Labour (FBK), implemented by the Netherlands Enterprise Agency (RVO) on behalf of the Dutch Ministry of Foreign Affairs, is one of these instruments.

FBK supports Dutch companies and their local partners in:

- investigating root causes of child labour in their supply chains;
- developing interventions to prevent and combat child labour locally; and
- taking internal measures (due diligence) to integrate the prevention and elimination of child labour into their business practices.

Since its inception in 2017, FBK has awarded grants to nearly sixty projects in different sectors and countries worldwide. Through these projects, FBK promotes cooperation between companies, NGOs, local suppliers, governments and other stakeholders. In addition to financial support, FBK advises companies on how to combat child labour in their supply chains and shares knowledge and best practices through publications and knowledge sessions.

Interventions to address child labour

This publication shares the main lessons learned and insights gained from completed and ongoing FBK projects during the past five years. It takes a closer look at a range of interventions that companies and other stakeholders are taking to prevent or mitigate child labour. These interventions target the drivers, or root causes, of child labour.

This publication covers the following interventions:

- Raising awareness
- Improving incomes
- Access to education
- Area-based approaches
- Monitoring systems

Step by step

The first step towards eliminating child labour is the right mindset in your organisation. Another is having the right measures in place, such as a policy on the elimination of child labour, plus elaborated procedures to implement them and a clear allocation of responsibilities. Our first report, entitled [Lessons Learned](#) (2020), provides extensive information about and examples of child labour due diligence.

Local impact study

The next step in fighting child labour is to map your supply chain and conduct a local impact study. In general, companies need six to nine months to carry out this research. The local impact study generates a wealth of information on the incidence of child labour and underlying root causes, which may be within the company's own sphere of control or in the wider socio-economic context of its supply chain.

Addressing findings

After completing the local impact study, your company has to address the findings. Many companies find this to be challenging. The broad range of different root causes of child labour can be overwhelming, so where do you start? And then how do you translate your findings into meaningful measures and interventions to combat child labour? What can you do about a local context of poverty, bad social or physical infrastructure and illiteracy? The local impact study may give rise to more questions than answers, and companies may struggle to draft a plan that addresses the most important root causes with adequate and balanced interventions.

Inspiring examples

This publication shares experiences and lessons from FBK projects with the aim to assist companies and other stakeholders in choosing and developing meaningful interventions to address child labour. Though every context is different, in practice the root causes of child labour are often similar. Looking at what other companies are doing may help your company design its own interventions keyed to local needs.

This publication is meant to inspire. It is not an exhaustive guide providing total solutions to eliminate child labour. We hope that the interventions described here will encourage more companies and stakeholders to join in taking action.

Acknowledgements

The insights and examples shared in this report are based on current and past FBK projects. Projects were analysed and additional interviews and research were conducted by Aidenvironment. The FBK projects and actors involved are named below. FBK wishes to thank the companies, civil society organisations and other organisations that contributed for generously sharing their insights and experiences.

FBK-projects covered by the in-depth analysis:

	Company	Partners	Country	Product/Sector
1	ADMC Group	Garbage collectors National Institution for Cleaning Services (NICS)	Egypt	Medical Supplies
2	ADMC Group	Medi Group Al Mahrousa Found. for Development & Participation	Egypt	Medical Supplies
3	Arte	Arisa Mamidipudi Venkatarangaiya Foundation (MVF) Pokarna TFT	India	Natural stone
4	Barry Callebaut Decorations	Barry Callebaut Sourcing Cocoa Horizons Nyonkopa cocoa buying Codesult Ghana International Cocoa Initiative	Ghana	Cocoa
5	Barry Callebaut Decorations	Barry Callebaut Sourcing Saco International Cocoa Initiative	Ivory Coast	Cocoa
6	C&A	Fairwear Foundation GoodWeave	India	Apparel
7	Cargill	Telcar Cocoa International Cocoa Initiative	Cameroon	Cocoa
8	East-West International	East-West Seeds India Glocal Research Services	India	Seed Production
9	ETG Commodities	Beyond Beans Kookoo Pa Farmers Association Child Rights Int Cocoa Merchants	Ghana	Cocoa
10	ETG Commodities	ETG Côte d'Ivoire Beyond Beans Oxfam Novib	Ivory Coast	Cocoa
11	FairPhone	Zhejiang Huayou Cobalt The Impact Facility	Democratic Republic of Congo	Cobalt
12	FairPhone	Philips Hivos Solidaridad Fairtrade Unicef	Uganda	Gold
13	FINMA	Yavuz Development Workshop	Turkey	Hazelnut
14	Intersnack	Rainforest Alliance Durak Balsu	Turkey	Hazelnut

	Company	Partners	Country	Product/Sector
15	Jacobs Douwe Egberts (JDE)	Rainforest Alliance Kyagalanyi Coffee Ltd	Uganda	Coffee
16	Mars Food Europe	Rice Partners Ltd Fazaldad Human Rights Institute	Pakistan	Rice
17	Mars Food Europe	Rice Partners Ltd Fazaldad Human Rights Institute Care International	Pakistan	Rice
18	Tony Chocolonely	International Cocoa Initiative several cooperatives of local cocoa producers	Ivory Coast and Ghana	Cocoa
19	Tradin Organic	Tradin Organic Sierra Leone IQSMA Solutions Child Fund Sierra Leone	Sierra Leone	Cocoa
20	Unilever	Cargill Rainforest Alliance ASA	Ivory Coast	Cocoa



@GoodWeave International - Children attend a Hindi class with a GoodWeave community facilitator in India

Acronyms

The following acronyms are used in this publication.

CL	Child labour
CLFZ	Child labour free zone
CLMRS	Child Labour Monitoring and Remediation System
CSR	Corporate social responsibility
ECPAT	Ending Child Prostitution and Trafficking Foundation
EU	European Union
FBK	Fund against Child Labour
FCA	Fair Cobalt Alliance
HH	Household
ICI	International Cocoa Initiative
ILO	International Labour Organization
NGO	Non-governmental organisation
RBC	Responsible business conduct
RMI	Responsible Mica Initiative
RVO	Netherlands Enterprise Agency
SDG	Sustainable Development Goal
OECD	Organisation for Economic Co-operation and Development
VSLA	Village savings and loan association
UN	United Nations
UNGP	United Nations Guiding Principles on Business and Human Rights

Summary

The Fund against Child Labour (FBK) is one of the instruments through which the Dutch government works to combat child labour worldwide. Since its inception in 2017, FBK has awarded grants to nearly sixty projects in different sectors and countries. This publication shares the main insights gained from a selection of completed and ongoing FBK projects. It is a follow-up to the FBK report [Lessons Learned](#) (on child labour due diligence, published in early 2020).

The aim of this publication, ‘Insights on Business-oriented Interventions Addressing Child Labour in Global Supply Chains’, is to guide companies in choosing and developing meaningful interventions to address child labour in their supply chains. By describing a range of child labour interventions, illustrated with examples, we hope to guide companies in translating the findings of their own local impact studies into adequate interventions on the ground.

The interventions described are:

- Raising awareness
- Improving incomes
- Access to education
- Area-based approaches
- Monitoring systems

Raising awareness

The first intervention concerns raising awareness about child labour. This is important, as the stakeholders involved do not always understand what child labour is and what its root causes are. A common understanding of the whys, hows and whats of child labour by all actors involved is a necessary first step and forms the foundation for effective implementation of further interventions.

Stakeholders tend not to know the distinction between child labour and child work. They are also often unaware of the underlying causes of child labour. However, a thorough understanding of these causes is essential to know which interventions are needed to address them. Root causes of child labour are usually complex. They include factors that companies themselves can control (such as their own buying behaviour), but also factors outside the classic sphere of influence of most companies, including poverty, education systems, policies and governance, and socio-cultural norms.

FBK partners have implemented various practical and creative activities on the ground to create awareness about these issues. They include the use of radio, community theatre and organising a ‘children’s rights day’ with local stakeholders. They also learned that establishing a presence in the form of trusted individuals within worker communities enables direct and effective awareness-

raising on sensitive topics such as child labour. Another important insight has been that awareness-raising proves more effective when linked with a positive narrative, such as about improving children’s education. By contrast, a negative narrative that uses strong words such as ‘fight against child labour’ or ‘child slavery’, is more likely to lead to rejection of the message, especially if the target group is directly engaging in child labour.

Improving incomes

The second intervention centres on parent incomes. Poverty and low wages of parents or children’s caretakers is generally acknowledged to be one of the main underlying causes of child labour. FBK projects recognise this and have worked in various ways to improve incomes. Among other things, by improving productivity and the quality of production, increasing prices (through premiums), increasing wages, diversifying income sources (such as backyard gardening and agroforestry approaches) and facilitating access to financing. The last of these can take the form of, for example, village saving and loan associations (VSLAs), stimulating entrepreneurship and empowerment of women.

Access to education

Another important intervention is access to education. Poor access to education is one of the root causes of child labour. Education is a fundamental human right and, according to the ILO, a crucial component of any effective effort to eliminate child labour. Child labour prevents children from attending school, and poor education leads to child labour.

FBK projects provide an interesting range of actions that can help to improve access to education. Summer schools is one example that has shown positive results. Summer schools allow for the integration of awareness-raising and education. They also enable parents to work during high season while giving their children a safe space and education. FBK partners have also experienced the value of vocational training for vulnerable adolescents (15-17 years), which teaches them technical and basic job skills to enhance their employability. Good vocational training is vital as the lack of employment opportunities for youngsters is one reason why parents are hesitant to send their children to school and instead prefer to have them learn practical skills on farms or in other workplaces.

A challenging but worthwhile element of education interventions is the improvement of school infrastructure and teacher training. Last but not least, an important lesson learned is that influencing local norms around child labour and school attendance can be key to improving access to education. For example, by reaching out to community leaders and sensitising parents.

Area-based approaches

An intensive but often effective form of intervention is area-based approaches. These approaches (such as child labour-free zones) target specific geographical areas (such as villages or urban neighbourhoods) with a range of activities designed to help move children out of child labour and integrate or reintegrate them into formal, full-time schooling. Area-based approaches have been used in many different countries and contexts. They require all local actors to get involved in identifying and addressing the root causes of child labour.

Experiences in FBK projects reveal that the combined multi-level and multi-actor strategy of area-based approaches can be effective at addressing root causes and, ultimately, changing norms and attitudes around child labour and education among all stakeholders (communities, local government, value chain actors) in a given area. In this context, focusing on all children in a certain community instead of on only those working in a specific supply chain has been shown to help build a broad basis for change. Improving access to education is an effective entry point for identifying and addressing child labour locally, as it can be used to frame the project in a positive way (enhancing children's education).

Finally, FBK projects have shown that good coordination is a critical factor in area-based approaches to addressing child labour, as the right sequence of steps and fine-tuning of a range of multi-level and multi-actor activities is needed to achieve impact at scale.

Monitoring systems

The fifth and final intervention strategy described in this publication consists of monitoring systems. Monitoring aims to determine the incidence of child labour. This strategy is generally implemented at the initiation of an intervention (baseline) and then periodically repeated.

Monitoring child labour can be challenging as child labour is a sensitive issue and therefore difficult to detect. Monitoring techniques most often applied include surveys, interviews, assessments and audits. While the overall aim is to establish whether or not child labour is happening, the value of monitoring further increases if other aspects, such as a living income, or other aims are included. If monitoring is done in collaboration with local stakeholders (also called 'joint monitoring'), it can also help raise awareness among the local actors involved. The results of monitoring can also be used for learning purposes, such as to ascertain the effectiveness of specific interventions.

Scaling interventions

This publication also looks at the long-term sustainability and scaling of child labour interventions. This is because factors that cause child labour often lie outside companies' traditional sphere of influence. Changing these factors takes a considerable amount of time and money as well as the involvement of actors that companies may not normally work with. These things can make sustaining child labour interventions over time and scaling them difficult.

Companies that wish to make a real difference have to be motivated and willing to make a long-term commitment. In the experience of FBK, more and more companies are willing to go the extra mile. Nevertheless, there are a number of factors that can further boost a company's motivation. They include:

- International legislation focused on RBC, CSR and/or child labour that requires companies to do due diligence on child labour within their own organisation and their value chains.
- Widespread adoption of certification standards (that include provisions on child labour) in specific processes, commodities, sectors and/or countries.
- Risk of reputational damage to companies linked to 'child labour scandals' (e.g. large brand companies operating in business-to-consumer settings).
- The existence of dedicated companies with a top management commitment and mature due diligence programmes, including stakeholder consultation and collaboration.
- A strong business case for CSR or RBC (companies gain a competitive advantage through RBC or CSR).
- A need among companies to secure, stabilise and/or extend their supply chains.
- Current or expected shortages of young workers with the skill-set needed to work in the company or supply chain.
- Opportunities for more favourable financing terms through green or sustainable funds/investors.

In addition to these factors, FBK partners also highlight the importance of designing projects in a way that allows for scaling or advancing beyond an often relatively small 'proof of concept'. Such project designs incorporate collaboration and engagement with government, particularly at the local level. The project design should also match local demand, for example by making sure that vocational training is aligned with the needs of local industry actors and local public agencies. Preferably, they should also take a sector-wide approach, with well-defined and long-term financial support structures, which is likely to be more effective than smaller projects initiated by lone companies.

1. Child labour due diligence

The interventions to prevent and mitigate child labour described in the following sections of this publication are not meant to stand alone. Rather, they should be part of a company's overall due diligence approach. Under international guidelines, in particular the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, companies are expected to do human rights and environmental due diligence. Due diligence is a process to identify, prevent, manage and account for negative impacts occurring in a company's own operations and value chain.

Due diligence is also integrated in existing and proposed legislation at national and EU level. Examples include the Child Labour Duty of Care Act (not yet in force), the German Supply Chain Act and the EU Corporate Sustainability Due Diligence Directive (not yet approved).

