

**STOP**



**CHILD LABOUR**

*School is the best place to work*

**TRAINING WORKSHOP ON ENGAGEMENT  
WITH COMPANIES AND CSR INITIATIVES ON  
CHILD LABOUR**





## 'STOP CHILD LABOUR'



**7<sup>th</sup> November 2017**  
**METROPOLE HOTEL, KAMPALA, UGANDA**

**Rapporteur's Report**  
**By**  
**Harriet R. Ayebare**





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## LIST OF ACCRONYMS

<b>ABA:</b>	Area Based Approach
<b>CEFORD:</b>	Community Empowerment for Rural Development
<b>CLFZ:</b>	Child Labour Free Zones
<b>CSR:</b>	Corporate Social Responsibility
<b>ILO:</b>	International Labour Organisation
<b>SCL:</b>	Stop Child Labour Coalition
<b>UNATU:</b>	Uganda National Teachers Union
<b>VSLA:</b>	Village Savings and Loans Associations





## 1.0 INTRODUCTION:

The training workshop on engagement with companies and CSR initiatives on Child Labour took place at Metropole Hotel in Kampala on 7<sup>th</sup> November 2017. The event was organised by the Stop Child Labour Coalition in close collaboration with Nascent RDO and it attracted participants from NGOs, Trade Unions, Local Government and Private Sector.

The overall aim of the training workshop was to increase knowledge and capacity of participants to become more aware about guidelines, tools and best practices on how to work together on eliminating child labour from production and supply chains.

The sub-objectives were:

- To gather a group of people from different organisations and companies to share experiences on child labour interventions in different production areas;
- To train participants on child labour definitions, different interventions and how to engage and collaborate with companies and CSR initiatives on a community based approach and Child Labour Free Zones (CLFZ).

## 1.1 WELCOME REMARKS:

The Workshop kicked off with welcome remarks from SCL, Hivos, Ms. Akky de Kort who gave an overview of the objectives of the workshop. She explained that the overall objective of the Stop Child Labour (SCL) coalition is “To eliminate all forms of child labour and have formal, full-time and quality education for all children, crucial to children for accessing their human rights and eradicating poverty.” The “Getting Down to Business” programme, started in July 2017, and funded by the Netherlands Ministry of Foreign Affairs, aims that companies and Corporate Social Responsibility (CSR) initiatives include a community-based approach towards getting all children out of work and into formal quality education in their policies and practices, which is subsequently promoted and strengthened by governments, policymakers and (inter)national organisations.

Throughout the years and especially in the ‘Out of Work into School’ project (2014 – 2017), we have seen an important link between CLFZ projects in SCL-partner countries and CSR activities in the Netherlands and at the international level. This link can be further strengthened. Concrete experiences on the ground demonstrate that it is indeed possible to tackle child labour. These experiences can inspire others to follow the same example and contribute to strengthening and expanding CLFZ. This in turn can encourage companies and CSR initiatives to take effective action in combatting child labour throughout supply chains and in specific production areas. SCL can link these companies to local partner organisations willing to work together to achieve effective change.

Throughout the years, SCL has faced new developments and challenges while working in collaboration with companies and CSR initiatives, especially at the field and implementation

<sup>1</sup> The UN Guiding Principles on Business and Human Rights – An introduction, OHCHR,

<sup>2</sup> <http://www.oecd.org/daf/inv/mne/ResourceDocumentWeb.pdf>





level of child labour interventions. Several guidelines and tools already exist to make available more information and guidance on working on business and human rights issues in different sectors and supply chains. Stop Child Labour has developed tailor made guiding documents on cooperating with the private sector in child labour free zones in India and Africa with practical examples and inspirational stories for all actors to combat child labour.

Some of the topics that were presented during the workshop included; Child Labour Framework, Introduction to the Stop Child Labour Coalition, Community based approach and Child Labour Free Zones, Business and Human Rights Session, Experience sharing of working with companies in the sectors of Coffee, Gold, and Tobacco.

## 2.0 REMARKS FROM THE ROYAL EMBASSY OF THE NETHERLANDS:

The workshop was presided over by Mr. Jorris van Bommel, the Deputy Head of Mission and Cooperation from the Embassy of the Netherlands.

He explained that the Netherlands Embassy is promoting the Trade and Aid agenda through addressing the following aspects:

- Reducing poverty;
- Rule of law;
- SRHR;
- Business and trade.

While the first 3 aspects are more Aid related, the last one in combination with the others are more Corporate Social Responsibility (CSR) related.

