

► **Regional consultation for  
Africa Region in preparation of the  
5<sup>th</sup> Global Conference on the  
Elimination of Child Labour  
(Durban, 2022)**

18–19 November 2021

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## ► Executive Summary

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The V Global Conference will convene with only three years left to achieve the 2025 child labour target, and eight years to achieve the 2030 target on forced labour. Although the primary focus of the V Global Conference is on child labour, it will also consider other elements of target 8.7. The V Global Conference will provide a forum to share state-of-the-art approaches to using inclusive education, social protection, labour inspection and other proven means to eliminate child labour, as well as forced labour and human trafficking. It will also identify emerging policy innovations that respond to the dynamic and evolving nature of the challenge. At the IV Global Conference in Argentina, many governments, social partners and others made pledges to take new measures to eliminate child labour. The V Global Conference will provide an opportunity to assess progress in implementing these pledges, as well as those made during the International Year for the Elimination of Child Labour, and to make new commitments.

As part of the Conference preparations, and in line with previous practice, tripartite regional consultations were convened in Africa, Arab States, Asia and the Pacific, Europe and Central Asia, and Latin America to further discuss the thematic focus of the V Global Conference and shape its agenda.

The Africa Regional Consultation was jointly convened by the African Union and ILO on 18–19 November 2022. This report summarizes its principal conclusions.

A major outcome of this virtual and in-person event was recognizing and emphasizing that child labour needs to be a political and development priority within each African country. Therefore, adequate financing for ending child labour and all related aspects needs to become a top priority too. Investment in quality, affordable and accessible education is of great importance if the continent wants to eliminate child labour, especially for out-of-school children. Structural poverty and vulnerability need to be addressed through a variety of social protection programmes and schemes, especially in agricultural and rural areas, and the informal sector. Decent work for adults and youth is a necessity, including school-to-work transition programmes for youth.

In Africa the emphasis needs to be first placed on agriculture. Globally, an average of 71 per cent of child work occurs in the agricultural sector; in Africa this figure is 85 per cent. Efforts to fight child labour in this sector must take a holistic approach, with sufficient and appropriate financing.

Moreover, actions need to be accelerated and scaled up – this is the urgent call now. In the years 2022–2025 what is working well should be extended throughout the region and good practices should be mainstreamed into regional and continental programmes and platforms, as demonstrated by the Comprehensive Africa Agricultural Programme and the African Union Action Plan against Child Labour.

As the priorities for the V Global Conference are clear for African countries and the continent as a whole, whether stated in its 10-year action plan or discussed through various consultations and inputs, the following recommendations for the up-coming conference were expressed:

1. No business as usual.
2. No new declarations.
3. Implementation of commitments, not new ratifications.
4. Build on existing actions from the last conference (IV Global Conference on the Sustained Eradication of Child Labour) and mainstream them into existing national and continental platforms.
5. Monitor closely any commitments or promises made.
6. Participation at the V Global Conference needs to be at a high level, as child labour requires high-level decision-making, commitments and action.
7. Ensure the participation of children and youth and include their opinions.

## ► 1. Regional consultation meeting

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### 1.1 Background

Child labour remains a persistent problem in the world today. The latest global estimates indicate that 160 million children – 63 million girls and 97 million boys – were in child labour globally at the beginning of 2020, accounting for almost 1 in 10 of all children worldwide. Seventy-nine million children – nearly half of all those in child labour – were in hazardous work that directly endangers their health, safety and moral development.

Global progress against child labour has stagnated since 2016. The percentage of children in child labour remained unchanged over the four-year period while the absolute number of children in child labour increased by over 8 million. Similarly, the percentage of children in hazardous work was almost unchanged but rose in absolute terms by 6.5 million children.

The global picture masks continued progress against child labour in Asia and the Pacific, and Latin America and the Caribbean. In both regions, child labour trended downward over the last four years in percentage and absolute terms. Similar progress in Africa has proven elusive. This region has seen an increase in both the number and percentage of children in child labour since 2012. There are now more children in child labour in Africa than in the rest of the world combined. Global child labour goals will not be achieved without a breakthrough in this region. As a reminder, Target 8.7 of the 2030 Agenda's Sustainable Development Goal (SDG) 8 commits all United Nations (UN) Member States to "take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms".

In February 2020, African Heads of States adopted the Ten Year Action Plan to Eradicate Child Labour, Forced Labour, Human Trafficking and Modern Slavery (2020-2030). This Action Plan provides an immediate framework for mobilizing African Union institutions, Member States, Regional economic Commissions (RECs) and other partners on the continent to scale up efforts and accelerate progress towards the achievement of the AU Agenda 2063 and target 8.7 of the Sustainable development goals. This involves ending child labour by 2025 and forced labour, human trafficking and modern slavery by 2030. The Action Plan focuses on a critical set of interventions that can bring rapid results. It also specifies primary implementation responsibilities between country, regional and continental levels.

Since 1997, countries have found a forum to discuss, share good practices, advance policies and commit to the elimination of child labour in successive global conferences. The conferences resulted in a series of declarations, which serve to identify policy priorities and mobilize political support for the elimination of child labour. The Government of South Africa will host the V Global Conference in 2022.

The V Global Conference will convene with only three years left to achieve the 2025 child labour target, and eight years to achieve the 2030 target on forced labour. Although the primary focus of the V Global Conference is on child labour, it will also consider other elements of target 8.7. The V Global Conference will provide a forum to share state-of-the-art approaches to using inclusive education, social protection, labour inspection and other proven means to eliminate child labour, as well as forced labour and human trafficking. It will also identify emerging policy innovations that respond to the dynamic and evolving nature of the challenge. At the IV Global Conference in Argentina, many governments, social partners and others made pledges to take new measures to eliminate child labour. The V Global Conference will provide an opportunity to assess progress in implementing these pledges, as well as those made during the International Year for the Elimination of Child Labour, and to make new commitments.

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## 1.2 Objectives

The main objectives of the regional consultation were to:

- identify common challenges, policy priorities and good practices in eliminating child labour in Africa and propose regional thematic priorities to bring a regional perspective to the V Global Conference on child labour;
- provide a forum for discussing progress in child labour in Africa, including constituents' efforts to implement the AU Action Plan to Eradicate Child Labour, Forced Labour, Human Trafficking and Modern Slavery (2020–2030); and
- consolidate commitment, efforts and partnerships at the continental, regional and national levels to accelerate the pace of eliminating child labour in Africa.

## 1.3 Methodology

The African regional consultation meeting was conducted using a hybrid approach such that a number of participants<sup>1</sup> physically attended the location in Pretoria, South Africa, while others joined virtually through the Zoom communication platform. Simultaneous interpretation was provided in the four official languages of the African Union (English, French, Arabic and Portuguese).

The consultation brought together representatives from governments, employers' and workers' organizations, along with representatives of regional and sub-regional institutions, civil society organizations (CSOs) and the United Nations.

Participants discussed the priorities and implications for the upcoming V Global Conference in 2022 using a range of forums, including:

- presentations by key speakers from governmental and non-governmental organizations, tripartite partners and individual ex-child labourers;
- a questionnaire on countries' status with respect to ratification and implementation of relevant ILO Conventions, good practices and potential for acceleration or expansion, and major key challenges faced;
- Google Jamboard, on which participants were able to share their views and raise topics;
- Slido, a live-polling method that shows people's preference to pre-identified statements
- an open chat room operating in the four languages, where participants could communicate with one another in real time;
- a dedicated group channel on WhatsApp;
- an open room for questions and answers (Q&A), which allowed speakers and moderators to respond to questions.

To ensure maximum interaction and engagement among participants from different linguistic backgrounds, all comments and questions received during the consultation were translated.

Data from the questionnaires were compiled and analysed and, together with inputs from the Q&A, chat box, Jamboard, Slido and WhatsApp, are reflected in the main consultation outcomes presented in the body of this report, and included in more detail in the appendices.