The due diligence process is best described as a number of steps that companies have to complete. These steps are illustrated below:

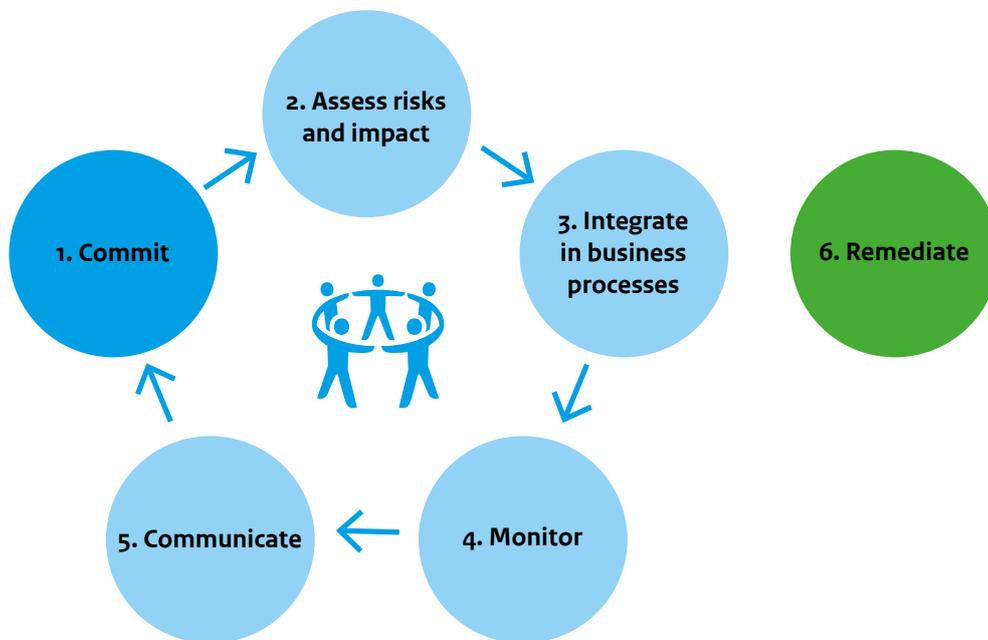


Figure 1: Due diligence process according to the OECD Due Diligence Guidance for Responsible Business

For further reading and an explanation of the due diligence steps, please refer to the FBK [Lessons Learned](#) report. The six steps of the due diligence process are summed up below:

- 1. Commit**
Under the UN Guiding Principles on Business and Human Rights (UNGP), all business enterprises are expected to make a public commitment to respect internationally recognised human rights, which include the right to be free from child labour. A specific policy commitment on child labour has to take account of relevant international standards. It must also clearly state what the company expects from its own staff and its business partners.
- 2. Assess risks and impacts**
Companies must carefully identify and assess human rights and child labour risks and impacts that may occur in their value chain.
- 3. Integrate in business process**
Based on their commitment and identified risks and impacts, companies have to take an active role. It is vital to engage internal stakeholders and take measures to integrate the prevention and elimination of child labour into business operations.
- 4. Monitor**
Monitoring child labour refers to the process of regularly checking places where children may be working. The objective is to ensure they are not or no longer working and that young, legally employed children are safe from exploitation and hazards at work. Companies can use a variety of monitoring systems, including internal and external audits, surveys and interviews, as well as specific Child Labour Monitoring and Remediation Systems.

5. Communicate

Companies are expected to formally communicate about identified child labour risks and impacts and how they have been addressed.

6. Remediate

Where companies find that they have caused or contributed to child labour or other adverse impacts, they should provide for or cooperate in remediation through legitimate processes. Remediation can take various different forms, including measures to ensure adverse impacts are stopped, mitigated and prevented from reoccurring.

The interventions described in the following sections of this report tie in with specific steps of the due diligence process. The design of the interventions is based on step 2 (assess risks and impacts). The interventions themselves mainly relate to step 3 (integrate in business process) and step 6 (remediate) of the due diligence process. The section on monitoring systems provides details on monitoring child labour and thus ties in with step 4 of the due diligence process. Ways in which the other due diligence steps can aid in addressing and mitigating child labour are described and illustrated with examples and cases in a previous FBK publication from 2020.¹

¹ The publication can be downloaded from: https://www.rvo.nl/sites/default/files/2020/06/70702_RVO_FBK_MK910-WCAG-TG.pdf



@RVO

2. Intervention Raising awareness

Raising awareness about child labour is crucial, as the stakeholders involved do not always understand what child labour is, why it is not acceptable and what its root causes are. A common understanding of the whys, hows and whats of child labour by all actors involved is a necessary first step and forms the foundation for effective implementation of any further interventions.

“Eliminating child labour means going beyond the supply chain to explore the social and cultural norms that allow child labour” (GoodWeave)

Not all stakeholders involved already have an exact understanding of what child labour is and when a child is doing child labour. The leading definition is that formulated by the International Labour Organization (ILO). It defines the term ‘child labour’ as “*work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that: is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work*”. Whether or not particular forms of ‘work’ qualify as ‘child labour’ depends on a child’s age, the type and hours of work performed, the conditions under which it is performed and the objectives of the country in question. The definition thus varies between countries, depending on their specific interpretation of the ILO definition above, as well as among sectors within countries.

Based on the above definition, we can distinguish three categories of work in relation to children.

1. **Child labour:** when there is evidence of *hazardous work*, OR *excessive working hours*, OR *paid work*, as defined by national legislation for different age groups, OR children are *fully or partly out of school because they are working* (even if not hazardous, excessive hours or paid).
2. **Risk of child labour:** when there is data showing poor school attendance or dropouts suggesting that children may be working, but no evidence this is due to working during school hours.
3. **Child work:** when children are working, but it does not involve hazardous work, OR excessive working hours, OR paid work as defined by national legislation for different age groups, AND they are not working during school hours.

Root causes of child labour

Stakeholders are often also unaware of the causes of child labour. Thoroughly understanding these causes is vital, however, to determine which interventions are needed to address them. Causes of child labour are usually complex and often include factors outside the classic sphere of influence of most companies.

Most households know the value of education for their children and would send their children to school if they were not faced with certain constraints. Thus, merely raising awareness about child labour is not enough to remediate child labour, because households still face the complex underlying causes. Businesses may be inclined to address child labour in their supply chains through short-term remedial actions, but these cannot be sustained over time if the underlying causes are not addressed. Worse, short-term ‘quick fixes’ may even cause child labour to be displaced to other value chains or geographical locations, adding to the frustration of households that are aware of the need to send their children to school. Companies therefore have to be aware of the multiple underlying causes of child labour and the need to address them all in order to ‘solve’ the problem of child labour in a sustainable way.

The figure below shows the main causes of child labour.

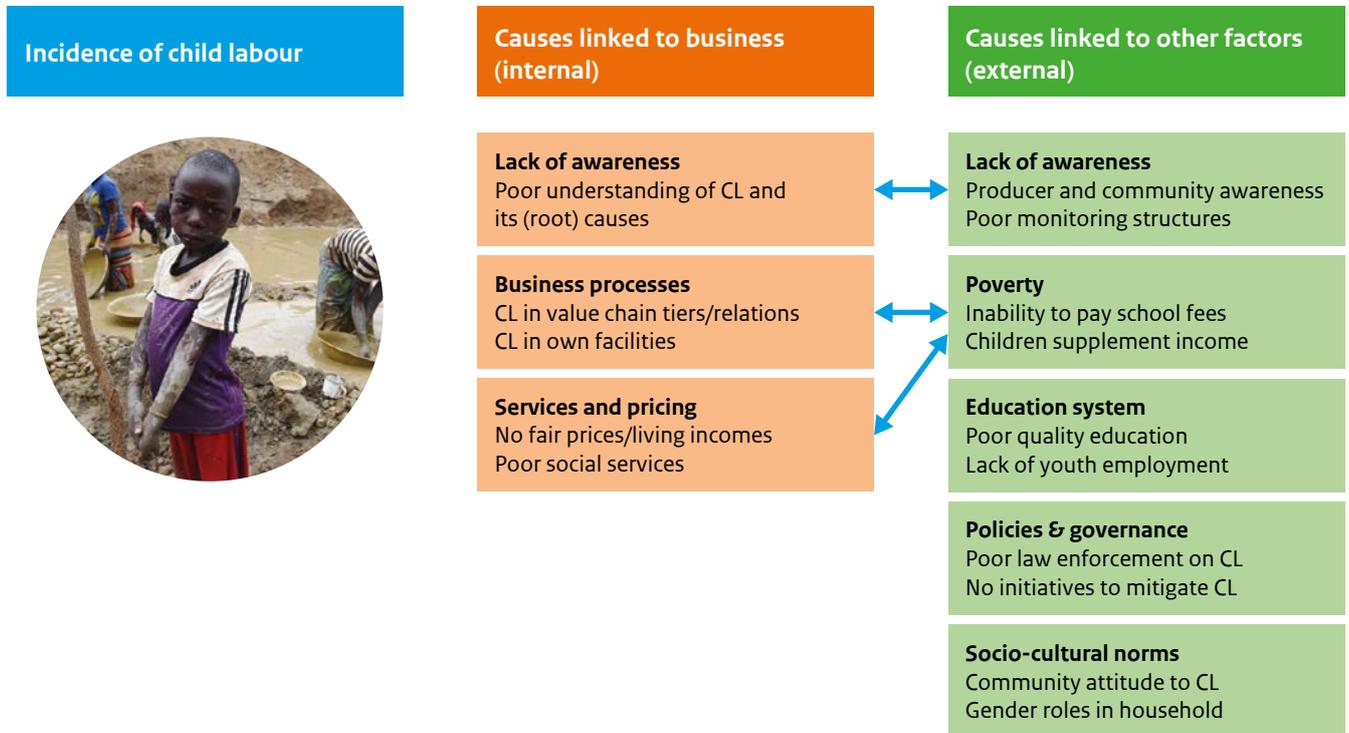


Figure 2: Main causes of child labour, based on input from J.J. Kessler of Aidenvironment



@FINMA – Child labour awareness training for migrant families in Turkey

Each of the causes shown in Figure 2 has deeper underlying root causes. The table below describes these root causes, based on findings from different FBK projects.

Causes (see fig. 2)	Underlying root causes
Business processes	<ul style="list-style-type: none"> No awareness about or commitment on child labour at top management levels of business. Child labour in production facilities due to lack of policies or consistent implementation, incentives and fines. Child labour in supply chain, incl. tiers 2 and 3, due to lack of supply chain transparency. Child labour not integrated in contracts and relations with suppliers, traders/agents and importers.
Services and pricing	<ul style="list-style-type: none"> Business model based on low prices for suppliers. No commitment to pay living wage or income, no commitment to pay contributions. Poor access to services for suppliers due to poor service provision by businesses. Poor access to services for communities.
Lack of awareness	<ul style="list-style-type: none"> Poor understanding of the difference between child labour and child work. Poor understanding of the harms child labour does to children. Poor understanding of the root causes of child labour. Poor knowledge of effective interventions.
Poverty	<ul style="list-style-type: none"> Low incomes due to low productivity, low prices paid by traders/buyers, low capability of producers to negotiate prices. Low income diversity, high dependency on one commodity. Poor market access due to remoteness, poor infrastructure, low purchasing capacity of local people. High costs due to increasing costs of social services, high costs of agricultural inputs, high costs of labour, income spent on consumption instead of school-related costs. Low wages for workers due to violation of minimum wage legislation, lack of skills, insufficient paid jobs in the informal sector and hence vulnerable jobs.
Education system	<ul style="list-style-type: none"> Poor school infrastructure due to lack of resources, remoteness. Poor teaching quality due to low payment and lack of social benefits for teachers, poor teacher training. Lack of safety due to long walking distance to schools, lack of safety in schools.
Policies and governance	<ul style="list-style-type: none"> Lack of urgency assigned to child labour at national level. Lack of knowledge on how to translate policies into concrete actions. Lack of staff motivation and resources to implement child labour policies. Lack of local by-laws to address child labour. Tendency to use punishment as the dominant means of addressing child labour.
Socio-cultural norms accepting child labour	<ul style="list-style-type: none"> Dominant or culturally accepted view that children should work. Low value given to education, especially for girls, due to lack of youth employment opportunities, dominant view that girls should have children. Low commitment to paying school fees due to dominance of men in decision-making.

Table 1: Deeper root causes of child labour

Given the confusion about the definition of child labour and the complexity of its root causes, it is not surprising that companies incorporate awareness-raising in their approaches to reducing child labour. A recent study by ILO² on the use of awareness-raising strategies to address child labour shows it is preferable to include multiple target groups in such approaches.

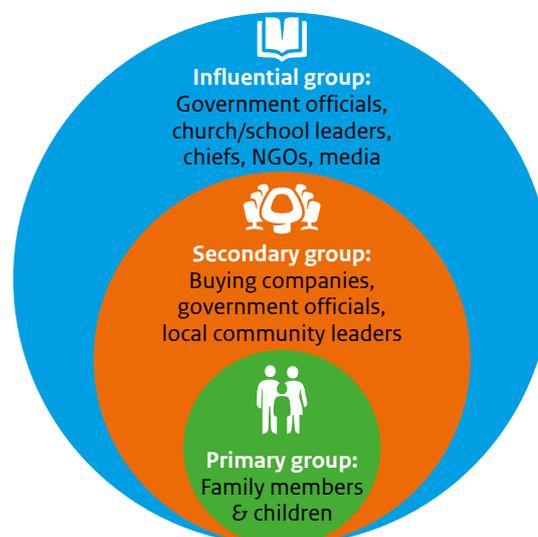


Figure 3: Three layers of awareness-raising (source: ILO, 2021, see reference in footnote)

² Communication Strategies on Child Labour: From awareness raising to action, A desk review with preliminary design ideas for campaigns in Africa and Europe / International Labour Organization, Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), Geneva: ILO, 2021.

Evidence from the ILO study shows that if multiple groups are to be targeted, the intervention is more effective and thus successful if communication is tailored to the needs of each group. FBK-funded programmes tend to have a good understanding of their target audiences, thanks to their local presence combined with findings from their own in-depth impact studies.

The table below gives a comprehensive overview of possible awareness-raising approaches for specific audiences, based on the insights above and other FBK experiences.