The Embassy is more focused on Dialogue & Dissent to link the private sector and civil society to work together on human right issues and workers' rights. The Dialogue is more favoured to build partnerships while the Dissent is sometimes needed to confront to get the discussion running.

He was excited to be part of the child labour workshop and emphasized the need for all stakeholders to join forces and demand that

government and the civil society work together with citizens to stop child labour in Uganda. He urged participants to continue with child labour dialogue and empower CSOs to develop a framework and better approaches and lobby for a platform to end child labour in Uganda.



**Mr. Jorris van Bommel, shares a light moment with Stop Child Labour Coalition members.**



<sup>3</sup> <http://www.stopkinderarbeid.nl/assets/HI-17-06-SKA-CSR-guidelines-Afrika.pdf>



### 3.0 PRESENTATIONS:

#### 3.1 PRESENTATION BY MS. JACKIE BANYA FROM ILO ON CHILD LABOUR FRAMEWORK: DEFINITIONS OF CHILD LABOUR, CONVENTIONS AND STATISTICS

Ms. Banya explained that ILO is a UN agency mandated to set the standards in the world of work. The agency which will be celebrating 100 years of existence in 2019 has Conventions and Declarations. According to Ugandan policies, children are those below the age of 18 and must be protected from hazardous work which interferes with schooling and children’s health, spiritual, mental, physical and social well-being.

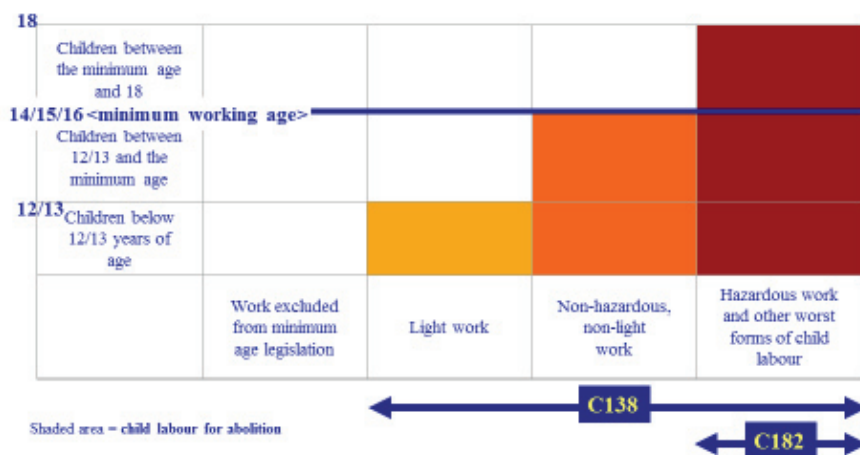
She explained that children from 13 to 15 years (exceptions 12 to 14 years) are allowed to do light work not more than 14 hours per week, supervised by adults which does not interfere with education, harm their health and safety. Hazardous work and worst forms of child labour are not allowed by children and youth under the age of 18 years. Worst forms of child labour include prostitution, pornography, illicit activities, slavery, debt bondage among others.

According to the Convention 182 adopted in 1999 and ratified by 189, countries must embark on immediate action to eliminate the worst forms of child labour, ensure access to free basic education and stop consequently all forms of child labour.

Convention 138 on the minimum age requires a policy for effective abolition of child labour as well as a specification of minimum age that is higher than the end of compulsory education. The basic minimum age according to the Convention is 15 years (exception 14 years).

The UN Convention on the Rights of the Child provides that children be protected from economic exploitation and work that threatens their education, health and development.

### What is child labour to be abolished?





New Global estimates on Child Labour indicated that 40 million people globally were in modern slavery. 152 million are in child labour yet the global goal of 2025 provides that there must be no form of child labour. In Africa, over 72 million in the 5-17 age bracket are in child labour. She noted that there are 2 million child labourers in Uganda - according to the latest Uganda National Household Survey 2016/17.

### **3.2 PRESENTATION BY MS. NYAMBURA GATHUMBI - INTRODUCTION TO STOP CHILD LABOUR:**

Ms. Nyambura from SCL/Hivos Kenya, explained that the Stop Child Labour Project aims at ensuring that all children go to school and that economic exploitation of children comes to an end. She mentioned that the program runs in several countries in Africa, Asia and Latin America. She disclosed that Child Labour is a global challenge and urged participants to work together to ensure that everyone who is a caregiver ensures that children go to school. She also challenged participants not to consume products that are yielded through child labour and start questioning producers and shop keepers about it. She mentioned that while policies are in place, implementation leaves a lot to be desired as many children continue to be labourers.