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<sup>1</sup> Participants list is found in Annex 1( those at venue and online)

## ► 2. Summary of sessions, presentations and inputs

### 2.1 Opening remarks

The opening ceremony was moderated by Mr Joni Musabayana, Director of ILO Pretoria, who introduced five guest speakers:

- Ms Cynthia Samuel-Olonjuwon, ILO Assistant Director-General and Regional Director for Africa
- Mr. Andrew Tagoe, General Agriculture and Allied Workers Union, Ghana
- Ms Sino Moabalobelo, Director, Business Unity South Africa
- Mr. Sabelo Mbokazi, Head of Labour, Employment and Migration
- Mr. Siphon Ndebele, Department of Labour representing the Government of South Africa.

The main points raised included the following:

- For the first time, Africa has a continent-wide 10-year Action Plan Against Child Labour, Forced Labour and Human Trafficking.
- In spite of significant efforts made against child labour at country and continental levels, the prevalence and the number of children in child labour in Africa are still unacceptably high.
- 92 million girls and boys in Africa are engaged in child labour (i.e. 1 of every 5 children).
- If the current prevalence (21.6 per cent) is not reduced, child labour is expected to grow to almost 105 million by 2025.
- Prevention, in terms of extending quality education, social protection and providing decent work for young people is essential for reducing poverty and vulnerability.
- During the 2-day prior regional meeting, there was widespread endorsement of African strategies for accelerating social protection coverage to reach 40 per cent of the population by 2025, an increase of 17 per cent from the present situation.

Efforts against child labour in Africa need to be accelerated, as the prevalence is too high, and could become much worse by 2025 if serious coordinated action is not taken. Any improvement in the situation will not be achieved through new promises or declarations of commitment. Instead, what was already agreed upon in the 10-year action plan needs to be implemented to address the root causes of child labour. At the same time, there was a lot of emphasis on the need to scale up good practices.

#### ► Box 1. Highlights of official opening remarks

**“In spite of significant efforts made against child labour at country and continental levels, the prevalence and the number of children in child labour in Africa are still high, too high, unacceptably high, unjustifiably high.” Therefore, we need to see together challenges, gaps, good practices and where they exist scaling them up and, moreover, financing them. No more business as usual!”**

Ms Cynthia Samuel-Olonjuwon, ILO Assistant Director-General and Regional Director for Africa

**“Investment in good quality education is highly needed. Education can stop child labour. Our children need pens not guns ( in light of prevalent conflicts which are major triggers for especially child soldiers)”**

Mr. Andrew Tagoe, General Agriculture and Allied Workers Union, Ghana

**“Skills development is a critical component towards reaching our goals and businesses need skilled labour which we cannot have while maintaining child labour”**

Ms Sino Moabalobelo, Director, Business Unity South Africa



## 2.2 Key regional challenges to end child labour (session 1)

This session was chaired by Mr Sipho Ndebele, Chief Director, Department of Employment and Labour, South Africa, supported by Ms Giselle Mitton, Senior Programme Officer, ITC-ILO, for the moderation of online participants.

### Main objective:

To reach a common understanding of key challenges underlying child labour in the African region.

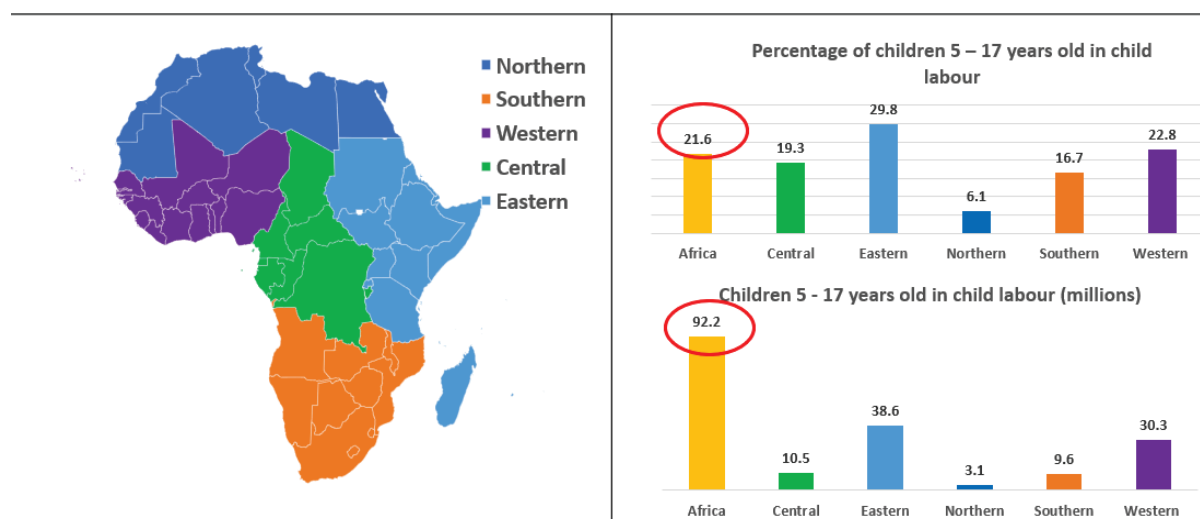
### Specific objectives:

1. To get an evidence-based picture of the prevalence and forms of child labour on the African continent
2. To learn about the differences in child labour among the African Union sub-regions (Northern, Western, Southern, Central, Eastern)
3. To discuss and reach consensus on key regional challenges in the fight against child labour.

### 2.2.1 Presentations

Major presentations on child labour in Africa and key regional challenges to end child labour were made by Ms. Sophie De Coninck, ILO FUNDAMENTALS and Mr. Oumar Diop from the African Union. Presentations explained the situation in Africa and its sub-regions, the characteristics of child labour and the main underlying challenges.

► Figure 1. Child labour levels by region



The prevalence of child labour is high on the African continent, but mostly in rural and agricultural areas at 80 per cent, which is almost 10 per cent higher than the global average. Moreover, a relatively high number of child labourers are engaged in hazardous work. Some 28.7 per cent of them are aged 5–11, while 46.6 per cent are aged 12–14. The proportions are slightly higher for boys than girls, but in all cases levels are relatively high for both, noting that girls' work is not always visible or recorded.

The main underlying challenges within the presentation are identified in Box 2. These became the main points for discussion for the remainder of the session.

► **Box 2. Major root causes of child labour**

- Widespread poverty linked to the predominance of subsistence farming and the informal economy
- Poor access to social services, such as quality education and healthcare
- Vulnerability to external shocks in the absence of adequate social protection and social safety nets
- Socio-cultural factors, such as gender roles and gender inequality, practices such as child fostering, and lack of awareness of child labour and the risks faced by children

Additional risk factors, such as precarious migration, conflict and disruptions linked to climate change, and institutional factors such as inadequate laws and weak law enforcement.

Moreover, certain demographic factors in Africa tend to exacerbate child labour. These are identified in Box 3.

► **Box 3. Additional demographic challenges**

Major demographic challenges affecting child labour

- High fertility and rapid population growth create pressures in a number of areas relevant to socio-economic development.
- High morbidity and mortality from pandemics, such as HIV/AIDS and COVID-19, can result in large numbers of dependent vulnerable people, including orphans.
- Precarious migration is an important risk factor; migrants, especially those in irregular migration, are vulnerable to smugglers, human traffickers and debt bondage.
- Given current rural–urban differentials in poverty, educational access, rate of informal employment, and child labour levels, the continuation or acceleration of rural–urban migration may have a positive impact on the incidence of child labour.

## 2.2.2 Selected representative commentators on presentations and key challenges

The presentation of the key challenges paved the way for commentators to speak from different perspectives, including youth, relevant ministries, workers' and employers' representatives and the African Union. See Appendix 2 (Agenda) for the full list of speakers.