Target audience	Examples of awareness-raising approaches used in FBK-funded projects
Overall supply chain and or sector actors	<ul style="list-style-type: none"> • Publications describing best practices, with concrete examples showing progress can be made • Organising events, getting child labour on the agenda of sector events, making sure there is an inspiring speaker, testimony or film • Working groups led by sustainable sector platforms, creating a safe space to share experiences (level playing field)
Local communities (incl. parents and caretakers)	<ul style="list-style-type: none"> • Radio and TV shows • Film • Vehicles with megaphone • Social media (e.g. Facebook) • Community meetings • Community theatre • Organising a special day (e.g. 'children's day') with community committees • Having health and social workers visit households
Teachers	<ul style="list-style-type: none"> • Training teachers on human rights and child labour in particular. Curriculum could cover legal aspects, implications of child labour and effective interventions to reduce or eliminate child labour.
Community leaders	<ul style="list-style-type: none"> • Meetings at churches, mosques, etc., co-organised by a leading religious figure • Organising a special day (e.g. 'children's day') where community leaders can present themselves • Hold exchange visits with other communities
Youngsters and children	<ul style="list-style-type: none"> • Have youth mobilisers visit schools and parents • Organising in-school meetings and activities outside school (sports) • Community theatre • Radio and TV shows • Organising a special day (e.g. 'children's day') where youngsters can present themselves and their skills • Training in advocacy skills to help youngsters claim their rights • Under-the-radar meetings with very vulnerable children • Theatre about children's rights

Table 2: Possible awareness-raising approaches for specific audiences

Selected insights for raising awareness

FBK-funded projects have shown a wealth of awareness-raising approaches. The following insights on effective approaches to raising awareness about child labour were shared by companies implementing FBK-funded projects.

- Awareness-raising events are more effective if sufficient time is taken to understand the target audience, their motivations and belief systems, and to develop specific awareness-raising strategies for different target groups, with the right messages and timed appropriately.**

Most projects conduct studies to understand the context, map actors, establish a baseline and assess opportunities and risks. Companies have indicated that even though they have been

working in a region for several years, these local impact studies give them deeper knowledge at community level. It allows them to better understand the local context and to develop cost-effective awareness-raising strategies for target audiences, including households, community leaders and local government, as well as upstream and downstream supply chain actors.

Insights from these baseline measurements and studies also provide essential information about the best timing of awareness-raising events, so that target audiences can be reached at the right moment. For example, FBK projects with migrant workers who harvest hazelnuts organised training sessions in the workers' home villages (mainly in eastern Turkey) instead of near the Black Sea during harvest season. Cocoa-industry projects deliberately organised awareness-raising sessions at times when children could potentially be doing hazardous work.

Balsu, Durak, Intersnack, Hazelnuts, Turkey

Conducting training sessions for seasonal migrant agricultural workers and labour contractors

In order to sensitise seasonal migrant agricultural workers in the hazelnut sector on the subject of child labour, training sessions were conducted during the harvest time.

In addition to the workers, labour contractors who facilitate the arrival of the workers to the harvest region were identified as an important stakeholder in the elimination of child labour, and were also included in the training.

The training sessions for workers and labour contractors focused on contractor registration, written contracts, labour rights, child labour and working conditions. Raising awareness of workers and labour contractors on child labour and promoting registration of labour contractors are interventions that have been shown to have a positive impact on decreasing child labour in the hazelnut sector.

- 2. Raising awareness without addressing root causes may lead to frustration among targeted producers if they have no alternative options.**

Local impact studies show that, in many cases, producers (such as smallholders) opt for child labour because there are no good alternatives. For instance, because they cannot pay school fees, have very low incomes and so cannot pay labourers, or struggle during peak seasons. Many producers would prefer to send their children to school, but lack the means or options to do so. In such cases, raising awareness only leads to frustration if not accompanied by additional activities to address at least some of the root causes.

- 3. Establishing a presence through trusted individuals in worker communities enables direct and effective awareness-raising on sensitive topics such as child labour.**

In order to talk to households about sensitive topics such as child labour, there needs to be a relationship of trust. It therefore helps to work with partners, such as community members or downstream supply chain actors, who are known and respected by the target audience. Companies take different approaches to establishing a local presence and implementing awareness-raising activities. Most of them partner with grassroots NGOs or local suppliers, whose staff facilitate engagement at community level. Working with a highly reputable organisation helps to open doors and get other organisations involved. It may also be possible to create a safe space by enlisting local government and religious leaders, providing a social license to operate in communities on a topic deemed sensitive.

C&A, GoodWeave International and Fair Wear Foundation, Partnership to End Child Labour in Apparel Supply Chains, India

Trusted local community facilitators enable effective awareness raising

Under this project, GoodWeave's community facilitators helped out-of-school children enrol in school and raised awareness of the importance of education in six apparel and textile communities in North India. Facilitators conducted house-to-house visits, education enrolment drives and other awareness-raising activities that helped parents, teachers and community leaders better understand the importance of education for children.

Despite schools being closed for the majority of the project duration because of the COVID-19 crisis, 69% of out-of-school children identified at project inception were enrolled in school by project end (53% are girls). During this period while schools were closed, facilitators remained in close contact with families, kept children engaged in learning activities with daily homework sent via WhatsApp and advocated with parents to allow children use of their mobile phones for educational purposes. GoodWeave facilitators are trusted members of the communities they serve and were able to adapt activities to continue supporting children during COVID-19 imposed lockdowns.

- 4. Awareness-raising is more effective if it focuses on a positive narrative, such as about improving children's education. A negative narrative can lead to rejection of the message, especially if the target group is directly engaging in child labour.**

Leading companies have noted the sensitivity of the topic of child labour. A negative narrative, using strong words such as 'the fight against child labour', 'stop child labour' or even 'child slavery' has the effect of criminalising local actors and therefore diminishes their willingness to participate. Conversely, entering with a positive narrative helps to win over stakeholders. Several projects used the narrative of 'improving children's education' or 'improving children's rights'. An example is the JDE coffee project in Uganda, which, after significantly reducing child labour, changed the slogan 'Reduced Child Labour' to 'Improved Children's Education', as the original slogan also led to reduced sales.

- 5. A sector and/or geographically oriented campaign on child labour more effectively raises awareness if existing networks or collaboration platforms are used.**

There are several examples of projects that work with local networks. A good one is the Sustainable Rice Platform, in which corporate, social and government actors that are involved in the rice sector meet. This platform was used by Mars Food's rice project in Pakistan to share best practices and start a conversation about the sensitive topic of child labour with other actors in the rice sector.

- 6. Awareness-raising should also be premised on the understanding that a solely punitive approach to child labour will not work, even if it seems effective in the short term, as it does not take away the root causes of child labour.**

Local governments and law enforcement agencies tend to choose punishment as the preferred means of dealing with households engaged in child labour. Companies in most FBK projects are aware that while a punitive approach may seem effective in the short term, and thus attractive to law enforcement, ultimately it is counter-productive, leading to avoidance rather than remediation. Increasingly, projects are taking a collaborative approach that focuses on addressing root causes. To avoid the tendency of local governments to take a punitive approach, FBK projects have applied the following good practices:

- Inform and engage local government and law enforcement (the police) from the outset of the project.
- Ensure that awareness-raising and training activities also involve these agencies, and make them aware of the counter-productive effects of a punitive or 'law and order' approach.
- Create incentives for these agencies to adopt a more constructive approach by getting involved in remediation activities that address the root causes of child labour. Incentives can include involvement in community-based monitoring systems and organising a child labour day with a central role for these agencies.

- 7. Organising a special day, such as a 'children's rights day', creates a space to bring a large group together and celebrate and value children.**

Events of this kind are usually led by the schools involved, with project support in the form of workshops, materials, transport and meals. This seems to be a very effective way to enlist local and regional government, by giving them a stage to take ownership and present themselves in a positive light.

C&A, GoodWeave International and Fair Wear Foundation, Partnership to End Child Labour in Apparel Supply Chains, India

Child Labour Awareness Raising among International Companies

In honour of World Day Against Child Labour on June 12, 2021, GoodWeave released a short film entitled "Fashion's Hidden Supply Chain." The film highlights the story of Muskaan, a 13-year-old girl and former child labourer, discovered by GoodWeave inspectors while working in a home-based, outsourced apparel supply chain in India. The film is part of an awareness campaign targeting international companies and consumers. Muskaan's story was shared during several international conferences and sector meetings. The film is part of the Fashion for Good museum's permanent collection in Amsterdam.

- 8. Local radio shows featuring local personalities can be effective to get a message across to large numbers of people.**

Some companies in Uganda have good experiences with this practice in their coffee projects. They aired a radio show at times when their target audience (farmers and their families) tuned in. Having local celebrities on the show to share the message motivated people to listen. During the lockdowns in Uganda, radio outreach could moreover continue, whereas many other outreach activities stopped. Since it reached a large number of people, radio outreach also proved cost-effective.

- 9. Community theatre is a visual approach that can be adapted to local contexts and has the capacity to address sensitive issues.**

Most projects that are willing to include theatre in their approach hire professional, specialised community theatre troupes. Where illiteracy is high, a more visual approach is useful for reaching audiences. It creates openings for interaction and engagement with the whole community, including community leaders.

- 10. Existing or new community structures can be a good vehicle for raising awareness about child labour and involving and strengthening local actors in the effort to protect children.**

Local communities play an important role in preventing child labour, as remediation and prevention are best carried out where children spend most of their time. While parents have primary responsibility for protecting their children, wider community structures can help, particularly since the community is also the place where children are most likely to be subjects of child labour.

The figure below shows how community awareness-raising can activate or facilitate different roles that community child protection structures can play to prevent, flag and remediate child labour.

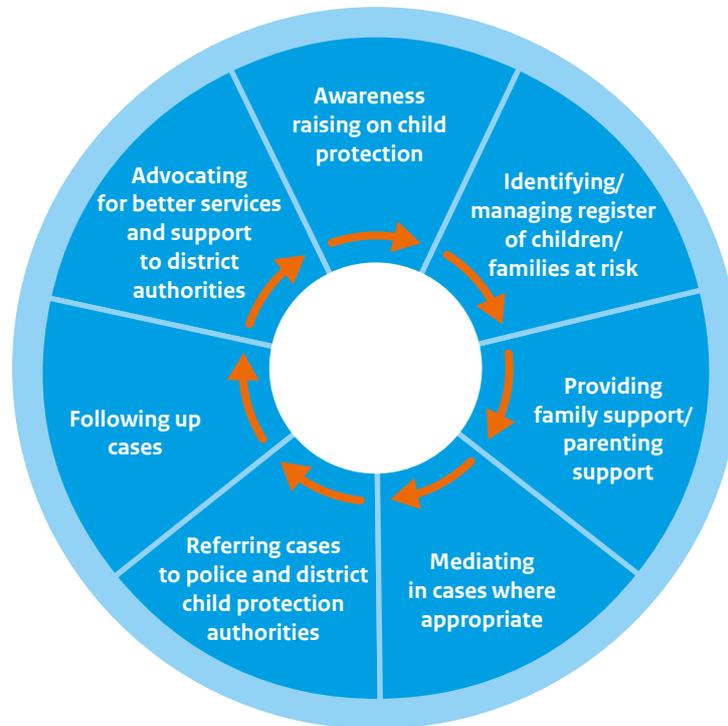


Figure 4: Roles of community child protection structures (Source: [Community-based action for child protection: Global guidance on CBCPM](#))

FBK projects provide examples of a variety of possible community structures. These structures can be established at multiple levels, each with their own role and scope; for instance:

- Mixed groups of respected individuals at community level
- Women's groups at community level
- Teachers' child labour committees
- Children's committees at school (children's parliament)
- Child labour committees at local government level

ETG, Cocoa, Ghana

VSLA group used as a platform to raise awareness on child labour

For this project a Village Savings and Loan Association (VSLA) is used as a platform to raise awareness on child labour. To this end a special child protection module is incorporated into the VSLA. The platforms also pay attention to women empowerment through gender dialogues and entrepreneurial skills development. The project incorporates household development plans or future vision that includes general goals such as families' priorities in using the household income. It also includes strategies for more equal distribution of the household tasks and for improving children's wellbeing.

Unilever, Cocoa, Ivory Coast

Awareness-raising and strengthening community child protection structures

Based on a household survey distributed among 2618 farmer households, Unilever, Cargill and Rainforest Alliance found two root causes for child labour. The first one was the limited awareness at community level about child rights, child labour and women's rights. The second cause was found in the limited access to child protection services. The problems were addressed, in collaboration with local governments and cocoa cooperatives, via the establishment of local child protection committees. These committees monitor and refer child labour cases but also play an important role in the raising of awareness. Awareness raising activities initiated include the use of radio stations to improve awareness on child labour and gender issues, the celebration of the World Children's Right's Day (November 20th) and the World Day Against Child Labour (June 12th), and the set-up of children groups delivering so called SCREAM training (awareness raising through peer-to-peer communication).

Points of attention

This section described a number of awareness-raising approaches. FBK projects related to awareness-raising approaches have identified a number of points that deserve special attention:

- **There is still insufficient information about the cost-effectiveness of awareness-raising approaches**

Information about the effects and outcomes of awareness-raising activities is very limited. Such information, combined with the costs of these activities, could be used to calculate their cost-effectiveness. Projects do monitor overall results, such as the number of children that enrol in school, and assume a positive causal relationship with their awareness-raising tools. However, in most cases, these causal relationships are unconfirmed. A causal relationship between increased school attendance and the use of an awareness-raising tool could be confirmed by means of surveys or focus group discussions that reveal possible links.

- **Use of leaflets is a common practice but does not provide the expected results**

The information to be disseminated tends to be too broad to be captured well in a leaflet. Also, it has proved difficult to target leaflets to specific audiences. Besides being ineffective, this approach can also create waste if flyers are thrown away in open spaces.

- **In some cases, the assumption that supply chain actors were aware of child labour proved to be too optimistic**

This false assumption can be avoided by doing a qualitative assessment of definitions of child labour at different levels in the supply chain.

- **The cost of community-level awareness-raising activities such as household visits is relatively high**

Household visits can be effective at raising awareness among important target groups. They are also time and therefore cost-intensive. As budgets in child labour projects tend to be limited, sometimes requiring subsidies, it is crucial to carefully evaluate the cost-effectiveness of awareness-raising activities.



©The Studio_M/ GoodWeave International - Muskaan, former child laborer, in front of a GoodWeave Motivation and Learning Camp in Uttar Pradesh, India

3. Intervention Improving incomes

Poverty and low incomes of parents or caretakers is generally recognised to be one of the main underlying causes of child labour. Poverty is still common in households where parents earn less than a living income or living wage.

Living income is defined as “sufficient income to afford a decent standard of living for all household members”³ and refers to the incomes of independent producers, such as small farmers or artisanal small miners.

Living wage is defined as “an amount of remuneration or income received by a worker in a particular place to afford a decent standard of living”,⁴ which includes basic needs such as food, housing, clothing, transportation, education, healthcare and a buffer for unforeseen expenses.