She reiterated the need to involve as many stakeholders as possible in the fight against child labour including; Governments, businesses, unions, local, national and international organisations and citizens can – and should – all be part of the solution.

The core activities of Stop Child Labour include; sensitisation, dialogue, capacity building activities, supporting schools, savings and income generating activities to empower families, ensuring that children stay in school, and ensuring that consumers buy child labour free products. The infographic in annex 9 shows the theory of change of the Stop Child Labour Coalition .

### **3.3 PRESENTATION BY ASSOC. PROF. DORIS KAKURU ON CHILD LABOUR COMMUNITY BASED APPROACH AND CHILD LABOUR FREE ZONES**

Dr. Doris defined Child Labour Free Zone as a designated geographical area where all children subjected to child labour are withdrawn from the work environment and integrated into formal and full time schooling system and ensure that they are kept in school. She explained that there were some non negotiable Stop Child Labour principles which included:

- All children must attend full-time formal day schools.
- Any child out of school is a child laborer
- All work/labour is hazardous if it harms the overall growth and development of the child.
- There must be a total abolition of child labour
- Any justification perpetuating the existence of child labour must be condemned



<sup>4</sup> All presentations can be requested from Stop Child Labour or Nascent RDO.





She noted that the Area Based Approach works in a community where everyone appreciates that all children must be in school and takes ownership to change their attitudes and beliefs.

### **3.4 PRESENTATION BY MR. ROBERT MAWANDA ON BUSINESS AND HUMAN RIGHTS: ROLES OF NGOs, TUs, CSOs, COMPANIES AND GOVERNMENT**

The session was more interactive and Mr. Mawanda introduced the topic with a short quiz on child labour, business & human rights.

A few of the issues that created some debate were:

- CSR should prevent and tackle child labour or possible risks of child labour in their own operations and supply chain. Members agreed that it was both true and false depending on the cultural setting and context, eg in India.
- Multinational Companies must be held accountable for ensuring that children are not engaged in any part of their supply chain. It is a personal initiative. But others felt that since multinationals are employers, they must be held accountable and must execute their mandate within the national child policies.
- Child labour is free, cheap and available. Where then does one draw the line between child labour and helping parents to do home chores. Home chores are good for the upbringing of children as long as they do not interfere with education, school work and leisure time and when it is not harmful.

The presenter introduced practical guidelines on how to end child labour: “Cooperating with the Private Sector in Child Labour Free Zones in Africa” . He highlighted some important tools that can be used to address Business & Human Rights issues in the supply chain, like:

The UN guiding principles on Business and Human Rights;

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

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





OECD has developed Guidelines for Multinational Enterprises, which set out principles and standards in areas ranging from human rights, employment and industrial relations, to information disclosure, environment and taxation.

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

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

UNICEF's Rights and Business Principles provide a comprehensive framework for understanding and addressing the impact of businesses on the rights and well-being of children. These Principles serve as an inspiration and a guide for all business in their interactions with children, and urge business to engage in responsible business conduct that protects children's wellbeing. There are 10 principles, of which three are specifically relevant to child labour:

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

He further explained the all companies big and small have a responsibility to respect human rights in their whole supply chain and that companies are expected to take their responsibility by applying due diligence, a continuing management process to identify, remediate and track human rights issues, including child labour.

There are 3 pillars on Business and Human Rights for doing responsible business that are beyond the scope of companies and are all interlinked:

1. The state duty to PROTECT
2. The corporate responsibility to RESPECT
3. Access to effective REMEDY

He emphasized that many initiatives and interventions are underway to end child labour and that the private sector is more aware and open to work together with CSOs at community level to combat child labour. More important is the fact that there must be a concrete sustainability plan. He urged participants to continue sharing experiences with all players to ensure that child labour ends.





## 4.0 EXPERIENCE SHARING OF WORKING WITH COMPANIES IN THE GOLD, COFFEE AND TOBACCO SECTORS

The session started with a video clip featuring children working in a gold mining area in Mali where the SCL implementing agency, ENDA Mali, explained with whom they work with an area based approach to get all children out of work and back to school and how to involve the community, schools and local actors. The clip disclosed that many children are attracted to get quick money by working in gold mines as opposed to going to school. Karamoja and Busia are districts with gold mining areas where so many children engage in hazardous work. The Stop Child Labour Coalition with EWAD as implementing local agency and Nascent as SCL resource agency engaged in a multi stakeholder initiative in a gold mining area and are responsible for building capacity of local actors, changing the mindset of communities, to increasing household incomes by using VSLAs and to ensuring that children return to school.