Poverty was raised as an issue, especially in agricultural and rural areas. However, poverty was not emphasized as a stand-alone challenge that affects everything related to child labour in Africa. Other related dimensions were highlighted, including the following:

1. High fertility rates and demographic changes due to existing and emerging pandemics. According to Ms Harriet Auma, Child Labour Focal Point, Federation of Uganda Employers (remotely) these factors seem to significantly affect child labour. In 2016–2017, the Ugandan population was estimated at 37.7 million. This is now around 42 million. Such fast growth leads to an inability for families to meet the needs of their children, leading to early school dropout and premature entry into work. Even in the presence of appropriate health, educational and social services, the needs of this rapidly increasing population cannot be met without adequate deployment of resources.

The recent pandemic, in addition to the ongoing HIV/aids crisis, only added greater pressure, especially in rural areas. According to the Uganda National Household Survey 2019–2021, 20 per cent of children were engaged in child labour and, during COVID-19, child labour increased to 36 per cent, a 16 per cent increase. Closures of schools affected 15 million school learners in Uganda, whereby 41 per cent of rural children aged 5–11 were working, compared with 23 per cent in urban areas. There are pervasive links between poverty, child labour and rural settlement. Tragically, the death of one or both parents from disease inevitably leads to children becoming economically dependent on themselves or their siblings.

**“Twenty five per cent of Ugandan children live in households below the poverty line”**

– Ms Harriet Auma, Child Labour Focal Point, Federation of Uganda Employers (remote)

2. **Conflict.** This persistent challenge underlies many difficulties in addressing child labour. According to **Mr Miraj Youssef, Child Labour Senior Advisor, Ministry of Social Affairs in Somalia**, in 2020 his country recorded one of the world's highest number of children abducted by non-state actors for use in ongoing conflict. Recorded numbers of recruited children

have reached 1,407. However, many abductions remain unrecorded. Children are used by armed groups to plant explosives or act as human shields. Unfortunately, children from minority clans are at even higher risk. In addition, reaching children in war zones and conflict areas remains a major challenge too, whether in Somalia or other countries experiencing a similar situation.”

3. **Human trafficking, particularly in West Africa.** Dr Fernando Jorge Alves, Head of Division Social Affairs, ECOWAS Commission, emphasized the migration patterns of African children, whereby sub-Saharan Africa is more affected in terms of children aged 5–16 years: 15 per cent migrate to America, 18 per cent to Asia and Pacific and 5 per cent to other regions. This reflects increasing poverty rates, underemployment, social exclusion and very low levels of school enrolment. Some 92 per cent of children work in the informal economy and rates of forced labour appear high, including recruitment into armed conflicts.
4. **Business has to become *unusual* and not *as usual*.** Much more needs to be done. According to Mr. Daniel Mgabonihela Wiston, Senior Administration and Human Resources, African Commission on Human and People's Rights, doing things the same way over and over again is unacceptable. Members of the AU must immediately move from ratification to implementation, and certainly avoid continuing in a business-as-usual fashion.

This stand was complemented by Ms Jane Rago (CTSP Mauritius Workers' Representatives), who argued that the AU needs to do much more to alleviate the serious, escalating situation of child labour. She made two significant proposals in this regard:

- a. a universal wage not a universal age<sup>2</sup>;
  - b. the need to seriously look into the category of Left Behind Children (LBC) and how they can be protected from abuse and family members.
5. **The absence of children's voices and true participation.** According to the youth and children's representative, Ms. Mangove Roshna, Youth representative from Zimbabwe, children's voices and opinions have not, typically, been included in strategies and plans. Children need to be heard in order to understand their story, challenges and needs – simply put, they need to work to survive. This was a matter of choosing work over hunger, especially in the absence of adequate social protection. Child labour also has a significant impact on children's mental health, which deserves much more attention than it currently receives.

Ms. Roshna added that ensuring the rights of children and child labourers, needs to be through their empowerment and meaningful and effective participation in proposing necessary policies, actions, and also budgets.

**“Members of AU need to do much more than they are now. Business unusual.”**

– Mr. Daniel Mgabonihela Wiston, Senior Administration and Human Resources, African Commission on Human and People's Rights African Commission on Human and People's Rights

**“ We need to seriously look into Left Behind Children LBC, those whose parents migrate and send money to their children , their money is stolen by their families and relatives and children abused and beaten”**

Ms Jane Rago (CTSP Mauritius Workers' Representatives)

### 2.2.3 Open discussion (moderated by Ms Giselle Mitton ITC/ILO)

The floor was opened for comments and three major questions were posted for participants to consider:

1. What are the challenges underlying child labour in Africa that were not (sufficiently) developed in the presentation?
2. What observations have you observed regarding the impact of the COVID-19 pandemic on child labour?
3. Which of the key challenges underlying child labour in Africa should be addressed as a priority over the next three years?

Discussions were conducted both face-to-face at the venue and through the Zoom chat box, Q&A, WhatsApp, Jamboard and direct email to Ms Mitton for online participants.

<sup>2</sup> Meaning that the international community cares about age for admission to work and not the low wages that their parents are getting which pushes them to work

Questions 1 and 2 were also included in questionnaires distributed to country representatives and are reflected on in the upcoming section of the Day, session 2.

Session 1 of Day 1 ended through the presentation of several questions and comments that came from online participants or those at venue. Ms. De Coninck responded and concluded that most will be attended to in the upcoming presentation of the AU 10 Year Action Plan in Session 2.

## 2.3. Ongoing responses and opportunities to accelerate progress against child labour in Africa (session 2)

Afternoon session discussing responses and opportunities to accelerate progress in the fight against child labour was chaired by Mr Sabelo Mbokazi, Head of Labour, Employment and Migration, AU Commission, Department for Health, Humanitarian Affairs and Social Development. The session was supported by Ms Giselle Mitton, ITC-ILO, who moderated contributions from online participants.

### Main objective:

To acknowledge ongoing responses, effective approaches and good practices against child labour at continental, regional and national level.

### Specific objectives:

1. Identify major achievements in eliminating child labour since the IV Global Conference in 2017
2. Critically review current policies addressing child labour and policy gaps
3. Learn about responses, approaches and good practices that have proven to be effective in the fight against child labour.

### Methodology:

1. PowerPoint presentations (summary of major responses to survey sent to social partners and immediate responses to posted online questions; presentation of the AU 10-year action plan against child labour)
2. Comments on presentations and good practices from selected speakers
3. Comments and questions from participants at the venue or via Zoom, chat box, WhatsApp and Slido.<sup>3</sup>

### 2.3.1 Presentations on key policies, gaps and challenges in combating child labour in Africa

First presentation was made by Ms. Sophie De Coninck, ILO (venue) and Mr. Oumar Diop. Presentations were mainly informed by; the preliminary results of an ILO/AU analytical review of key regional challenges to ending child labour and their implications for policy and; the results of the online survey sent to participants especially member states.

From those two sources, the major challenges stated were that policies and plans against child labour are not enough; what is needed is governmental financing. Policies for improving education are also not enough; there is an urgent need for investments in educational infrastructure, as well as quality education that includes well-trained and well-paid teachers – especially in a post-pandemic environment. Child labour is still seen as normal and accepted by many communities. Thus, it is crucial to work with the community at the field level and address poor working conditions and the lack of appropriate social protection schemes.

COVID-19 posed an additional challenge, especially in cases where parents had stopped work and needed their children's support to make ends meet. Children were not only out of school but often pushed into illicit and more hazardous activities such as prostitution and street-based work. Viewed by some community members as potentially infectious, children were often bullied and abused.

- Governments need to finance child labour strategies and place them as a priority in the national budget.
- Education needs investment and finance to improve school infrastructure, toilets, roads to schools, and the quality of education, as well as attracting highly qualified teachers, especially after COVID-19.
- COVID-19 school closures and closure of parents' workplaces was a push factor for children into more dangerous and illicit activities, such as street-based work and prostitution.