There is a strong correlation between earning less than a living income or living wage and the incidence of child labour. This correlation arises from the following factors:

- Low income increases the need to generate additional income or save costs for the household. Child labour contributes to both.
- Low income leads to an inability to pay school fees and pay for clothes and materials. Other essential needs such as food and rent are often prioritised.
- Child labour deprives children of a good education, leading to poor development of basic and professional skills and thus to poor opportunities for future employment and good incomes.
- Poverty causes youth migration to large farms or urban centres in search of income opportunities.

Root causes of low income

Any approach to address low income or poverty requires insight into the causes of poverty. The root causes of poverty among small-scale producers (e.g. farmers or miners) include:

- Low prices paid by traders and buyers due among others things to producers’ low capacity and poor organisation to negotiate good prices.
- Low incomes due to low productivity.
- High costs due to increasing costs of social services, high costs of agricultural inputs and high costs of hired labour.
- Low income diversity due to high dependency on one commodity and lack of inputs and capacities to diversify.
- Poor market access due to remoteness, poor infrastructure and low purchasing capacity of local people.
- Poor access to finance due to high interest rates, perception of smallholders as a high-risk investment and indebtedness of smallholder farmers.

The root causes of poverty among workers include:

- Low wages because the minimum wage is too low (below the level of a living wage) and/or because workers are underpaid.
- Working in the informal or grey economy, which is characterised by vulnerable jobs and unskilled work with low wages.

As poverty tends to be one of the main drivers of child labour, companies that are willing to address child labour need to think about interventions that address income as well. Though companies may at first be hesitant to increase incomes, as it is likely to inflate costs, the figure below shows that increasing incomes can also offer tangible benefits for companies. These benefits, shown in green, include compliance with human rights regulations, improved quality and security of supply and improved reputation, along with related advantages such as higher customer loyalty, increased market share and improved financing opportunities. The risks that companies will wish to avoid, in red, are related to human rights violations, negative publicity and supply chain failures.

³ Fairtrade definition. <https://www.fairtrade.net/issue/living-income>

⁴ United Nations Global Impact – SDG Ambition Benchmark reference sheets: 100% of employees across the organisation earn a living wage.

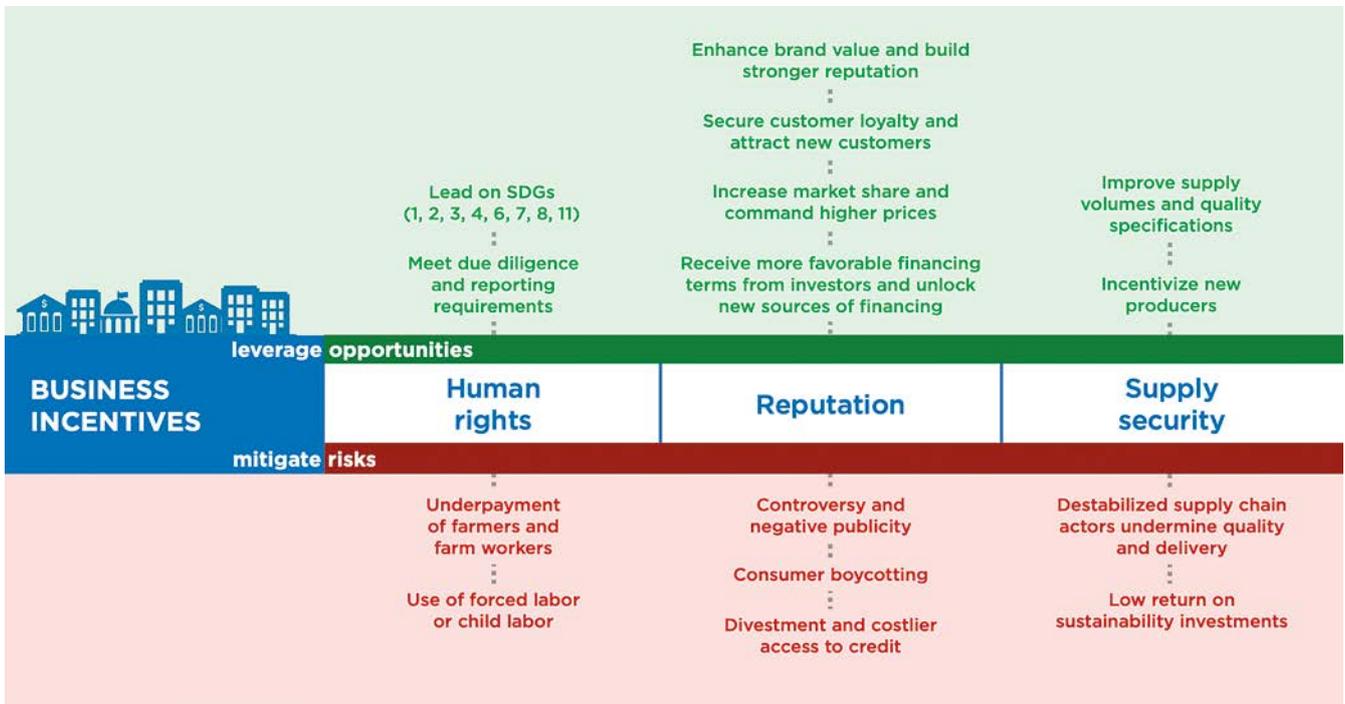


Figure 5: Business benefits of addressing poverty and paying a living income (source: IDH <https://www.idhsustainabletrade.com/roadmap-on-living-income/>)

The figure below identifies various factors that may be influenced to increase incomes or wages. Most interventions require a combination of measures to have an effect on household income levels. Companies can try to lower poverty by influencing one or more of the factors below, which together make up net household income.

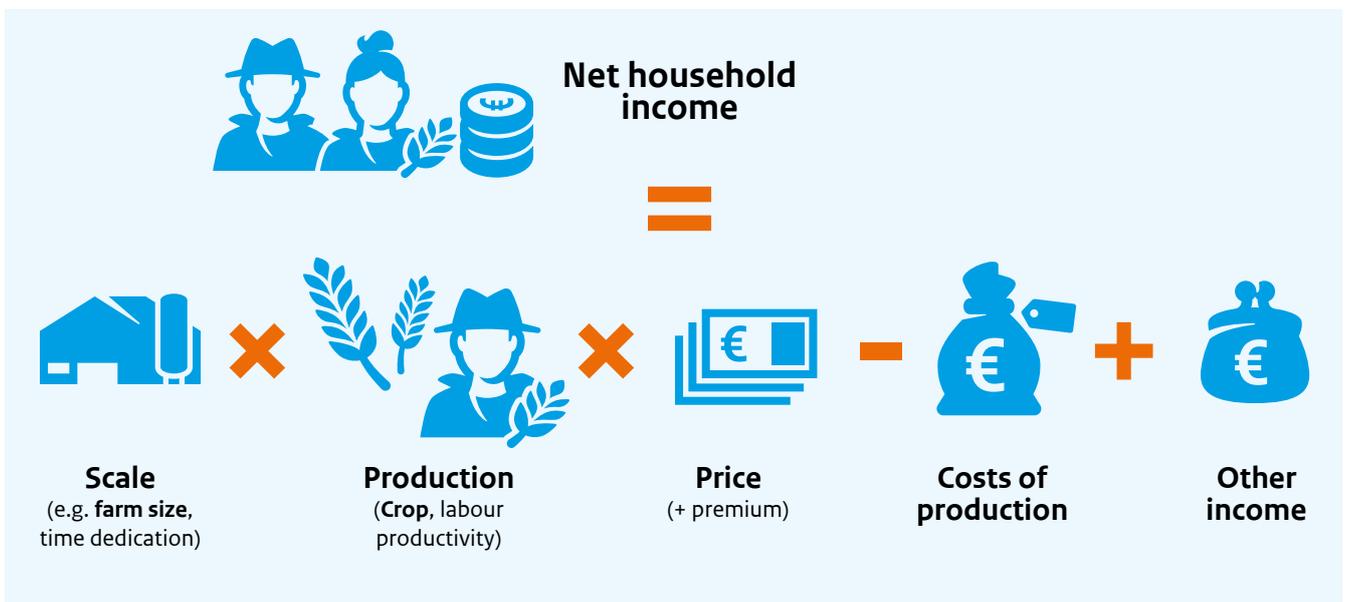


Figure 6: Factors that influence household income

The table below provides examples of how companies can positively influence factors in Figure 6 and so contribute to improved incomes.

Category	Intervention
Increase farm production and scale	<ul style="list-style-type: none"> Practices to increase land and/or labour productivity and product quality Intercrop other crops with main crop or agroforestry systems Climate-smart farming practices
Increase farm prices or wages	<ul style="list-style-type: none"> Raise farmgate prices: increase payment for products at farmgate Pay premiums (often tied to certification or higher quality) Increase minimum wage or close the gap between prevailing wages and living wages
Reduce farm costs	<ul style="list-style-type: none"> Reduce production costs by making production systems more efficient, buy inputs at lower cost Produce more subsistence crops to cut household food expenses
Increase income from other sources	<ul style="list-style-type: none"> Expand alternatives for income generation, such as with other crops (fruits and vegetables in backyards) or activities (juice-making, bee-keeping, etc.) Vocational and entrepreneurship training to provide households with alternative income-generation opportunities
Facilitate access to finance	<ul style="list-style-type: none"> Set up village saving and loan associations (VSLAs) Promote entrepreneurship and women's empowerment

Table 3: Possible ways to improve incomes

Selected insights for improving parent incomes

Several of the insights from Table 4 are detailed below based on practical experiences in FBK projects.

- The most common strategy companies use to improve incomes is to help suppliers to improve their productivity and product quality, especially by implementing certification standards.**

The implementation of good practices and accompanying services (inputs, knowledge, access to finance and markets) can enhance production capacity and quality. This then boosts revenues per unit of labour or land as well.

In agricultural activities, low income can perpetuate a negative loop of low productivity. A lack of financial resources to invest in land rehabilitation or good agricultural practices to boost productivity can impede productivity improvements. Strategies to increase productivity can be paired with the creation of village savings and loan associations (VLSAs), offering producers a way to access financing for productivity improvements, for instance via services and financing for agricultural inputs.

- The production of fruits, vegetables and other crops in backyards can be an effective strategy to increase alternative income and potentially reduce household expenses.**

Another strategy for poverty reduction is to lessen the gap between current income and living income by cutting household expenses. Supporting subsistence food production is a common strategy for reducing household expenses. The production of fruits, vegetables and other crops for household consumption can potentially reduce food expenses. Food production in backyard gardens may also generate additional income if products can be sold at a local market. Pilot areas or demonstration plots and training are often used to show the potential of backyard farming and to set up and scale such gardens.

East-West International, Seed production, India

Backyard garden production for improved incomes

Knowledge transfer and training on fresh vegetable production in backyards have more effects if the cultivation of these crops is shown in demonstration plots, from which concrete results can increase the scaling up capacity of the activity among other community members. The project approached women groups by building a net of female rural extension workers so female farmers would feel more comfortable to attend the trainings. The participants to the training expressed their happiness on learning activities to generate income, such as backyard farming, directly resulting in saving money that was previously spent to buy food in the market or even generating additional income from the sale of vegetables to other villages or community members.

ETG Commodities, Cocoa, Ivory Coast

Smart Interventions, Direct Cash Transfers, and the Road to Living Income

ETG Commodities, in collaboration with Oxfam Novib and KIT, has created various packages of cash transfers and smart mix of interventions which aim to improve cocoa farmers' income. The "smart mix" package includes provisions to establish VSLAs, provide business training, and run individual farmer coaching sessions. These interventions intend to increase cocoa revenue and also to diversify the income of participating farmers, such as how to process cassava, raise livestock, or engage in other trade activities. The company additionally offers trainings on agroforestry activities that secure long-term yields while protecting cocoa trees. Packages which contain cash transfers provide unconditional cash payments, although farmers are encouraged to invest this stimulus in their children's' personal development and education.



@East-West International – Family works on backyard farming in India

3. Several projects provide start-up funding and accompanying capacity-building for village saving and loan associations (VSLAs). The VSLA funds are used to finance additional business activities or directly finance children’s school fees or other school-related expenses.

Interventions linked to strategies for improving incomes can include the creation of village savings and loans associations at community level. A VSLA is basically a group of people who meet regularly, save money together and take small loans from those savings. Their activities run in cycles of one year, after which the accumulated savings and loan profits are distributed back to members.⁵

Projects facilitating the establishment of VSLAs may provide guidance, training and basic necessities. The required funds are usually generated by the participating women. VSLA funds gradually grow if community members use them to start viable businesses that generate income and then pay back the loans (‘revolving funds’). Usually, the creation of a VSLA is accompanied by training in financial literacy, vocational skills and small business entrepreneurship as a means of generating alternative income. The FBK projects reviewed offered four strategies for using VSLAs:

- The VSLA provides loans to community members at no or a lower interest than those charged by financial institutions or informal lenders such as traders. Loans can be used to, for example, establish small businesses and generate additional income to help pay school fees or other costs associated with education and reducing child labour and child labour risks.
- The VSLA is used for a collective cause or in emergency situations. The community may designate a VSLA fund for a common cause such as improving community infrastructure or promoting a community event. Community members may also borrow money from the fund in emergency situations. In that case, it is known as a ‘social fund’, which may constitute a separate fund within the overall VSLA.
- The VSLA provides a platform for informing and educating participants about a variety of issues, such as children’s rights and child labour, gender roles, entrepreneurial skills and financial literacy.
- VSLAs can also contribute to women’s empowerment, for example through training in personal development programmes and prioritising loans for women to pursue alternative sources of income, such as establishing their own business.

⁵ Village Saving and Loans Associates. <https://www.vsla.net>

VSLAs are most effective if they take account of community income cycles throughout the year. It is better to provide loans in months when community members need additional income support and to schedule repayments in months when families have more income (usually linked to the seasonality of agricultural activities).

Most VSLAs seem to achieve fast and concrete results for community members – as demonstrated by the growth of available cash and loans provided – and improve their confidence. VSLAs also appear to fulfil a need and to be sustainable over time. Most are still active after their second and third annual cycles.

Tradin Organic, Cocoa, Sierra Leone

Costs and poverty reduction through VSLAs

Tradin Organic and its project partners also use VSLAs in their project approach. Because of the VSLAs, farmers are no longer dependent on external (and expensive) loans from traders for the financing of their inputs. In this way the debt cycle or trap, which applies to many farmers, can be broken. The VSLA also allows farmers to access the “common fund” or “money box” during the low season or hungry season, from July to September, when there is no income from cocoa production and many households face food insecurity.