### 4.1 PRESENTATION BY MARGARET TUHUMWIRE ON THE ESTABLISHMENT OF CHILD LABOUR FREE ZONES (CLFZ) IN BUSIA ASM GOLD MINES

#### Key Highlights

She disclosed that currently Busia district has the largest number of child labourers in Uganda mainly because there is gold. Statistics in Busia indicate that 1 in 4 children are child labourers. Estimates show that 30% of the 50,000 small scale miners in Uganda are children.

The causes of the phenomena include; unstable families, HIV AIDS, the Uganda –Kenya boarder effects, large number of orphans, lack of awareness, high value of gold among others. She emphasized that mining activities are unsafe for children as they involve accidents, injuries, exposure to hazardous and toxic chemicals and dust as well as lifelong problems.

#### Way forward;

She mentioned that they are aiming at prevention and reduction of child labour through the implementation of an area-based approach to establish Child Labour Free Zones by targeting 500 households in Busia District. The project is also lobbying companies to adopt fair-trade standards which automatically don't allow children to work in the mines. The CLFZ activities will be technically supported by the SCL Coalition. The entire project is a multi stakeholder initiative to source responsible gold from the Busia ASM mines. The partner agencies are two companies: Fairphone as lead agency and Philips and further Solidaridad, Fairtrade, UNICEF and Stop Child Labour/Hivos.





## 4.2 EXPERIENCE FROM THE TOBACCO REGION ON CHILD LABOUR - PRESENTATION BY WAMBEWO EDDIE

### Key Highlights

Several studies have provided evidence of the use of child labor in tobacco-growing activities in Uganda.

- A 2002 study conducted by Social Development Consultancy (SODECO) in four tobacco-growing districts in Uganda (Arua, Masindi, Apac, and Rukungiri) reported that 64.4 percent of the respondents admitted to employing children on their tobacco farms.
- The activities carried out by children on tobacco farms, in order of incidence, are harvesting (31.7 percent), planting (24.9 percent), nursery preparation (21.2 percent), land preparation (8.3 percent), suckering (6.5 percent), and weeding (3.7 percent).
- During tobacco peak seasons, children forget about school. It should be noted that tobacco is labour intensive and poses dangers to the lives of children.
- Eliminating Child Labour in Tobacco Growing (ECLT) Foundation is a global leader in preventing child labour in tobacco agriculture, and improving the lives of children in tobacco-growing areas.
- The aim is to withdraw, prevent and protect of children from child labour
- The project applied the area based approach. Multi stakeholders including caregivers, teachers, local leaders, children.
- Handled all forms of child labour found in areas where tobacco is grown, i.e. including other crops rice, fishing, tea, sugarcane, domestic workers, mining,
- Some of the Strategies used include;
  - Income generating projects
  - Capacity building
  - Training
  - Awareness campaigns
  - Vocational studies
  - Child help line was created.
  - Information sharing
  - Private – public partnership has been strengthened.

He noted that Child Labour initiatives should be aware of crop seasons in which children do not go to school at all but engage in child labour.

### CLFZ experiences from West Nile

The “Out of Work and Into School” programme in West Nile supported by SCL/Hivos started in May 2015 with an aim of establishing child labour free zones using an area-based approach





in collaboration with a local coffee company and UNATU. The project targeted 15 primary schools. Some of the key lessons include:

- Technical expertise in creating CLFZ is required
- Increased coffee production by active role of coffee company to work intensively with farmers to improve their crops
- Joint efforts in lobbying and advocating for children's rights
- Coordination: Sharing information, working as a team to address child labour
- Complementarity of partner approaches – social vs economic vs education
- Commitment of teachers and local community and local government to support the project
- Ceford teachers as well as teachers designed monitoring tools to track attendance of pupils

### Report from local coffee company

- 1,120 farmers trained on child labour issues
- 101 cases of child labour identified
- 30 Gender change agents trained + 30 VSLAs set-up
- 600 households selected for gender programme
- Monitoring and evaluation practises are emphasized

The project partners include UNATU, UTZ, CEFORD and local coffee company with technical support from Stop Child Labour/Hivos.

#### QUESTION:

What can we do to ensure children stay in school?

**ANSWER:** Creation of VSLAs and income generating projects for households and make it conditional that children must go to school. Work on the other hand with schools, community and parents to strengthen the school environment.