<sup>3</sup> Slido is an audience interaction platform for meetings and events. It allows organisers to crowdsource top questions and get instant feedback via live polls.

Respondents argued that key challenges underlying child labour in Africa should be addressed as a priority over the next three years (2022–2025). While many challenges were identified, a trend appeared for certain priorities. The full details of topics and sub-topics that constituents identified are listed in Appendix 2.

The most significant responses and achievements of countries are summarized in Box 4. More detailed achievements can be found in Appendix 4.

#### ► Box 4. Significant progress against child labour across Africa

Based on PowerPoint Presentation:

##### Continent level

- First African Union Action Plan against Child Labour (2012–2015)

##### Sub-regional level

- Economic Community for Western African States (ECOWAS) developed the second cycle of the Regional Action Plan on the Elimination of Child Labour Incorporating Forced Labour and Trafficking (2021-2030)

Based on survey results:

##### Country level

- Very good progress in some countries at the policy and institutional levels
- The presence of an active child labour unit at the Ministry of Labour coordinating national child labour activities and enforcing child labour laws (Sierra Leone, Gambia, Egypt)
- Presence of an active National Child Labour Steering Committee at policy level (Sierra Leone, Egypt, Morocco, Tunisia)
- Presence of a National Action Plan for the Elimination of the Worst Forms of Child Labour (Sierra Leone, Mozambique, Egypt)
- Updated national action plans (Sierra Leone, Nigeria)
- Updated national child labour surveys (Sierra Leone, Egypt)

##### Progress at country legislative levels<sup>4</sup>

- 33 countries ratified the Minimum Age Convention, 1973 (No. 138), and 34 countries ratified the Worst Forms of Child Labour Convention, 1999 (No. 182)
- Ratification of the Domestic Workers Convention, 2011 (No. 189) (e.g. the Kingdom of Eswatini enacted the Sexual and Domestic Violence Act, 2018)
- Adoption of the Labour Inspection (Agriculture) Convention, 1969 (No. 129), including Egypt, Malawi, Kenya, Morocco
- Adoption of C.189 (South Africa)
- Morocco passed a national legislation that prohibits domestic work for children under 18 years old

Progress at country level in access to social protection and free and inclusive education

- Increase in social protection programmes
- Free primary education with 100 per cent transition from primary school to secondary schools (Kenya, Botswana, Cameroon)
- Increase in school feeding programmes especially in arid and semi-arid areas (Kenya, Cameroon)
- Classes for children with special needs (Kenya, Cameroon)

<sup>4</sup> See Appendix 4 for more details on each country in light of survey results

- Improvements to school infrastructure, quality and accessibility, especially for girls (Kenya, Egypt and Morocco)

In spite of achievements and related challenges, **Ms. De Coninck** had also identified major gaps mainly identified by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) especially in relation to legislation and their reinforcement. These are identified in Box 5 below.

► **Box 5. Major gaps in legislations and enforcement according to CEACR (PPT Presentation)**

- Harmonization of legal provisions for minimum age for employment with those on the age for compulsory education
- Adoption and enforcement of compulsory education legislation
- Harmonization or consolidation and strengthening of laws in areas such as forced labour, child trafficking, commercial sexual exploitation, forced recruitment for use in armed conflict
- Extension of labour legislation and labour protections to cover activities and violations in informal sectors and especially informal employment relationships
- Too few detections, investigations and prosecutions of offenders, insufficient sentencing and insufficient assistance to victims
- Identification of children found in WFCL to be followed by removal and social rehabilitation as identified by

The second presentation by **Mr Houssein Guedi, African Union**, focused on the AU 10-year action plan to eradicate child labour, forced labour, human trafficking and modern slavery (see box 6).

**“This plan is the one Africa, as a continent, will put on the table in next year’s conference, which will be taking place for the first time on our continent.”**

– Mr Houssein Guedi, African Union

► **Box 6. African Union 10-year action plan to eradicate child labour, forced labour, human trafficking and modern slavery<sup>5</sup>**

## Main strategies of the plan

- Adoption of the Plan of Action by the Executive Council in February 2020, Addis Ababa, Ethiopia
- Engagement of AU organs and relevant structures for advocacy, policy setting and policy monitoring
- Capacity-building for effective national programmes
- Legislation and enforcement
- Education and skills training
- Awareness campaigns on Agenda 2063 – SDG 8.7 issues
- Addressing Agenda 2063 – SDG 8.7 issues in priority sectors
- Addressing Agenda 2063 – SDG 8.7 issues in conflict and emergency situations
- Multi-stakeholder platform for partnerships
- Statistics and knowledge management
- Resource mobilization

<sup>5</sup> Detailed plan found here [ILO-AU presentations - CONSOLIDATED EN \(endchildlabour2021.org\)](https://endchildlabour2021.org/)

## 2.3.2 Experiences shared by selected official speakers

Several speakers took the floor to comment on the above strategies and results of participants' inputs before and during consultations. Speakers included official representatives from **Morocco, Rwanda, Southern African Development Community, the Social Affairs and Health Cluster of ECOSOC and civil society organizations from anglophone Africa.**

**Morocco** has long stood against child labour, ratifying all relevant Conventions, including those related to preventing children from engaging in wars, conflicts and prostitution, and has made education free for all children. The Ministry of Labour also has also appointed regional focal points for child labour, who operate under the regional governors and coordinate with other ministries and services. Morocco has a National Action Plan, which it is following with a range of related child labour activities and programmes.

For **Rwanda**, its journey towards eliminating child labour has taken a holistic approach, based on seven major pillars:

1. commitment from top leadership;
2. mainstreaming child labour into local government performance contracts;
3. enhanced social protection programmes (e.g. a national Vision 2020 programme for accelerating the eradication of poverty), improved access to quality education, gradual phasing out of double shifts in schools, a school feeding programme, and the establishment of early childhood development centres;
4. criminalization of child labour;
5. community and stakeholder engagement through child labour committees at all levels;
6. enhanced data collection and statistical management;
7. coordination of stakeholder efforts across the realm.

Unfortunately, due to connectivity issues the intervention foreseen from **Ms Harriet Auma, Federation of Uganda Employers** did not take place.

**The Southern African Development Community (SADC)** started working on child labour at the sub-regional level 21 years ago, when a collective code of conduct on child labour was adopted by all Member States. It included the need to ratify all relevant ILO Conventions and the development of National Action Plans by Member States. Quite significantly, SADC is developing a **Labour Market Observatory**, which will allow Member States to monitor and report on their experiences in child labour. As child labour lies at the heart of SADC's work, its secretariat is working on revising its code of conduct to include new and pertinent needs to prevent child labour.

**The Regional Coordinator for the Global March against Child Labour in Anglophone Africa** represents the significant work of **civil society**, especially at the regional level. The importance of their work was reflected in the following good practices:

- Highly coordinated efforts between CSOs, as well as with tripartite partners (trade unions, employers, and relevant governmental institutions and bodies).
- CSOs are developing strategies on Child Labour Free Zones (eight African countries are piloting this model) in coordination with trade unions and employers. This type of cooperative model is reaching all tiers of supply chains, such that codes of conduct are agreed by all relevant suppliers.
- Integrated area-based approaches have been shown to be effective in eliminating child labour in Africa and can be replicated.

CSOs, working hand-in-hand with tripartite partners, feel that pathfinder countries need to take the lead in adopting good practices.

Area-based approaches as Child Labour Free Zones seem to be one of the good practices in attending to child labour, especially in reaching children along all levels of the supply chain. ... They are a model that could be taken up and extended by pathfinder countries.

## 2.3.3 Open discussion

The floor was opened again for discussion. Significant recurring themes included the following:

- **Child labour needs to be mainstreamed into national development policies.** Policies need to be given priority and appropriately financed (as reflected by the model of Rwanda).
- **Collective monitoring and evaluation of regional strategies and plans needs to be ensured.** There is a need to continuously monitor and assess interventions and actions, and identify their progress and challenges (could make use of SADC Labour Market Observatory idea).