4. **Raising wages reduces the gap between the minimum or prevailing wage and a living wage. This benefits employers because it can enhance worker satisfaction, health, skills and productivity. Experiences with raising wages are mixed, however, and suggest it should be part of a sector-wide approach.**

Many workers, even those earning the statutory minimum wage or prevailing wage, do not earn a living wage. FBK projects are therefore helping to raise awareness about minimum and living wage levels. To calculate living wages, living wage benchmarks or estimates are used. Benchmarks are often accompanied by wage ladders that illustrate the gap between actual and living wages. Living wage benchmarks are available from the Global Living Wage Coalition, a coalition of research institutes and standard-setters.⁶

One strategy for raising wages is the direct payment of higher wages. This is challenging, however, as it influences prices or margins. An increase in wages will not be sustainable if it is not coordinated with other companies and stakeholders to balance competitiveness and pricing. A wage increase will therefore achieve more tangible and lasting results if it is implemented by groups, alliances or coalitions of companies active in a specific sector or geographical area. The wage then has to be integrated gradually into product market prices. Otherwise, this strategy is only feasible in specialised or niche markets that can pay higher prices for specific products.

⁶ <https://www.globallivingwage.org/>



@ETG Trading – Interviews on household level in farming communities in Ivory Coast

Points of attention

To be effective, income and wage interventions intended to reduce child labour must meet certain criteria:

- The higher incomes or wages must be used to reduce child labour, for instance by paying school fees or eliminating the need for a child to work.
- Household financial decision-making has to be equitable, meaning women and men have an equal say. This is because women tend to spend more on their children's education.

It is not always easy to establish whether interventions aimed at improving incomes or wages have led to the actual reduction or prevention of child labour. A good baseline study and monitoring of external factors would be needed to understand how specific interventions have impacted incomes, wages and child labour. Well-designed studies, preferably using a mix of qualitative and quantitative methods to avoid the high costs of sampling large numbers of producers or workers, could provide such insights.

Mars Food Europe, Rice sector, Pakistan

Decreasing poverty as an underlying risk factor by improving women's health

Improving the health of women rice transplanters was seen as a high priority. Therefore, during the rice cultivation season, the project offered workers, and also other community members, free medical assistance close to the field. As a result, the number of sick days of the women workers decreased. In this case the provision of free medical care could be directly linked to the bettering of the transplanting families' situation because before the intervention sick workers used to send the young adults in their family to the field in order to replace them, which reduced their ability to participate in skills development and further education. Furthermore, women saved on medical expenses since they did not have to travel to a clinic.

East-West International, Seed production, India

Challenges to pay minimum wages for any type of field work

During the implementation of the project, East-West International paid the extra salary costs needed to cover the gap between the actual wages of the workers and the minimum wage. So also workers doing simple tasks in the field would receive the minimum wage. However, the intermediates, the seed production growers who employ the workers, were not able to continue to pay the higher wage after the project ended because of several reasons. Firstly, the intermediates said that the higher wages could only be paid when all seed companies have the same approach. As the growers are producing for several seed companies during the same season. Secondly, a major limitation in implementing the minimum wages concept on a large scale among seed Production growers was the fact that many growers employ the same laborers for seed production and for commercial crop production. Once the seed production season ended they would be obliged to continue to pay the higher wages for the rest of the year for crop production too.



@Cargill – Income generating training for women in making soap - Ivory Coast

4. Intervention Access to education

There is a strong correlation between child labour and access to education. Poor access to education is one of the causes of child labour. Child labour prevents children from attending school and poor education leads to child labour. The right to education is a fundamental human right and, according to the ILO, education is a crucial component of any effective effort to eliminate child labour.

“If the children are deprived from education, then they are bound to remain poor for the whole of their life. So it’s a triangular relationship between child labour, poverty and illiteracy.” (Kailash Satyarthi, 2014 Nobel Peace Prize recipient for advocacy for children’s rights and education)

ILO national survey data confirm these correlations, showing that at the global level:

- Child labour lowers net primary school enrolment ratios, especially among rural working children.
- For children combining work and education, performance at school often suffers.
- High levels of child labour are usually associated with low literacy rates.
- Girls often bear the double burden of work outside and inside the home, with little time for schooling.

Root causes of poor access to education

Poor education and poor access to education can stem from several factors:

- Education facilities may not be available, be poorly equipped, closed (due to COVID-19, conflict or other reasons) or too far away for children to walk.
- Teachers may not be available or have poor teaching skills, and curricula may be poorly developed.
- Parents may not be able to cover education expenses for their children.

Assessments carried out in FBK projects have identified the following priorities for education access that companies are working to address:

- **School fees and related costs**
Parents do not always have the financial means to send their children to primary school, due to the cost of fees, uniforms, materials and transport. Added to this are the missing wages that children would earn if they worked instead.
- **Long distance to schools**
In remote rural communities, public schools may be far away, families may have no resources to pay for a private school that is closer and/or they may feel it is not safe for children (especially girls) to travel the distance to school. This problem can exacerbate the poor quality of teachers in remote areas, where teachers are usually not incentivised to work. Poor teaching quality then drives children out of schools and into work, because parents do not see their children learning anything useful.
- **Lack of practical skills training**
There is a lack of vocational education and training embedded in formal education systems. This is related to the lack of formal employment opportunities for youth.
- **Migrant families**
Children in migrant families move around with their working parents, creating continuity problems in the conventional school system. In the absence of any other safe place to leave children, parents prefer to take them along to their workplace.
- **Cultural norms**
Parents in some communities believe it is better for their children to learn a practical skill. Cultural perceptions – such as that children are better off with skills learned outside school – can also negatively impact the education of both boys and girls.

FBK-funded projects have found a variety of measures that can help to improve access to education. A selection of these measures is presented in the table below.

Root cause for poor access to education	Measures to be applied
High cost of education	<ul style="list-style-type: none"> • Cover transportation costs • Supply uniforms, materials and school kits, or the funds for these • Cover school fees • Establish a social fund to pay education costs for those who cannot afford it • Abolish or reduce school costs • Set up meal services
High seasonal workload	<ul style="list-style-type: none"> • Flexible school calendar and curricula to incentivise school attendance and accommodate family farm needs for seasonal light work • Organise labour groups to solve labour shortages
Long distance to school (poor safety)	<ul style="list-style-type: none"> • Facilitate school transportation • Organise children to travel in groups • Set up e-schooling programmes in remote rural communities
Poor quality of existing education facilities	<ul style="list-style-type: none"> • Improve school infrastructure, including water and sanitation • Refurbish schools, working with the community • Tap into local government education programmes • Lobby for school infrastructure funds • Do back-to-school campaigns and outreach in response to pandemic-related school closures
Poor quality of education/teaching	<ul style="list-style-type: none"> • Train teachers to improve the teaching quality • Empower teachers' unions to improve teacher working conditions and wages • Set up vocational, education and training programmes to facilitate school-to-work transition for young people aged 15-17, so they have the knowledge, skills and competencies to access jobs upon reaching working age • Reduce the gap between skills and labour market requirements
Reintegration of dropouts	<ul style="list-style-type: none"> • Set up bridge schools • Support teachers to reintegrate dropouts
Migrant workers	<ul style="list-style-type: none"> • Set up summer schools • Support literacy programmes
Cultural perceptions	<ul style="list-style-type: none"> • Train community leaders and teachers on human rights, children's rights and the value of education • Sensitise parents to the importance of investing in education • Organise a special day to celebrate children's rights with the school • Align minimum working age and the end of compulsory schooling

Table 4: Measures that improve access to education

Selected insights for improving access to education

Several of the insights from Table 5 are detailed below based on practical experiences in FBK projects.

- 1. FBK projects have had positive experiences with summer schools, which integrate awareness-raising and education and enable parents to work during high season while giving children access to a safe space and education.**

Children of migrant workers move with their parents from place to place, leading to irregular school attendance. Summer schools can offer these children access to education during peak seasons, thus enabling their parents to work and earn income.

The summer school concept has mainly been implemented in projects focusing on migrant workers. As they work during periods when schools are closed and have no safe space to leave their children, they bring them along to the harvest area, which results in child labour. Summer schools provide a safe space for children and offer an opportunity to catch up with the regular curriculum while also integrating social skills, arts and sports.



@Finma – Summerschool in Turkey

FINMA, Hazelnuts, Turkey

Summer Schools for Children of Migrant Workers

The FINMA project in the East of Turkey, showed that more than 300 children were involved in hazelnut harvesting in their supply chain. In order to mitigate the found child labour, summer schools were set up. The enrollment figures in the summer schools were initially lower than expected. The project realized that trust needed to be build first. Therefore, awareness raising activities were implemented by summer school teachers, social workers at the living corners and camp sites and also by health workers in mobile health facilities to which workers have free access. While being treated, health workers could inform workers about the summer school. After the COVID the trust building continue with summer school teachers and social workers. Over the years enrolment figures increased and parents started to inform other parents. In 2021, despite the Covid-pandemic, the project was able to open three summer schools for more than 100 children.

2. Vocational training in technical and basic working skills enhances the employability of vulnerable adolescents (15-17 years).

Lack of employment opportunities for youngsters is one reason parents are hesitant to send children to school and prefer to have them learn practical skills instead, for example on a farm. To enhance their employability, vocational training programmes are targeting vulnerable adolescents (15-17 years) and teaching them technical/vocational skills in combination with basic working skills. In most cases, these vocational curricula are designed around the requirements of key sectors where demand for skilled labour is high. After completing vocational training, it should be easier for graduates to find a skilled job with decent wages.

FBK projects have shown that vocational training is most effective when:

- It targets a specific set of youngsters and is paired with awareness-raising interventions to convince potential students and their parents.
- It is coordinated with the industry/sector to ensure the right skills are being taught.
- The country's education ministry has a policy/strategy that supports vocational training, for example with loan facilities for vocational training graduates.
- The vocational training programme is easily accessible for students (in distance and financially).

Mars Food Europe, Rice sector, Pakistan

Offering Vocational Training to Children working in Rice Planting

Addressing poverty and limited access to education can help provide young adults alternatives to working in rice cultivation. The project implemented a vocational training component for both boys and girls. The government contributes with buildings, the districts provide the vocational training, and the project contributes with the fees for schools and with transport fees for the students. Young adults were able to complete entrepreneurial skills courses i.e., modern embroidery, beautician, tailoring, rice plant operator and generic computer skills. After completion of the vocational courses a team from the Ministry of Education is available to coach students. Students can apply for a loan with the Ministry to set up a small business such as a shop to sell paddy. Graduates of the program were able to find jobs and/or have started their own business. Having the alignment with national strategy helped to achieve these results.

ADMC Group, Medical Equipment and Healthcare centres, Egypt

Development of Accredited Vocational Training

Hospitals and health centres produce a lot of waste. This waste attracts child labourers who collect, sort and sell this waste. In the FBK project in Egypt, the involved health facility created their own waste recycling facility, which also functions as a vocational training centre. Youngsters between 14 to 17 years can enrol in a vocational training program and do their exams. The vocational training is focusing on different skills such as ICT, bookkeeping and technical maintenance of machines. The vocational training programme is accredited by the Ministry of Education, the Ministry of Trade and Manufacturing and the PVTD Productivity and Training Department. This accreditation is key for the diploma being acknowledged by potential employers. The project aims to train 700 students through vocational training (500 boys and 200 girls) who are currently active in the collecting, sorting and recycling of waste.



@ADMC Group – Vocational training for youngsters in Egypt

Fairphone, gold mining, Uganda

Offering Vocational Training in Mining Communities

In the small-scale gold mining communities in Uganda, finding alternative employment for children aged 15-17 was of key importance in motivating older children to stay away from the mining areas. The project therefore set up vocational trainings that were highly appreciated by the youth. The learning of new skills to be able to earn an income provided them with a concrete alternative to working in the mines.

- 3. Training teachers in order to improve the quality of education may be more complicated than improving school infrastructure, but is critical to make effective use of such improved infrastructure.**

Improving school facilities and learning materials does not automatically improve the quality of education. Having enough teachers with adequate teaching skills is at least as important. Most FBK projects that implement measures aimed at improving access to education also aim to improve the quality of education by training teachers. The description below of a project in Uganda provides an example of why and how teacher training works.

Jacob Douwe Egberts, Coffee, Uganda

Trained Teachers bring Children back to School

A study in Masaka, Uganda, shows access to education as an important root cause for child labour. The study revealed that demotivated teachers and lack of (female) teachers especially in remote areas were key issues. The project selected 15 schools of which two teachers were selected and trained on improved understanding and awareness on child labour, and general teaching skills. Additionally in each school a remedial teaching program was created. The two teachers functioned as focal points and trained other teachers. The design of the education activities was based on lessons learned from a previous project in the West Nile region where 1000 children returned to school, due to the investment made in the quality of teachers.

- 4. Influencing local norms related to child labour and school attendance can be instrumental in improving access to education.**

In some countries, child labour is a socially accepted practice. Families may believe, for example, that work builds children's skills. There are also communities where girls are pushed into child labour as domestic service providers. In other cases, if children do not work, the family may not earn enough to live on. Understanding perceptions about child labour makes it possible to engage communities effectively. The aim is not to accept child labour in light of its social/cultural context, but to gain insights on how to eliminate child labour.

C&A, GoodWeave International and Fair Wear Foundation, Partnership to End Child Labour in Apparel Supply Chains, India

Engagement with Religious and Mainstream Schools Improves Education Opportunities for Children

Five out of six communities covered by the project are predominantly Muslim. In these communities, it is common for parents to send their children to madrassas (Islamic schools) instead of mainstream schools where limited subjects are taught – mostly Urdu and Islamic religion. Thanks to GoodWeave facilitators' persistent advocacy and engagement, some madrassas started to include additional subjects in their curriculum. Facilitators also supported non-religious schools – for example, they helped establish libraries in the communities' schools, which provide reading material for children who wouldn't otherwise be able to practice reading. In addition, facilitators offered additional classes for children that are behind their age-appropriate learning levels at Motivation and Learning Camps. The teaching methodology at the Camps is play-based and is proven to effectively involve children in learning and enhance participation in classroom activities. Some schoolteachers started using this method in their own class after witnessing the difference they can make in keeping children engaged.