### 4.3 EXPERIENCE SHARING FROM THE COFFEE SECTOR ON CHILD LABOUR by Rashida Nakabuga and Conny Peters

UTZ's mandate is to see a sustainable and inclusive coffee value chain focusing on productivity and child labour through maintaining quality standards and certification program.

UTZ envisions elimination of child labour on all certified coffee farms through training and awareness creation about child labor as an issue in the coffee sector and the need for public-private collaborations to tackle child labour issues.





#### 4.4 PRESENTATION FROM CEFORD BY JOHN BOSCO OKAYA

CEFORD is responsible for overall coordination, working with the communities, schools and local government; advocacy on child labor, setting up school clubs to motivate children to remain in school, organized household members and introduced VSLA's.

CSOs have been awakened to understand that Child Labour must come to an end. CEFORD in Nebbi District is enforcing the prevention of child labour.

Challenged participants to join forces with all stakeholders to end child labour. He asked what each individual could do to stop child Labour. He decried the fact that the child protection policy is in place but people are not aware and policies are never implemented.

He noted that the Ministry of Gender, Labour and Social Development has guidelines on child labour and every organisation must interest themselves in knowing these guidelines and draft organisational policy on child labour. He disclosed that most homes in Uganda, especially in Kampala have child labourers working as maids and urged participants to empower these children with vocational skills and provide them with basic needs and when possible reunite them with their own families.

#### 5.0 GENERAL QUESTIONS FROM PARTICIPANTS

1. How can children be brought on board to voice their concerns and advocate for their rights?
2. Have you explored ways of curbing child labour in Kampala? At least every family has a child labourer working as a maid to earn a living?
3. Why is there no child law enforcement?
4. How do we work with families to ensure that together we curb child labour?
5. How do you help children with multi-faceted challenges working in gold mining areas e.g. children with HIV and children who are injured?
6. How do we prevent children from migrating from one place to another?
7. How do we ensure that we improve the working conditions of the employed people but also prevent children from being attracted to these jobs when they are young?
8. How do we raise awareness among families
9. Do you involve tobacco inspectors to track whether children are still working in tobacco areas?
10. What is that best practise you can share with us?
11. How do we motivate children to remain in schools after they have been withdrawn from work environment?
12. Children are the main source of labour especially in providing labour Uganda. Children are in quarrying services, carrying bricks and Agriculture. How then can we ensure that the supply chain is free from Child Labour?





## 6.0 RECOMMENDATIONS

- Build synergies with the Private, Public sectors, local communities and CSOs to ensure that everyone understands Child Labour and work collectively to end it
- Engage children in Stop Child Labour Initiatives and empower them to report any cases of child labour
- Work with Child protection Labour Unit and government to address Child Labour Issues
- Improve livelihoods of the unprivileged people to support children to stay in school
- Engage the private sector, understand the value chain they work in and design specific tools.
- Embark on sensitising farmers and communities in Uganda and even in Sub Saharan Africa who grow Tobacco, and coffee and other products to end child labour by using a community based approach.
- Create a platform or revive the child labour partners forum for learning and sharing for all the partners working on child labour in Uganda
- Task Head teachers to track children absenteeism from schools
- Strong joint collaboration is the way to go.
- Creating awareness thru local languages .Some local people do not know that there are laws regarding children's rights or child labour.
- Best practise; Combination of supply chain approach with the community based approach.
- Sub County and the District Labour Officers and District Education Officers should work hand in hand, monitor and follow up cases of child labours within the communities
- Ministry of Energy and Mineral Development Inspectors based in various districts must be tasked to scout out for child labourers within gold mining areas
- Find ways of motivating children to stay in school and facilitate them to transit from work to school.
- Bring more stakeholders on board like teachers, the local people, cultural leaders, government and children.

## 7.0 WAY FORWARD

For all actors working on child rights and child labour issues:

- Child Labour partners should meet annually to review progress, share experiences and craft new strategies aimed at ending Child Labour
- A central reporting mechanism should be put in place to ensure that all info on Child Labour can be accessed by anyone at any given time. It could be a website or a Management Information system where people can report what is being done by Child Labour partners.
- Strengthen joint partnerships, including the private sector to end child labour.





- Generate concrete sustainability plan.
- Continuous Certification of coffee companies by UTZ.
- Progress and limitations on initiatives in Child Labour Campaign should be shared with policy makers and top authority.