## 2.4 Policy priorities to eliminate child labour in Africa, promising good practices and scaling up (session 3)

The morning session was chaired by **Mr Alexio Musindo, Director, ILO for Ethiopia, Djibouti, Somalia, Sudan and South Sudan, and special representative to the AU and ECA.**

### Main objective:

To discuss priority areas of pre-identified interventions, based on analysis of key challenges underlying child labour in Africa, a critical review of policies to end child labour, and taking into account the priorities of the AU action plan.

### Specific objectives:

For each of the four topics regarding challenges and response gaps in social protection, decent work for youth and adults, and agriculture, objectives included:

- Confirming priority challenges and response gaps by participants
- emphasizing good practices in terms of policy response to the root causes of child labour, their impact and scale, financing and partnerships;
- discussing how to scale up programmes and finance them.

### Methodology:

Three pertinent methods took place which included: (1) Live polling through Slido on pre-identified statements 2) presentation on evidence-based child labour policy; and (2) another presentation on emerging policy priorities. These were followed by comments, presentations and questions on good practices from selected speakers.

### 2.4.1 Results of audience interaction on key regional challenges and policy gaps

Session started by **Mr Redha Ameur (ILO)** who presented the Slido live-polling methodology and the twelve priority areas on key challenges, as well as key policy gaps posed by participants in the questionnaires and discussions. Polling took place on those priority areas and findings are presented in Table 1.

► **Table 1. Results of polling on key regional challenges and response gaps to end child labour**

<b>Challenges (voted on by 45 participants)</b>	
Widespread poverty (focus on rural and agricultural areas)	71%
Inadequate access to social protection	64%
Inadequate access/poor quality of education	38%
Informal sector: non-regulated, low productivity, hazardous, poor protection	31%
Socio-cultural factors facilitating child exploitation ( gender roles, lack of awareness etc.)	27%
Conflict and natural disasters (eg.disruptive livelihoods, education, health care etc.)	18%
<b>Response gaps (voted on by 42 persons)</b>	
Low attention within national development priorities (leading to inadequate resourcing for implementation)	62%
Lack of necessary leadership and commitment to drive implementation	50%
Lack of data and statistics for planning and implementation	48%
Few national programmes have reached the stage of sustained large-scale implementation	39%
Weak engagement by government departments with private sector	33%
Capacity of institutional government	24%

Again, the focus was on poverty, on rural and agricultural areas, and that child labour does not appear to be a national development priority, neither in planning nor, more importantly, in financing. This underlines the importance of the issues raised and discussed throughout the consultation process.



## 2.4.2 Ending child labour by 2025: A review of child labour determinants and evidence-based policy responses

**Mr. Lorenzo Guarcello, ILO / FUNDAMENTALS** followed with a presentation of the main findings from a study on why households send their children to work and not to school, and the policy responses that could limit this family decision.

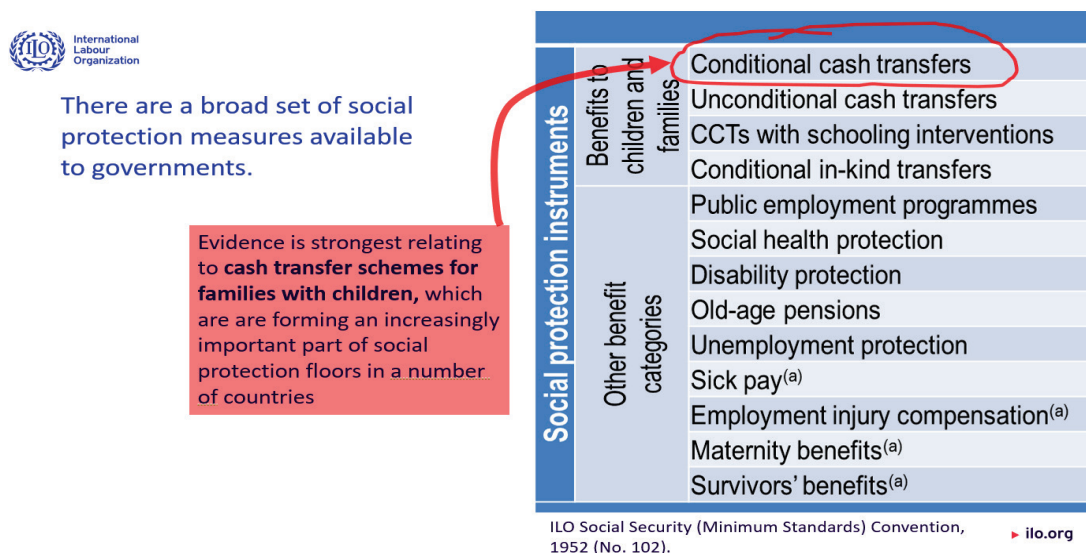
He noted that allocation of children's time to either school or work is decided by the household in order to maximize their present and future welfare. Child labour is an activity aimed at increasing current income, while education can be seen as an investment in generating future income.

This presentation relayed to participants how most determinants of child labour (mentioned as key challenges or push factors) can be limited by putting in place certain policies. For example, levels of economic vulnerability and poverty determine whether children work or go to school. Therefore, social protection instruments can mitigate those economic vulnerabilities that underlie child labour.

When talking about social protection measures, it is important to realize that there are many possible options for supporting families in times of shock, as well as in times of stability. Examples are shown in

Figure 2. Countries need to realize that these can take many shapes and forms, and they need to select what works best in the context of their financial and socio-cultural situations.

► **Figure 2. Social protection options**



However, according to Mr Lorenzo, cash transfer schemes maximize impact if they go hand-in-hand with supply-side interventions, such as the provision of educational facilities, after-school education, or other forms of education or additional services. It is also suggested that impact is minimized if cash transfers are channelled to productive activities that incentivize children to work, shifting them away from education.

Evidence has shown that another significant policy response to early school dropout and work has been equitable, quality, affordable (school fees, texts, uniforms, etc.) and accessible (in terms of proximity and safe transportation) education. Moreover, there needs to be greater macro employment policies that show that education can lead children into decent work, better skilled and higher paid jobs. Otherwise, families will view education as a lost investment.



On the other hand, a recent ILO study involving 48 countries indicates that demand for child labour grows when forms of production requiring only low-level skills grow in significance.

The agriculture sector is where most child labour takes place, both globally (71 per cent) as well as in Africa (85 per cent). This figure includes not only unskilled labour but also unpaid family-based work. Thus, when we talk about Africa, we cannot omit the critical discussion of child labour in agricultural and rural areas, which needs special attention and targeted policies. Such policies may include:

- improving access to inputs and credits by means of community savings and credit unions and other vehicles;
- crop insurance;
- introducing sustainable and appropriate technologies;
- food-processing and infrastructure, which add quality and value to locally grown produce.

Mr Lorenzo confirmed that we cannot attend to child labour without attending to the related challenges and required responses separately. They must go hand-in-hand. Therefore, all challenges and their requisite responses need to be complemented by basic services, including health and social services, roads and infrastructure, utility supplies and so on.

### 2.4.3 Priorities in the lead-up to 2025

The second introductory presentation was delivered by **Ms. Sophie De Coninck, ILO** and **Mr. Oumar Diop African Union**. The latter reminded that the discussions thus far were very much in line with the main elements of the African Union ten (10) year plan presented yesterday. The underlying message thus is that the African Union does not need to adopt new commitments; the priority is to implement those already committed to.

There were many comments related to both presentations certain of which have been captured in the textbox below.