Points of attention

Based on the FBK projects reviewed, the following general points need to be addressed when applying measures aimed at improving access to education:

- **Lack of realistic planning**
Getting children to enrol in schools requires a combination of having the infrastructure in place AND improving the quality of teaching AND gaining families' and community leaders' consent to encourage enrolment. Changing cultural perceptions and having trained teachers in place takes time, and this aspect is often underestimated.
- **Credible data on school attendance**
Monitoring school attendance when children re-enrol in school is a challenge and is not accounted for in most project budgets. The availability of public data is limited, and schools were closed during the COVID-19 pandemic. Without monitoring, it is difficult to assess the effectiveness of any intervention meant to improve school attendance.

5. Intervention Area-based approaches

Area-based approaches (such as child labour free zones) target specific geographical areas (for example, villages or urban neighbourhoods) with a variety of activities designed to move children out of child labour and integrate or reintegrate them in formal, full-time schooling.⁷ Area-based approaches have been used in many different countries and contexts. They require the involvement of all local actors in order to identify and address the root causes of child labour.

“Changing the social norm is part of a long process. My personal opinion is it could take 10 to 15 years. A lot of time is needed.” (Arte)

A child labour free zone (CLFZ) is one example of an area-based approach. Others include ‘landscape’ approaches and ‘child-friendly villages’. The key factor distinguishing area-based approaches is that the main focus is on an area, usually a community, instead of a specific supply chain. Area-based approaches incorporate remediation activities as well as activities addressing various root causes of child labour in the area, in which the main relevant value chain(s) operating there are also involved. Area-based approaches are therefore multi-level and multi-actor.

Root causes to be addressed

Area-based approaches aim to address a wide range of different root causes, such as:

- Lack of awareness about child labour
- Limited access to education/quality education
- Socio-cultural norms around child labour and education and its value
- Low income/wages
- Lack of decent employment
- Low financial resilience

Usually, multiple causes are tackled simultaneously. The specific focus of interventions is based on a context analysis and elaborate mapping of the situation to understand the underlying root causes. The approach then deploys a combination of remediation activities and activities to address and remove the specific root causes. Below is an overview of some of the activities that can be used, grouped by root cause.

Root causes	Activities to be used
Lack of awareness	<ul style="list-style-type: none"> • Awareness-raising activities at local level: community, local government, etc. • Awareness-raising activities at supply chain partners or main buying companies
Poor policies and governance	<ul style="list-style-type: none"> • Lobby at national level to draw attention to child labour • Lobby and capacity-building at local level to draw attention to child labour • Lobby for local by-laws on child labour
Socio-cultural norms and lack of community-based structures	<ul style="list-style-type: none"> • Creation and capacity-building of community-based child labour monitoring committees • Women’s empowerment in their role as family decision-makers • Tap into or create youth employment opportunities
Poor education system:	<ul style="list-style-type: none"> • Improve school infrastructure • Improve teaching quality and teacher salaries and working conditions • Improve capacity to pay school fees • Improve child safety in schools
Low income:	<ul style="list-style-type: none"> • Increase revenues through higher productivity and product quality • Introduce VSLAs and income-generating activities • Increase revenues through better prices • Improve market access • Improve community-based social services to reduce costs • Improve workers’ wages
Alignment of business processes:	<ul style="list-style-type: none"> • Change the business processes of main supply chain partners/buying companies to facilitate reduction of child labour; includes drawing attention to child labour at top management level • Mainstream child labour reduction through policies, supplier and trader contracts and relationships, incentives and fines

Table 5: Activities grouped by root causes

⁷ See: Stop Child Labour (SCL) (2015), 5x5 Stepping Stones for creating Child Labour Free Zones. https://www.stopkinderarbeid.nl/assets/Creating_Child_Labour_Free_Zones.pdf



@Fairphone – Training of mining communities in Uganda

Selected insights for setting up area-based approaches

Over the years, FBK projects have gained a number of valuable insights, the most important of which are described below.

1. **The combined multi-level, multi-actor strategy of area-based approaches such as CLFZs is essential to address multiple root causes and ultimately change socio-cultural norms and attitudes around child labour and education among all stakeholders (communities, local government, value chain actors) in a particular area.**

The question whether an area-based approach has been effective can be verified by assessing if norms and attitudes around child labour and education have changed. If a reduction in child labour is not accompanied by a change in norms and attitudes, the effect will not be sustainable. To achieve lasting results, area-based approaches have to include awareness-raising activities spreading the key message that ‘no child should work, every child must go to school’, combined with activities targeting the root causes of child labour. This two-pronged approach will help change norms

and attitudes. FBK projects and others have shown that area-based approaches can be successful, but that it takes a least five years to achieve a change in socio-cultural norms and attitudes.⁸

Fairphone, gold mining, Uganda

A Multi-level and multi-actor approach in Uganda

The CLFZ approach of Fairphone, implemented in a gold mining area in Uganda, included: household mapping, awareness raising activities, teacher trainings on child friendly methods, establishment of motivational centers, vocational trainings, setting up a community-based monitoring system, and the sensitization of local authorities. The end-term evaluation of the project showed that project beneficiaries consistently showed more positive attitudes towards the importance of education and appeared to be more knowledgeable about child labour, than villages that had not taken part in the CLFZ interventions. Other results identified were the improved child friendly environments at school and increased support of government actors to support on child labour and education interventions.

⁸ Newson, D., Moore, K. & J.J. Kessler (2021), The Cost and Effectiveness of Three Approaches to Eliminating Child Labor in the Ugandan Coffee sector. Rainforest Alliance & Aidenvironment.

East-West International, Seed production, India

Area-based approach successfully mitigates Child Labour

East-West focused on systematically withdrawing all children from child labour in the area and (re)integrated them into formal, full-time education without making a distinction between different forms of child labour. This focus – combined with interventions focusing on the quality of education – led to an increase of children attending schools. Key lessons which were identified by the project included that community level engagement is a must in order to bring working children back to school. Another insight was that to improve school attendance a combination of measures is often needed. Measures include: improving school facilities and materials, teacher trainings focused on improving quality of education, increasing number of the teachers and ensuring government involvement.

2. **In larger areas, it may be worthwhile to complement area-based approaches with other approaches that address child labour.**

Area-based approaches such as the CLFZ approach can be complemented with other kinds of approaches, for instance certification requirements or opportunities, in the same area. As an example, the Rainforest Alliance uses the CLFZ approach in combination with their Assess-and-Address system and Child Labour Monitoring and Remediation System (CLMRS).⁹ The Assess-and-Address system is briefly described below. CLMRS is described in more detail in the next section, on monitoring.

Assess-and-Address system:

The Rainforest Alliance applies its Assess-and-Address system to certified cooperatives (or those seeking certification). In this system, risks are identified and mitigated through risk assessments and awareness-raising activities carried out by certified cooperatives. An assess-and-address committee and a grievance mechanism monitor, identify and remediate human rights issues.

Depending on the findings of the two systems and the specific context, an informed decision can be made about whether to add an area-based approach to address child labour issues.

⁹ Source: Integrated systems to tackle child labour. Assess-and-Address, CLMRS, and Child Labor Free Zones. Rainforest Alliance. April 2022.

Jacob Douwe Egberts, Coffee, Uganda

Choosing the Right Approach

To know whether an area-based approach can be a relevant approach for a given area requires a good understanding of the context. In the Uganda Coffee Communities Project, a conscious decision was made to implement an area-based approach in one area (Rwenzori), but not in another area (Masaka). This decision was informed by the fact that in the Masaka area there were many large commercial farms, making the implementation of an area-based approach challenging. Furthermore, the interventions taking place also have a different focus. For example, poverty was not a major constraint for many coffee producing farmers in the Masaka area, as opposed to the Rwenzori area where one of the key intervention areas of the project focuses on strengthening household income.

3. **Focusing on all children in a certain community instead of only on those working in a specific supply chain helps create a broad basis for change. This also decreases the risk that child labour merely moves to a different sector or activity.**

Area-based approaches focus on the entire community and all children in the geographical area. This makes the approach as effective as it is simple and clear, allows for no exceptions, leverages peer pressure and so helps to change social norms and routines.

4. **Door-to-door household mapping provides a comprehensive overview of the child labour situation in a given area while at the same time raising awareness.**

Mapping all households in a given area door-to-door enables project partners to gain a comprehensive overview of the local situation with regard to child labour. It helps bring to the surface key issues and problems the community faces, thus also providing insight into the root causes of child labour, which is valuable for fine-tuning prevention and remediation activities in the community. Information gathered through mapping can also be used to connect community members to any government schemes that may be available to remediate child labour. As mapping is an approach that requires intensive time and resources, investing in the use of community monitoring structures can help to reduce costs.

Arte, Granite, India

Using Household Data in the Granite Sector in India

In the granite sector project in India, information on households from the Child Labour Free Zone areas was used to link these workers to specific available government schemes, such as schemes focusing on bridge education and vocational training and mother and child development schemes. Linking households to these schemes helped addressing root causes of child labour in the community as a whole.

5. Education is an effective entry point for identifying and addressing child labour and can be used to frame projects in a positive way (enhancing children’s education).

Many companies struggle to obtain accurate data about child labour. Households are often aware that child labour is not acceptable and cover up the existence of child labour in questionnaires or during visits. The CLFZ approach essentially regards all children that are not in school as child labourers.¹⁰ Though this does not conform to the ILO definition of child labour, it does facilitate a dialogue with households, as the right to education is a less sensitive and contested issue than child labour. Furthermore, using education as an entry point may also reduce the need to develop lengthy questionnaires to pinpoint whether or not a child is engaging in child labour and in which category of child labour.

6. Good coordination of area-based approaches is critical, as the right sequence and harmonisation of a range of multi-level and multi-actor activities is needed to achieve impact at scale.

In all of the FBK projects reviewed, a local NGO led the coordination of project activities on the ground. This has the advantage that project activities are coordinated by an actor that is well-informed and known by relevant stakeholders and community members. The NGO should also have good relationships with private sector companies and government agencies in order to build trust and ensure ownership, commitment and good communication among all parties involved. A number of things can help to foster good relationships:

- Agreement on joint definitions among all parties involved, and the harmonisation of child labour data.
- Good coordination and regular updates about all activities and interventions being carried out.
- Acknowledgement by all actors involved of the specific added value of each one.
- Long-term commitments from all parties, acknowledging the fact that sustainably changing child labour practices takes time.

Points of attention

Based on the FBK projects reviewed, the following points need to be addressed when setting up and managing area-based approaches.

Costs of a small-scale and intensive approach

Area-based approaches are characterised by being focused on relatively small geographical areas, yet requiring relatively large investments of resources. This can make companies that are looking for quick and affordable ways to address child labour hesitant to adopt this kind of approach. It is important to understand the efficiency gains that are possible in larger areas. Although establishing a successful smaller core zone takes a long time, fewer resources will be required to scale up the approach to surrounding areas. Low-cost measures such as exchange visits and forms of community-to-community learning can be used as well. Research in Uganda has shown spill-over effects of the CLFZ approach to neighbouring areas, as a result of which expansion to a new, larger area requires less investment than in the initial small area.¹¹

¹⁰ Stop Child Labour (SCL) (2015), 5x5 Stepping Stones for creating Child Labour Free Zones. https://www.stopkinderarbeid.nl/assets/Creating_Child_Labour_Free_Zones.pdf

¹¹ Aidenvironment (2017), Stop Child Labour Programme – End Term Evaluation. https://www.stopchildlabour.org/assets/Final-report-Hivos-child-labour-programme-evaluation-2017_ZN.pdf; Newson, D., Moore, K. & J.J. Kessler (2021), The Cost and Effectiveness of Three Approaches to Eliminating Child Labor in the Ugandan Coffee sector. Rainforest Alliance & Aidenvironment.



@Arte – Children in Child Labour Free Zone attending school in India

The following example of a project conducted by the Rainforest Alliance in a coffee-growing region of Uganda¹² provides some insights into the intensity of the child labour intervention, the costs involved and the actual reduction in child labour. The project covered several zones, with differing intensities in each zone.

- Zone A1 and A2 – high intensity: CLFZ approach, six years in A1 and three years in A2.
- Zone B – moderate intensity: lower intensity community-based activities, no house-to-house monitoring.
- Zone C – low intensity: limited to basic awareness-raising about child labour among member farmers, farm inspections during annual certification audit and appointment of child labour liaison officer to monitor child labour and remediate any identified cases.

The table below lists the costs of activities (in euros) per zone during the 2017-2020 project period. This only includes the costs of activities related to child labour and education, and not those for certification or training on good agricultural practices.

	Child Labor Free Zone approach		Modern intensity approach	Low intensity approach
	Zone A1	Zone A2	Zone B	Zone C
Total intervention cost*	EUR 34,460	EUR 32,840	EUR 28,620	EUR 700
Cost per household	EUR 19	EUR 8	EUR 6	EUR 2

Table 6: Costs vs. intensity of child labour approach

These data must be viewed in the context of the actual reduction of child labour. From a prevalence of 60%, child labour was reduced to:

- 4% in zone A1
- 5% in zone A2
- 9% in zone B
- 40% in zone C

• How to involve migrants in area-based approaches

Another challenge with area-based approaches is addressing the issue of child labour in migrant households. These approaches are based on community structures and socio-cultural norms that may be different among migrant households staying in the area. Involving migrant households that are only in a community for a short period of time as seasonal workers requires an approach incorporating some of the following activities:

- Supply chain-oriented interventions, such as age verification systems.
- Awareness-raising interventions in areas from which migrants originate.
- Community structures informing migrant families about the – new – social norms as soon as each one arrives.
- Involving labour contractors or labour brokers in the project. These contractors and brokers are often the first point of contact for migrant workers. Provided they are well-trained and informed, they can inform workers about child labour restrictions and available alternatives from the outset.

Arte, Granite, India

Effective Use of an Area-based Approach among Migrant Workers in the Granite Sector in India

An example of how companies may use an area-based approach to address child labour in a sector in which migrants form an important part of the working force, can be seen in the granite sector in India. One of key challenges faced in addressing child labour in this sector, was to find a solution for child labour in the older category of 15-17 years. These are young migrant workers coming from other states working for around 7 to 8 months in the quarries and processing units. All these child migrant workers are school dropouts and full-time workers. As it is difficult to address child labour in this category through a 'traditional' area-based approach focusing on community interventions based on social norm change and access to quality education, the main focus will lie on the adoption of age verification systems by granite companies. In a more indirect way, improving the wages and working conditions of adult migrant workers, the need is reduced within the migrant communities to send under-age workers to the mines to work.