#### Specifically for the Stop Child Labour Coalition:

- Stop Child Labour Coalition partners should meet on a quarterly basis and learn from each others projects and plan more lobby and advocacy on promoting the area based approach towards the creation of CLFZ
- Business & Human Rights should get more attention under the NGOs and trade unions in order to work more effectively with the private sector. Important to involve ILO and UNICEF as they both work on child labour issues.
- Organise another meeting and invite more participants from the private sector.





## 8.0 CONFERENCE PICTORIAL





**9.0 ANNEXES**



Venue: Metropole Hotel, Kampala

Day 1: Tuesday 7 November 2017

Time	Topic	Responsible	Details
08:45 – 09 :00	Registration	Nascent	
09:00 – 09:15	Welcome and Introduction (incl. objective of the training workshop)	Akky de Kort, Stop Child Labour (SCL) Coalition/Hivos	
9.15 - 9.30	Opening of the training workshop by the Royal Embassy of the Netherlands	Joris van Bommel Deputy Head of Mission/Head of Cooperation	
09:30 – 10:00	Child labour framework: Definitions of child labour, child labour Conventions, new statistics	Jackie Banya, ILO-IPEC	15 minutes presentations  15 minutes questions and discussion
10:00 – 10.30	Introduction of Stop Child Labour/Hivos  Child labour, community based approach and Child Labour Free Zones: an overview	Nyambura Gathumbi, SCL/Hivos  Doris Kakuru, Nascent RDO	
10:30 – 11:00	Coffee/Tea break		
11:00 – 13:00	Business & Human Rights session:  the roles of NGOs, TUs, civil society, companies, government	Robert Mwanada, Consultant	Introduction in the SCL guiding document on cooperating with the private sector in Child Labour Free Zones in Africa; OECD guidelines for Multinational Enterprises; UN guiding principles (UNGP) on Business and Human Rights



			(Ruggie principles)
13:00 – 14:00	Lunch break		
14:00 – 15.15	<p>Experience sharing of working with companies in the sectors of:</p> <ol style="list-style-type: none"> <li>1. Coffee</li> <li>2. Gold</li> <li>3. Tobacco</li> </ol>	<p>Ceford, UNATU, UTZ</p> <p>EWAD, SCL</p> <p>UWESO</p>	<p>Coffee, experience of project in West Nile. (30 minutes)</p> <p>Gold, explanation of new project in Busia. (20 minutes)</p> <p>Tobacco, experience with community based work in Hoima. (20 minutes)</p>
15:15 – 15:30	Coffee/Tea break		
15.30 - 16.30	<p>Panel discussion</p> <p>(EWAD, UWESO, CEFORD, Kyagalanyi, UTZ, UNATU, SCL)</p>	Facilitator	Q&A session
16.30 – 17.00	<p>Conclusions and way forward</p> <p>Closing</p>	Facilitator	SCL/Hivos and UTZ to provide inputs



# STOP CHILD LABOUR COALITION THEORY OF CHANGE

**GOAL** The total elimination of child labour and the provision of formal quality education for all

## SECTORS

Textile	
Shoes / Leather	
Gold	
Natural Stone	
Seeds	
Coffee	

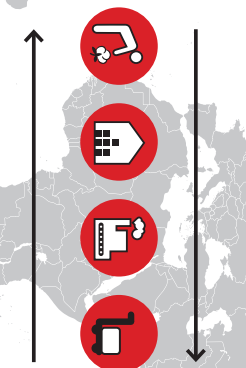
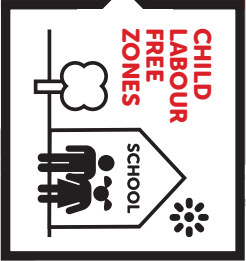
## PARTIES INVOLVED

Civil society	
Trade unions	
Governments	
Companies	
CSR initiatives	
International organisations	
Local stakeholders	



**TO BE ACHIEVED THROUGH:**

- COMMUNITY DIALOGUE
- CAPACITY DEVELOPMENT
- SCHOOL ENVIRONMENT IMPROVEMENT
- INCOME-GENERATING ACTIVITIES



**TO BE ACHIEVED THROUGH:**

- HUMAN RIGHTS POLICY (INCLUDING CHILD LABOUR POLICY)
- DUE DILIGENCE IN THE WHOLE SUPPLY CHAIN
- REMEDIATION



**STOP**



**CHILD LABOUR**  
*School is the best place to work*



**STOP CHILD LABOUR TRAINING WORKSHOP ON 7<sup>TH</sup> NOVEMBER 2017 AT METROPOLE HOTEL**

**REGISTRATION LIST**

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