**“Child labor is a complex issue and eliminating it requires coordinated response of several actors. Member states should include child labour issues in their educational curricula as well as work with media to promote child labour advocacy”.**

Fisehatsion Biadgilian, CETU, Ethiopia

**“Can we, the ILO, in working with the AU, assist in a continental audit of the labour inspection departments of Member States? We see most of our labour inspection departments as lacking basic tools to underate their tasks and their skills need upgrading. Can we improve these challenges through a partnership after a comprehensive audit.”**

Nkosi\_Akhator-ITUC-Africa

Following the overview provided by the three preceding presentations, a series of four (4) thematic flash discussions then took place. For each of the four areas, one or more expert guest speakers took the floor, to further examine the policy measures deemed especially strategic for the combat against child labour.

After each speaker, participants were then invited to contribute further insights, make a comment or pose a question.

### 2.4.4 Flash thematic discussions

#### Flash discussion No. 1: Inclusive, equitable and quality education as an alternative to child labour

This session was introduced and moderated by **Jephthe J. M. Mvondo, Policy and Advocacy Specialist, UNICEF office to the AU and ECA**. Mr Jephthe started by stating that if we were all not educated, we would not have the chance to be here today. We would be somewhere in the fields working or on the streets, meaning that education is the core to changing a child's status and future economic, social and cultural potential. A virtual sharing of experiences (Ministry of Education) from Mali which had been foreseen did not take place due to connectivity issues.

**Dr Addis Yimer, African Child Policy Forum**, the first thematic speaker, started with the fact that there are currently 37 million children out of school in East and Southern Africa. As a result of the ongoing COVID-19 pandemic, this number is expected to grow to 127 million. If that happens, where will they be other than at work or on the streets?

In West and East Africa, 41 million children were out of school prior to the pandemic, while 128 million more were projected to be affected after the pandemic. Moreover, it is projected that, by 2030, if not enough is done, there will be a gap of 17 million teachers.

UNICEF's message here is that education must go hand-in-hand with other protection measures, such as social protection and anti-poverty programmes. Therefore, an education-centred multilateral approach is needed. Moreover, UNICEF made the following suggestions to improve and extend education:

children in school need to learn appropriate, yet often overlooked, skills to help them transition from school to work;

dedicated teachers should be secured to meet the needs of the education system;

the COVID-19 crisis showed us that being out of school physically does not mean being out of learning.

Member States are encouraged to implement the DOTS framework, adopted by the EU in 2020.<sup>6</sup> This means digital connectivity in school, online learning opportunities for children, making teachers facilitators of learning, making online learning safe for children and ensuring that children in school acquire skills for future jobs.

Mr Yimer concluded: “there is a need then for integrated and life-long learning; this is the way we need to go.”

Comments from participants regarding policy priorities and other issues under this thematic discussion on Education can be found in Appendix 5.

## Flash discussion No. 2: Extending social protection for children and their families to mitigate poverty and vulnerability

The second thematic discussion, on extending social protection, was introduced and moderated by **Mr Dramane Batchabi, Senior Social Protection Specialist, ILO.**

Providing social security and facilitating access to basic social services contributes to poverty reduction, thereby helping reduce some important drivers of child labour. In this regard, the United Nation Secretary General (UNSG) endorsed a global accelerator for social protection for those not covered by the year 2030.

The ILO collaborated with the African Union to launch the regional strategy for accelerating social protection in Africa. The objective of this strategy is to reach 40 per cent of Africans in need of such protection by 2025. Here Mr Dramane explained that “we are especially referring to social protection for child labour” and not in general. He then elaborated that when talking about social protection, there are two main challenges: (a) how to implement innovative solutions to reach workers in the informal and rural sectors; and (b) financing mechanisms.

**“Most recent ILO data shows that Africa is a region where social protection expenditure is the lowest worldwide. Only 3 per cent of GDP is allocated for social protection in Africa. Therefore, the financing gap is huge.”**

– Mr Dramane Batchabi, Senior Social Protection Specialist, ILO

Dr Martin N'Guettia, Directeur de la Lutte contre le Travail des Enfants, Ministère de l'Emploi et de la Protection Sociale presented a Good practice from Côte d'Ivoire.

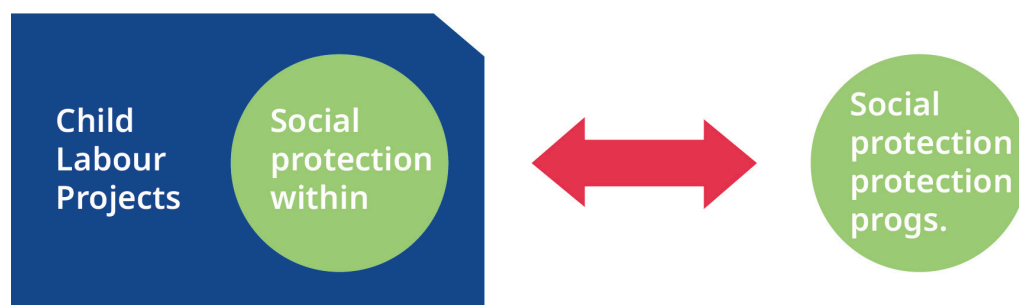
Cote D'Ivoire has introduced a relatively recent, but rather comprehensive, development and social protection programme. Dr N'Guettia described the programme of 2019–2020, which included 155 actions that cover a range of measures such as social protection, youth employment, access to housing, electricity, transport and consumption goods. These programmes offer social protection to marginalized families at a cost of US\$14 million. The government has another initiative, which started in 2015, whereby 127,000 households within 1,034 villages were covered by social protection programmes. Here we can see the direct financing of large social protection programmes that directly affect at-risk and working children.

In 2019 Cote D'Ivoire began assisting poor households and created a register. The country also extended support to other marginalized groups such as those in rural and agricultural areas through their National Action Plan against child labour. The plan, which is implemented in very close coordination with relevant stakeholders, also aims to ensure universal health coverage, especially for workers in the informal economy.

Ms Winnie Nyandiga – Africa Regional Coordinator, Kailash Satyarthi Children's Foundation then shared her insights on the issue. According to her, on the African continent there are many projects dealing with child labour. However, the social protection component was missing and this needs to be at the core of child labour projects. Moreover, financing needs to be secured, especially in agricultural and rural areas.

<sup>6</sup> DOT Europe – Shaping Internet Policy in the EU.

► Figure 3. Child labour projects and social protection



In addition, business skills and decent working conditions for adults and youth are integral in planning an appropriate economic path for at-risk and working children. These economic empowerment programmes include, but are not limited to, income, financial inclusion, access to savings deposits for times of shock, activities around cooperatives, distribution of services that contribute to addressing child labour, as well as financial services, social protection and access to healthcare.

Emphasis was placed on labour inspections and the need for capacity building, improvement of tools, and financing. Experiences in this area are extensive, whereby the organization has done a lot of strategic planning in specific sectors and geographical areas, identified, and to some extent, sought out finance and partnerships. All these factors collectively help in creating decent work opportunities.

After this session, the chair Mr Alexio Musindo concluded by asking participants to think about the following question to respond to after the break.

“ What will be the difference that the Global Conference will make, what concrete differences should we see after it”

### Flash discussion No. 3: Promoting decent work that delivers a fair income for young people and adults

**Mr Omneya Abd Elhamed (Ministry of Manpower, Egypt)** talked about the hidden economy in general, in which workers were not provided with legal protections of any kind, and that this is the main problem. He stated that Egypt has been trying to promote decent work for youth and within the formal economy. For example, 70 registered companies now provide special professional skills training for youth, ensuring a safe path for future decent work opportunities. Egypt has also endorsed a National Action Plan against child labour and Supporting the Family (2018–2025), in which the Ministry of Manpower is closely coordinating with the Ministry of Social Solidarity.

A second attempt was made to bring the earlier planned intervention from **Ms Harriet Auma, Federation of Uganda Employers**, which again failed due to connectivity problems.

The planned interventions from the employers' representative from the **Cameroon as well as ITUC Regional Representative for Africa** could also not take place as foreseen owing to the same technical difficulties with the Zoom connexion. They were subsequently moved to Day 2 Second Session wherein the same challenges were encountered.