¹² Ibid.

6. Intervention Monitoring systems

The objective of monitoring is to capture the status of a particular phenomenon, in this case the incidence of child labour. Monitoring generally takes place at the start of an intervention (baseline) and is periodically repeated. Comparison of the baseline results (incidence of child labour) with results from subsequent years reveals changes effected during the period of the intervention. Adding causality data makes it possible to draw conclusions about the contribution of that intervention. Monitoring child labour is challenging, however, as it is a sensitive topic and therefore difficult to detect.

The scope of monitoring can vary. It can focus on a specific supply chain, a specific sector or a specified region (see the figure below).

Supply chain monitoring
<ul style="list-style-type: none"> Monitoring in a company-specific supply chain Main focus: value chain activities or facilities Examples: assess-and-address system (Rainforest Alliance), Child Labour Monitoring and Remediation System (ICI)
Sector-based monitoring
<ul style="list-style-type: none"> Monitoring in a specific sector (e.g. all coffee producers in a particular region) Main focus: households producing for a specific sector Example: Goodweave Monitoring and Remediation approach
Area-based monitoring
<ul style="list-style-type: none"> Monitoring in specific region Main focus: all households in a specific region Example: child labour monitoring in child labour free zones

Figure 7: Overview of different monitoring scopes

Monitoring techniques most often applied include surveys, interviews, assessments and audits. The overall aim of these techniques is to establish whether or not children are engaged in child labour. The added value of monitoring can be further increased if other aims are included. For example, monitoring in collaboration with local stakeholders (“joint monitoring”) can help to raise awareness among relevant local actors such as communities or cooperatives. Monitoring results may also be used for learning purposes, in which case the data can be used to answer questions such as:

- Which of the implemented interventions is most cost-effective?
- Which intervention is able to reach remote areas?
- How long should intervention X be pursued to reduce child labour to less than Y%?
- What is the current status of school infrastructure?
- How many schools and clinics are available?
- How many children are in need of support?

A detailed tool that can be used to consistently monitor child labour is provided in Annex 1.

C&A, GoodWeave International and Fair Wear Foundation, Partnership to End Child Labour in Apparel Supply Chains, India

Value of Child Labour Monitoring in Informal Production Sites

It can be a challenge to document every single supplier or subcontractor involved in the production of goods within a supply chain. Generally, buyers have relationships with suppliers only at the primary (export) factory tier. Most social compliance programs typically conduct audits only at this level. For organisations that are serious about tackling child labour, systems must be developed to gain visibility into outsourced production and uncover potential child labour. This project leveraged GoodWeave’s mapping and inspection approach. Primary exporters were engaged along with participating brands, and GoodWeave inspectors mapped supply chains down to the home-based worker level and conducted announced and unannounced inspections. This took time and effort, especially during the COVID-19 pandemic, but was essential for the project to reach every production unit at the informal level and monitor whether children were involved in labour.

East-West International, Seed production, India

Involving local schools to collect data

Besides carrying out regular inspection visits on farmer fields on child labour and payment of minimum wages, monitoring of child labour also happened through existing school structures. East-West cooperates with schools in production areas to monitor school attendance. East-West production staff regularly meets with teachers and school management committees to motivate them to bring children back to school. Appreciation awards are given as small tokens to motivate children, teachers and schools.

Selected insights for improved monitoring

Experiences gathered in various FBK projects have yielded the following insights on how to optimise monitoring.

1. **Collecting accurate data on the incidence of child labour requires involving resource partners with solid implementation knowledge and trust-building skills in local communities.**

Collecting data on a sensitive issue such as child labour is notoriously difficult. Besides a lack of understanding of what exactly child labour is (see the section on awareness-raising), households tend to be reluctant to admit to being involved in child labour.

A number of factors can contribute to the quality of the data collected:

- Involving local partners with knowledge of child labour in the specific area or supply chain. This ensures the right questions are asked and that the most relevant and useful monitoring and remediation strategies are used.
- Involving community members to collect data on child labour. Working with locally known and respected community members helps to build trust. Building a culture of trust reduces fear of punishment and can pave the way to identifying relevant remediation strategies.

Barry Callebaut, Cocoa, Côte d'Ivoire

Improving child labour progress monitoring methods

The objective was to test methods to improve in terms of accuracy and efficiency the way Barry Callebaut and the cocoa industry measures and predicts child labour prevalence. The project consists of two parts: 1) the collection of community infrastructure data of the entire cocoa sourcing region in Côte d'Ivoire in order to identify community child labour risk levels; 2) testing indirect questioning methods (such as list experiments and colorbox method) as an innovative approach to collect data on child labour prevalence.

Learnings from the community data collection include among others that most household have electricity, an improved drinking water source and a phone network whereas accessibility to communities is difficult. This data set can be shared with any interested stakeholder. The community data collection exercise is now going to be used as basis for Barry Callebaut Community Development approach to identify community child labour risk levels.

Learnings from the indirect elicitation method is that the design worked. However, direct questioning and also the two indirect elicitation methods of list experiments and colorbox method did not allow to account for all sources of sensitivity bias of adult cocoa farmers. This echoes results from another qualitative research that farmers fear sanctions and do not have sufficient level of trust to reveal they have children working on the farms. Therefore, the conclusion is that questioning adults on child labour prevalence does not provide reliable data irrespective of the data collection method used.

In the framework of this project a tool was developed by ICI to help prioritize which children should receive support and what type of support to provide. See: Selecting support to prevent and remediate child labour through a CLMRS

2. Risk-based monitoring systems can play an important role in prioritising intervention areas and relevant remediation strategies.

In recent years, the use of risk-based monitoring models has become more common in the cocoa sector. Risk-based models aim to identify factors that influence the incidence of child labour. By monitoring these factors, the monitoring tool can predict in which households or communities the risk for child labour is greatest. These models are based on different variables that determine the risk of child labour, such as socio-economic status, number of children in a household and the proximity of schools. The risk-based model can be used to prioritise which households to visit first during monitoring visits and to identify high-risk areas in which to implement new activities to address child labour.

Although these models can provide interesting insights and help prioritise areas or households to focus on, in practice it is challenging to create a model that accurately predicts child labour. Child labour is influenced by a large number of factors and the incidence of child labour may vary from day to day. For this reason, companies often combine risk-based models with other child labour identification and monitoring tools.

3. Monitoring root causes adds value to the monitoring system used.

Monitoring and tracking the incidence of child labour is at the core of all monitoring systems. Monitoring the extent to which the root causes of child labour are being addressed could add further value by indicating the effectiveness of the interventions used. The importance of collecting data about root causes, such as income levels, school availability, infrastructure and local government activities and their ability to effectively address child labour, was highlighted by a study conducted by NORC in Ghana and Ivory Coast in 2020, which found no reduction in child labour despite efforts by governments, industry and key stakeholders.¹³

Barry Callebaut, Cocoa, Ghana

Measuring Social value of a community approach aimed at combatting child labour

Barry Callebaut conducted a Social Return on Investment (SROI) evaluation of the Community Engagement for Sustainable Elimination of Child Labour Project. Within the project a collaboration was set up with 26 communities and the 10 districts to which the communities belonged. Project activities included: the set up and training of community and district child protection committees responsible for the promotion of child rights and the prevention of child labour and for

¹³ NORC (2020) NORC Final Report: Assessing Progress in Reducing Child Labor in Cocoa Production in Cocoa Growing Areas of Côte d'Ivoire and Ghana.

implementing community-based remediation support activities. In each of the communities Barry Callebaut also facilitated the development of child centred community action plans (CAP), to be integrated in the District's Medium Term Plans. The last activity within the community approach was the set up and training of women led Village Saving and Loan Associations to which Barry Callebaut introduced the VSLA-CHILD method developed by Beyond Beans, which combines VSLAs with a Gender Action Learning System with a focus on improving child wellbeing. In support of the community approach, a Child Labour Monitoring and Remediation system was rolled out to cover 16,000 farmers of Barry Callebaut's supply chain in support.

The SROI shows that the project leads to the creation of approximately GH 19 million in social value – equivalent to €2.7 million – suggesting that the project demonstrates good value for money. Furthermore, it shows how the project has not just reduced child labour, but has led to positive changes to children's health, wellbeing, and education progress, along with a mix of positive and negative outcomes for parents.

Points of attention

Based on the FBK projects reviewed, the following points need to be addressed when monitoring child labour.

- **Child labour remains underreported**
Obtaining accurate information about child labour is not easy. Child labour is a sensitive topic that is not easily discussed. Parents and caretakers are often hesitant to admit or mention that their children work due to fear of reprisal, shame or other reasons. Instead of this culture of fear, a culture of trust is needed to create openness. In addition, having a shared definition of

child labour seems to be very important for monitoring systems to be effective. It is also worth stressing that the focus or end goal is not the CLMRS system itself, but the children the system is designed to track.

- **Collecting good-quality data requires time and resources**
Collecting the right data over a period of time requires a significant amount of time and resources to create relevant and accessible tools, for training and capacity-building of local actors and for data management, analysis and storage.

Tony Chocolonely, Cocoa, Cote d'Ivoire and Ghana

Stimulating local ownership of monitoring and data collection

Tony Chocolonely started with the implementation of the Child Labour Monitoring and Remediation System (CLMRS) in 2017. Overtime, Tony's adapted the CLMRS developed by the International Cocoa Initiative (ICI). Initially ICI was involved in doing much of the data analysis. However, to increase ownership of the system by the cooperatives, it was important to progressively shift this work to the cooperatives themselves. To stimulate ownership by cooperatives over the CLMRS system, Tony's and ICI have worked to make the system more user-friendly and better adapted to local circumstances, by shortening questionnaires and including easy report generation based on the data collected. These steps have resulted in cooperatives taking full ownership of the system: collecting, analyzing, and designing remediation plans – paving the way for the approach to become fully sustainable. ICI remains involved as a partner providing technical assistance.



@Tony Chocolonely – Collecting data through household mapping in West-Africa

7. Long-term sustainability and scaling of child labour interventions

As explained in the previous sections of this publication, child labour can be caused by factors outside the traditional sphere of influence of most businesses, including local laws, local social norms and values, lack of access to education and so forth. Changing these factors requires a considerable amount of time and money and the involvement of actors that may differ from those companies normally work with. Sustaining child labour interventions over time and scaling them can therefore be difficult. Companies that wish to make a real difference have to be motivated and willing to stay involved and contribute long-term.

Fortunately, more and more companies are showing this level of dedication and motivation. Based on the experiences shared by FBK partners, the following factors tend to boost a company's motivation:

- International legislation focused on RBC, CSR and/or child labour that requires companies to do due diligence on child labour within their own organisation and value chains.
- Widespread adoption of certification standards (that include provisions on child labour) in specific processes, commodities, sectors and/or countries.
- Reporting requirements on child labour (risks, incidence, measures taken) linked to the aforementioned legislation and certifications.
- Risk of reputational damage to companies linked to 'child labour scandals' (e.g. large brand companies operating in business-to-consumer settings).
- The existence of dedicated companies with a top-management commitment and mature due diligence programmes, including stakeholder consultation and collaboration.
- Strong business case for CSR or RBC (companies build a competitive advantage over others based on RBC or CSR).
- Growing pool of consumers willing to buy sustainable or 'child labour free' products.
- The need to secure, stabilise and/or extend their supply chains. Such companies can benefit from building up or strengthening relations with local communities and local government, which may lead to improved loyalty and cooperation among local producers and cooperatives. Improved relations with local communities may also reduce the risk that local conflicts or other negative activities pose to the company.
- Current or expected shortages of young workers with the skill-set needed to work in the company or supply chain. Such companies may directly benefit from investments in education (and vocational training in particular).
- Opportunities for more favourable financing terms through green or sustainable funds/investors.

Selected insights for scaling

In addition to the involvement of motivated companies, other elements or structures that are important for scaling and sustaining interventions over time include:

1. Collaboration and engagement with government.

Collaboration and engagement from the outset with government actors, and local government in particular, are useful to achieve scale and sustain effects over time. Project interventions addressing child labour need a social license to operate from the local government. This is important to realise, because while most companies would probably acknowledge that collaboration with local government is important, they would see it as beyond their responsibility and sphere of influence. As well as informing the government, it is best to also involve government actors in designing and implementing interventions and projects. This enlarges opportunities to use, improve or expand on pre-existing and successful structures and programmes, increases projects' credibility and awareness about them, and provides access to government networks.

2. Well defined financial support structures are needed to sustain results over time.

Child labour projects often need time to achieve effects, particularly when a change in mentality and social norms is involved, which can take as long as five to ten years. Long-term financial planning is therefore essential. Even in the unlikely event that companies are willing and able to fully finance a project by themselves, it is sensible to discuss project financing with the aforementioned government actors. Government funding is important not only because the government makes education policy, but also because such funding increases the likelihood that the project's efforts will continue after the project itself ends. Contrary to common belief, follow-up funding does not need to be substantial, but rather just enough to provide a backstop and periodic refresher training. Careful financial planning can also include support from donors or foundations.

Arte, Granite, India

Arte Foundation allows continuation of project

The Arte Foundation was set up, with an available funding of about €5-10K per year. Funds are used to support community mobilisers once the FBK project has ended, and in this way ensure long term continuity of the results that were achieved at community level in the area of origin of granite in India.

Putting in place revolving or self-sustaining funds can also be a way to secure long-term funding.

ADMC Group, Medical Equipment and Healthcare centres, Egypt

Entrepreneurship allows community school to continue

To ensure that support to schools will be sustained after the project, the project set up a facility which will use leaves from trees to make culinary tools and plates which will replace plastic ones. The profits from these products will be used to continue the set-up community school and the apprenticeship program.

The implementation of village savings and loan associations (VSLAs) described earlier creates a financial source that is usually also sustained after a project's lifecycle. In most cases, these associations continue operating after the second or third annual financial cycle, when they enter a mature phase.

East-West International, Seed production, India

Joining of a local platform enlarges changes of continuation and enlargement of child labour project

East-West became a member of the ECHO (Enabling Child and Human Rights) forum in India. The ECHO platform brings together international seed companies to exchange issues, learn the best practices for replication. The Project team has actively participated in the ECHO forum and shared project initiatives with other seed companies. Most initiatives launched in seed production cannot be done standalone as multiple companies are present in the same area. After closing of the project, ECHO will be the main platform where the NGOs, global and national seed companies will build upon the project experiences, collaborate against child labour as well as on developing an approach to agree upon a minimum wage for seed producers.