### Flash discussion No. 4: Child labour in agriculture

This discussion was introduced and moderated by **Antonio Querido, FAO Country Representative for Uganda**. He presented work on child labour in agriculture at the continental level, highlighting cooperation between FAO and the African Union. The only way to combat child labour at a large scale, he said, was through collective action with key stakeholders. A good example is the Comprehensive Africa Agricultural Development Programme (CAADP) programme of FAO and the African Union Commission (AUC), through which the AUC pledged to include child labour indicators in the programme's biannual review process. Moreover, 15 cross-cutting policy recommendations were developed for stakeholder action, of which the most important were the following:

- sustained partnership and coordination among various stakeholders;
- increased investment in agricultural financing;
- investment in innovative practices, technologies and digital systems to see how mechanization in agriculture can reduce reliance on child labour;
- social protection schemes;
- capacity-building for agricultural actors.

**Mukulia Kennedy Ayason, Policy Officer (Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment, African Union Commission)** presented important ways to accelerate and scale up programmes. This was important, given the dramatic effects of COVID-19 on the agriculture sector, especially on women and children.

The most significant issues that Mr Kennedy raised were the following:

- The need to integrate the issue of child labour into larger ongoing or new development plans in the agriculture sector. Good examples were the CAADP and the Pan African Farmers Organization.
- By penetrating these platforms with awareness-raising, mechanization plans, social protection and other programmes for small farmers – the main producers of agricultural products in Africa – the African Commission is able to maximize impact and synergize resources.
- The 10-year action plan is an important policy to support these large-scale mainstreaming efforts. This makes it easier to discuss child labour and argue for financing requirements.

Comments and inputs from participants on Mr Kennedy's presentation are noted in Appendix 5.

**Ms Micheline Somplehi from the Women's Programme of the African Confederation of Artisanal Fisheries Organizations (CAOPA)** should have followed Mr Kennedy's intervention to speak about the challenges of addressing child labour in fisheries. However, unfortunately, she was prevented from doing so due to technical issues with the Zoom connection.

## 2.4.5 Results of the audience interaction on the top policy priorities for the V Global Conference on Child Labour

**Mr. Musindo** re-introduced the Slido polling, this time to seek inputs from participants on the top regional policy priorities for the V Global Conference on Child Labour. **Mr. Redha** who moderated this part of the session reminded the audience that when you have too many priorities you have no top priorities. With the support of **Ms. Mitton** helping participants attending remotely, **Mr Redha** invited participants to give their views on the top policy priorities working from the list of fourteen (14) priorities which emerged from the pre-consultation questionnaire, in the room discussions (venue and remote), and furthermore, reflecting alignment with the African Union Commission and other relevant AU frameworks (e.g. agriculture, social protection and education).

Participants were given the possibility to choose up to six (6) policy priorities for ending child labour in Africa. The results of the polling can be found in the table below.

► **Table 2. Results of polling on key policy priorities to end child labour in Africa**

Policy priorities ( voted on by 63 participants)	
Quality universal education	68%
Social protection for workers in the informal economy	62%
Decent work for adults	52%
Increasing financing	50%
Child protection systems and social workforce	50%
Measures to deal with child labour in conflict and crisis	33%
School to work transition	29%
Filling gaps in legislation	29%
Large-scale actions in the rural and agricultural sector	28%
Mobilizing social support	26%
Enhancing institutional arrangements and capacity	26%
Measures against hazardous work	21%
Quality and regular data and research	19%

The results of the polling reflect the inputs received from participants attending at the venue as well as remotely. Some participants attending remotely but making use of the simultaneous interpretation provided their inputs on the different challenges via the chat. Unfortunately, the inputs provided in this manner could not be accounted for in the final result, and are thus not reflected in the above table as the polling was conducted only in English.

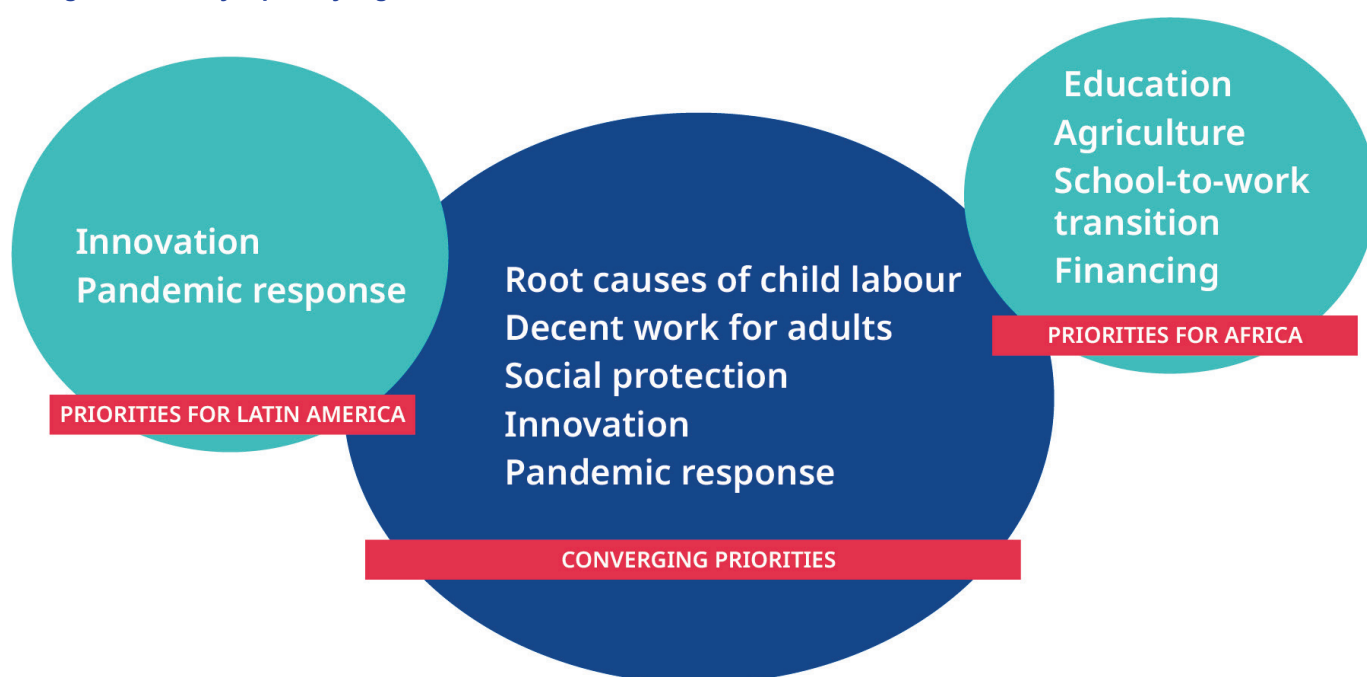
The policy statements that were voted on emerged from proposals received via the pre-consultation questionnaire (Survey monkey), wherein inputs were provided by 33 countries. They have been formulated to also reflect inputs received during the consultations at the venue as well as online, and have been further aligned with the strategic intervention areas of the African Union Commission and other relevant AU frameworks ( eg. agriculture, social protection and education).

## 2.5 Closing

By way of concluding remarks, **Mr Francesco d'Ovidio, Head of Solution and Innovations, Fundamental Principles and Rights at Work Branch, ILO**, shared his observations regarding the trends observed from the first two consultations as well as provided some indications regarding the way forward.

According to Mr Francesco, a number of priorities between the first regional consultation meeting in Latin America and those presented here in Africa converge, while some diverge. Although COVID-19 was mentioned in Africa, it was much more prominent in Latin America. Agriculture, financing, education and school-to-work transition were also highlighted in the Africa meeting as indicated in Figure 4.