@East-West International – Women getting training on seed production in India

3. A sector-wide approach is likely to be more effective than smaller projects initiated by lone companies.

One motivated company acting alone is not enough to scale an approach and probably also not to sustain it long term, as the company could end up leaving the area, change its policies, hire new management and so on. Getting other companies on board is therefore crucial. The approach will therefore have to be introduced and promoted across the sector to form a sector-wide effort or industry platform. Operating as a platform or group has several benefits, including better leverage, enlarged funding options to finance interventions, and the dissemination and adoption of tools and best practices among group members. Operating as a group also helps maintain a level playing field for the companies or sector involved. As well as companies, other actors such as NGOs and trade unions can be included and unite in multi-stakeholder initiatives.

The specific knowledge, tools and networks of NGOs and unions can be used to further expand the exchange of knowledge and dissemination of information and to enhance the credibility of the group. Examples of multi-stakeholder initiatives that address child labour include: UNICEF's Better Business for Children programme and the Fair Wear Foundation, both focused on the garment sector, [The Code](#) and the Ending Child Prostitution and Trafficking Foundation ([ECPAT](#)), which both address child sexual abuse in the tourism and other business sectors, and the Fair Cobalt Alliance ([FCA](#)) and Responsible Mica Initiative ([RMI](#)), in the mining sector.

Fairphone, Electronics, Democratic Republic of Congo

A sector approach allows for the continuation of the child labour project

By far the most positive aspect of our project was the obtained link to the Fair Cobalt Alliance (FCA). FCA started through a short-term project that addressed the need to improve working conditions within the cobalt supply chain and is now being alive through other projects and sectoral initiatives. Being linked to other stakeholders involved in the sector is crucial to advance in discussions and common strategies to address common problems within the supply chain. The scaling up of the project we are implementing in the Democratic Republic of Congo is thought to be continued through other FCA's initiatives.

4. Integrated approaches rather than stand-alone interventions are needed to ensure interventions can be scaled up and the results sustained over time.

The root causes of child labour can be many and diverse. They include lack of transportation to school and social norms held by parents and communities, for example, but also low productivity and lack of access to markets, which are factors that limit household income and incentivise parents to send their children to work. In order to be successful and sustain efforts over time, all root causes have to be addressed simultaneously. This means that an integrated approach that manages and balances the cited factors is needed. It also requires having the right partners on board, with the right knowledge, networks and leverage.

5. Moving beyond a 'proof of concept'

In order to scale interventions and aim for long-term sustainability, it is important to think about scalability from the outset of the intervention or project. That way, the project can be scaled up as soon as the first, often relatively small, 'proof of concept' has been realised. Important factors to consider include the use of local structures and creating local ownership. Companies may be tempted to set up new programmes or structures to address child labour that they can control themselves. However, the risk is that, after implementation, these new structures may overlap with existing structures set up by local government or the community. Companies should therefore consider tapping into or integrating pre-existing structures, as this appears to be more efficient and sustainable in the long run.

Another factor to consider is how to scale up from the initial, often small, project area to a wider region. The main approach used in child labour free zones (CLFZs), discussed earlier, is to start out in a core zone, which is a small area encompassing a few villages, establish a proof of concept there, and then support exchange visits with the surrounding area as a strategy for scaling up. Such exchange visits are a relatively cheap and effective scaling mechanism¹⁴ that can also have spill-over effects in terms of reducing child labour and changing norms and practices surrounding child labour in neighbouring communities.¹⁵

Another important consideration is that interventions have to match local demand. For example, make sure that vocational training subjects and their focus are aligned with the needs of local industry actors as well as local public agencies.

¹⁴ Aidenvironment (2017), Stop Child Labour Programme – End Term Evaluation. https://www.stopchildlabour.org/assets/Final-report-Hivos-child-labour-programme-evaluation-2017_ZN.pdf

¹⁵ Newson, D., Moore, K. & J.J. Kessler (2021), The Cost and Effectiveness of Three Approaches to Eliminating Child Labor in the Ugandan Coffee sector. Rainforest Alliance & Aidenvironment.

Further reading

On child labour and human rights due diligence

Fund against Child Labour (FBK), Lessons Learned; Practical Steps for Due Diligence and Remediation by Companies, available via https://www.rvo.nl/sites/default/files/2020/06/70702_RVO_FBK_MK910-WCAG-TG.pdf

Child labor Toolkit Module 1: what is child labor? available via <https://www.rainforest-alliance.org/resource-item/toolkit-what-is-child-labor/>

OECD Due Diligence Guidance for Responsible Business Conduct, available via <http://mneguidelines.oecd.org/OECD-Due-Diligence-Guidance-for-Responsible-Business-Conduct.pdf>

Proposal for the EU Directive on Corporate Sustainability Due Diligence, available via https://ec.europa.eu/info/publications/proposal-directive-corporate-sustainable-due-diligence-and-annex_en

Better Business for Children in the Ready-Made Garment Sector, available via <https://www.unicef.nl/files/BB4C-fact-sheet.pdf>

On awareness-raising

Communication Strategies on Child Labour: From awareness raising to action, available via https://www.ilo.org/africa/technical-cooperation/accel-africa/WCMS_820322/lang-en/index.htm

Community action for child protection, available via <https://plan-international.org/publications/community-action-for-child-protection/>

Toolkit for reflective practice in supporting community-led child protection processes, available via <https://communityledcp.org/toolkit>

A Reflective Field Guide: Community-level Approaches to Child Protection in Humanitarian Action, available via <https://www.alliancecpa.org/en/child-protection-online-library/reflective-field-guide-community-level-approaches-child-protection>

On improving incomes

Global Living Wage Coalition, available via <https://www.globallivingwage.org/>

Living Income, available via <https://www.fairtrade.net/issue/living-income>

Roadmap on Living Wages, available via <https://www.idhsustainabletrade.com/living-wage-platform/>

VSL Associates, available via <https://www.vsla.net/>

On access to education

Child labour is keeping millions of children out of school, available via: https://international-partnerships.ec.europa.eu/news-and-events/stories/child-labour-keeping-millions-children-out-school_en

Skills and vocational training, available via https://international-partnerships.ec.europa.eu/policies/human-development/skills-and-vocational-training_en

On area-based approaches

5x5 Stepping Stones for creating Child Labour Free Zones, available via https://www.stopkinderarbeid.nl/assets/Creating_Child_Labour_Free_Zones.pdf

The Cost and Effectiveness of Three Approaches to Eliminating Child Labor in the Ugandan Coffee sector, available via <https://aidenvironment.org/wp-content/uploads/2021/06/eliminating-child-labor-uganda.pdf>

Integrated systems to tackle child labour. Assess-and-Address, CLMRS, and Child Labor Free Zones, available via <https://www.rainforest-alliance.org/resource-item/integrated-systems-to-tackle-child-labor/>

Stop Child Labour Programme – End Term Evaluation, available via https://www.stopchildlabour.org/assets/Final-report-Hivos-child-labour-programme-evaluation-2017_ZN.pdf

Stop Child Labour Cooperating with the private sector in India, available via https://www.stopkinderarbeid.nl/assets/HI-17-06-SKA-CSR-guidelines-India_HR_03.pdf

On monitoring systems

Assessing Progress in Reducing Child Labor in Cocoa Production in Cocoa Growing Areas of Côte d’Ivoire and Ghana, available via <https://www.norc.org/Research/Projects/Pages/assessing-progress-in-reducing-child-labor-in-cocoa-growing-areas-of-c%3%B4te-d%E2%80%99ivoire-and-ghana.aspx>

Annex 1: Defining and monitoring the incidence of child labour

Many companies and other organisations involved in addressing child labour have difficulty measuring the incidence of child labour. There are two main reasons for this: (1) definitions and national interpretations of child labour vary and (2) reliably measuring the incidence of child labour based on a given definition is complicated by the fact that some components are themselves difficult to measure.

The purpose of this tool is to propose a definition of child labour that is accurate and also pragmatic in terms of enabling organisations to monitor the actual incidence of child labour. The first step is to define the concepts used to establish the incidence of child labour.

1. Definition of child labour

The leading definition is that formulated by the International Labour Organization (ILO). It states that not all work done by children should be classified as ‘child labour’ and hence targeted for elimination. The participation of children or adolescents above a certain age in work that does not affect their health and personal development or interfere with their schooling is generally regarded as being positive. This includes activities such as assisting in a family business or earning pocket money outside school hours and during school holidays. These kinds of activities contribute to children’s development and to the welfare of their families; they provide skills and experience and help to prepare children to be productive members of society during their adult life.

The term ‘child labour’ is defined as “*work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that: is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work*”.

Whether or not particular forms of work qualify as ‘child labour’ depends on a child’s age, the type and hours of work performed, the conditions under which it is performed and the objectives of the country in question. The definition thus varies between countries, depending on their specific interpretation of the ILO definition above, as well as among sectors within countries. It can be useful here to distinguish between ‘hazardous work’, ‘excessively long work’ and ‘paid work’, the definitions of which also depend on national legislation.

2. Definition of hazardous work

Hazardous child labour or hazardous work is work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children. [Article 3 of ILO Recommendation No. 190](#) provides guidance on the activities that constitute hazardous work and should be prohibited as such:

- work which exposes children to physical, psychological or sexual abuse;
- work underground, under water, at dangerous heights or in confined spaces;
- work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health.

3. Definition of excessively long work

In some countries, the definition of child labour is based primarily on the number of hours worked and on age. Generally speaking, the term ‘child labour’ applies if a child aged 14-17 engages in work for at least 20 hours during the reference week, or a child aged 12 to 14 for more than 13 hours a week.

4. Paid work

In some countries, the definition of child labour refers to paid work under a certain age, and not to work on for example a family farm. This can be a useful qualification because paid labour (also called market-related child labour) is often an indicator for child labour.

5. School attendance

Child labour can also be defined in terms of work that interferes with schooling. Interference with school attendance includes depriving children of the opportunity to attend school, forcing them to leave school prematurely or forcing them to attempt to combine school with excessively long and heavy work. Instances of this can be identified using data on school attendance and school dropouts by age group. This type of data is often more available than data on children’s working hours or on children working in marketplaces. School attendance and dropout rates, especially if they show seasonal variations, can offer very useful proxy indicators for a risk of child labour.

6. Categories of child work

The definitions above yield four categories for classifying children in relation to work.

Child labour: when there is evidence of hazardous work, OR excessive working hours, OR paid work, as defined by national legislation for different age groups, OR children are fully or partly out of school with evidence that it is because they are working (even if not hazardous, excessive hours or paid). Note that these are overlapping categories, so double counts must be avoided.

Risk of child labour: when there is no evidence of the above, but there is data showing poor school attendance or dropouts, suggesting that children may be working.

Child work: when children are working but are not involved in hazardous work, excessive working hours, or paid work, as defined by national legislation for different age groups, and they are not working during school hours.

Model report

Below is an example of how child labour or a risk of child labour can be reported, by age group and sex.

Age group >14 years, boys

Child labour				Risk of child labour			Child work	Not child work
Hazardous work	OR Excessive hours	OR Paid work	OR Out of school working	Fully out of school	AND Partly out of school	AND School dropout	Not CL, or at risk, but working	
4%	16%	9%	13%	6%	22%	2%		
27%				30%			27%	16%

Decision tree to classify child working conditions

To complete a form as shown above, the following decision tree/steps can be used to determine the applicable categories.

Note that, in the steps below, A, B, and C stand for ages, while X and Y are hours of work, both of which are defined in national legislation.

Step 1: Is child engaged in child labour?

- | | |
|--|--------------------|
| a. Is child performing any hazardous work? | Yes = child labour |
| b. Is child working, < A years, > X hours a week? | Yes = child labour |
| c. Is child working, ≥ A years, > Y hours a week? | Yes = child labour |
| d. Is child working, < B years, and getting paid? | Yes = child labour |
| e. Is child working, < C years, and fully or partly out of school? | Yes = child labour |

No? Go to step 2.

Step 2: Is child 'at risk' for child labour?

- | | |
|--|---------------|
| a. Child < C years, is fully out of school, but unclear if due to working | Yes = at risk |
| b. Child < C years, is partly or seasonally out of school, but unclear if due to working | Yes = at risk |
| c. Child < C years, has dropped out of school, but unclear if due to working | Yes = at risk |

No? Go to step 3.

Step 3: Is child engaged in child work?

- | | |
|---|------------------|
| a. Child is not engaged in child labour (step 1), AND | |
| b. Child is not at risk of child labour (step 2), AND | |
| c. Child is working but not out of school | Yes = child work |

No? Child is not engaged in child work.

The example below, which is based on the legislation and situation in Uganda, can aid in completing the steps above.

Uganda

Note that a distinction is made between child labour or risk of child labour (= not allowed), and child work (= family labour, allowed).

→ Children < 6 years:

- **NEVER** allowed to do any **paid** or **dangerous work** = **child labour**
- Allowed to assist parents with light, age-appropriate chores = **child work**

→ Children 6-11 years (school-age):

- **NEVER** allowed to do any **paid** or **dangerous work** = **child labour**
- **NEVER** allowed to help in family farm/household **DURING school hours** = **child labour**
or CL risk if there is no evidence that school absence is due to working
- Allowed to help in family farm/household **OUTSIDE school hours** = **child work**

→ Children 12-13 years (school-age):

- **NEVER** allowed to do any **dangerous work** = **child labour**
- **NEVER** allowed to do any **paid work DURING school hours** = **child labour**
- **NEVER** allowed to help in family farm/household **DURING school hours** = **child labour**
or CL risk if there is no evidence that school absence is due to working
- Allowed to help in family farm/household **OUTSIDE school hours** = **child work**
- Allowed to do light paid work under adult supervision **OUTSIDE school hours** = **child work**

→ Children 14-18 years:

- **NEVER** allowed to do **dangerous work** = **child labour**
- **NEVER** allowed to do **night work** = **child labour**
- Allowed to do paid work under adult supervision, but **NEVER** more than 8 hours a day = **child work**

The Fund against Child Labour (FBK) supports companies and NGOs in combating child labour in global supply chains. In particular, it supports companies that want to carry out local investigations into the root causes of child labour in their production chain and take measures accordingly. This booklet is mainly based on the experiences of projects under the Fund and is by no means meant to be exhaustive. The Netherlands Enterprise Agency manages FBK on behalf of the Minister for Foreign Trade and Development Cooperation.

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