► **Figure 4. Priority topics by regional consultation**



The main message to take to the V Global Conference is summarized by the following list of comments and requests, which were repeatedly highlighted and urgently requested throughout the two days of consultations:

- No need for new commitments and promises, IMPLEMENT PRIOR ONES.
- No need for new dates for elimination of child labour – ACT NOW AND URGENTLY.
- No need for new ratifications that become meaningless – IMPLEMENT THEM.
- CLOSELY MONITOR plans or actions and their implementation.
- There is a need for HIGH-LEVEL PARTICIPATION at V Global Conference as high-level decision-making is required.
- MINISTRIES of FINANCE need to be actively engaged in the conference.
- Children and youth need to be present and involved in planning, budgeting and monitoring. The conference is all about them.

To mark the end of the consultations **Mr Joni T. Musabayana, Director, ILO Pretoria**, reiterated the support of the ILO throughout the process that will culminate in the organization of the 2022 V Global Conference in Durban. For his part, **Mr Siphon Ndebele from the Government of South Africa**, reiterated that there was still time remaining before the 2025 goal to contain the child labour situation on the Continent, ensuring that there isn't a further increase in the number of working children. The situation is in our hands, we must do something about it, concluded Mr Siphon. He further stated the main elements of the Call to Action for 2022 that emerged from the two days of consultations and reminded the Member States who had not done so, that there was still time to respond to the pre-consultation questionnaire.



► **Appendix 1 List of Attendees**

Serial #	Name	Group	Institution	Post	Email Address	Country
1	Harouna TOGOYENI	Employers	Conseil National du Patronat Burkinabé	Vice Président Chargé du Dialogue Social	<a href="mailto:excelle.bf@gmail.com">excelle.bf@gmail.com</a>	Burkina Faso
2	Philomène YAMEOGO / TOU	Employers	Conseil National du Patronat Burkinabé	Secrétaire Général	<a href="mailto:yameogotoup@yahoo.fr">yameogotoup@yahoo.fr</a>	Burkina Faso
3	Abdoulaye TRAORE	Employers	Conseil National du Patronat Burkinabé	Chargé de Programme	<a href="mailto:atraore@cnpmali.org">atraore@cnpmali.org</a>	Burkina Faso
4	Harriet Auma	Employers	Federation of Uganda Employers	Coordinator Child Labour Project	<a href="mailto:harriet.auma@fuemployers.org">harriet.auma@fuemployers.org</a>	Uganda
5	Jacqueline Mugo	Employers	Business Africa (not nominated by I.O.E.) Federation of Kenya Employers	Secretary General	<a href="mailto:jmugo@fke-kenya.org">jmugo@fke-kenya.org</a>	Kenya
6	Laure Irene Adoukonou	Employers	Conseil National du Patronat du Bénin	Assistant du Directeur Exécutif	<a href="mailto:laure1adoukonou@yahoo.fr">laure1adoukonou@yahoo.fr</a>	Benin
7	Eileen Van der Est	Employers	Business Botswana	Regional Manager	<a href="mailto:eileen@bb.org.bw">eileen@bb.org.bw</a>	Botswana
8	Sylvain Manirambona	Employers	Association des Employeurs du Burundi	Responsable Administratif et Financier	<a href="mailto:manirambona_sylvain@yahoo.fr">manirambona_sylvain@yahoo.fr</a>	Burundi
9	Aline Valérie MBONO	Employers	GICAM	Directrice Exécutive	<a href="mailto:ambono@legicam.cm">ambono@legicam.cm</a>	Cameroon
10	Djamal-Dine MOUSSA SAID	Employers	Mouvement des Entreprises Comoriennes	Directeur exécutif par intérim	<a href="mailto:kamegneha2013@gmail.com">kamegneha2013@gmail.com</a>	Comoros
11	Baba Fofana	Employers	Conseil National du Patronat Guinéen	Secrétaire Général Adjoint	<a href="mailto:babafofana@cnp-guinee.org">babafofana@cnp-guinee.org</a>	Guinea
12	Jacqueline Mugo	Employers	Federation of Kenya Employers	Executive Director / CEO	<a href="mailto:jmugo@fke-kenya.org">jmugo@fke-kenya.org</a>	Kenya
13	Christophe RALALARIVO NY	Employers	Imperial Brands (not nominate by IOE but can participate as observer)	Occupational Health & Safety Manager	<a href="mailto:christophe.ralalarivony@ame.imptob.com">christophe.ralalarivony@ame.imptob.com</a>	Madagascar
14	Sino Moabalobelo	Employers	Business Unity South Africa	Director	<a href="mailto:sino.moabalobelo@busa.org.za">sino.moabalobelo@busa.org.za</a>	South Africa
15	Stephen Obiro	Employers	Federation of Kenya Employer	Head of Advocacy, Consulting and Partnership	<a href="mailto:sobiro@fke-kenya.org">sobiro@fke-kenya.org</a>	Kenya
16	Leslie Thomas	Employers	Sierra Leone Employers Federation	Executive Secretary	<a href="mailto:leslie_thomas45@yahoo.com">leslie_thomas45@yahoo.com</a>	Sierra Leone
17	Christine Asante	Workers	Industrial and Commercial Workers Union Ghana	Head of Gender and Youth	<a href="mailto:Chrismec_h@yahoo.com">Chrismec_h@yahoo.com</a>	Ghana

18	David Dorkenoo	Workers	ILO	Senior Workers Specialist	<a href="mailto:dorkenoo@ilo.org">dorkenoo@ilo.org</a>	South Africa
19	Beilul Tesfamichael	Workers	National Confederation of Eritrean Workers	Executive Secretary	<a href="mailto:lulutesfamichael@gmail.com">lulutesfamichael@gmail.com</a>	Eritrea
20	Asmaa Awad	Workers	Sudan Workers' Trade Unions Federation (SWTUF)	Secretary of Women and Child Affairs	<a href="mailto:asmaawad930@gmail.com">asmaawad930@gmail.com</a>	Sudan
21	Mpho Keatshabe	Workers	Botswana Federation of Trade Unions	Gender Secretary	<a href="mailto:mkeatshabe@yahoo.com">mkeatshabe@yahoo.com</a>	Botswana
22	Saidat Nafissa Mohamed ABDEREMAN E	Workers	Confédération des Travailleuses et Travailleurs des Comores (CTTC)	Secrétaire National Adjoint Chargé de l'Education Ouvrière	<a href="mailto:salimdjirame@yahoo.fr">salimdjirame@yahoo.fr</a>	Comoros
23	Gertrude Mtsweni	Workers	COSATU		<a href="mailto:gertrudem@cosatu.org.za">gertrudem@cosatu.org.za</a> ; <a href="mailto:gert.mtsweni@gmail.com">gert.mtsweni@gmail.com</a>	South Africa
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## ► Appendix 2 Agenda and Main speakers

### AGENDA

18 November 2021

10.00 – 10.30 (Central Africa Time)	<p><b>Opening segment</b></p> <p>Programme Director: Mr. Joni T. Musabayana, Director, ILO Decent Work Team for Eastern and Southern Africa, Country Office for Botswana, Eswatini, Lesotho and South Africa</p> <p>Ms. Cynthia Samuel-Olonjuwon, ILO Assistant Director-General and Regional Director for Africa</p> <p>Mr. Andrew Tagoe, General Agriculture and Allied Workers Union, Ghana</p> <p>Mrs Sino Moabalobelo, Director, Business Unity South Africa</p> <p>Mr. Sabelo Mbokazi, Head of Labour, Employment and Migration, African Union Department for Health, Humanitarian Affairs and Social Development</p> <p>Mr. Siphon Ndebele, Chief Director, Department of Employment and Labour of South Africa</p>
10.30 – 12.30 (Central Africa Time)	<p><b>Key regional challenges to end child labour</b></p> <p>Chair: Mr. Siphon Ndebele, Chief Director, Department of Employment and Labour of South Africa</p> <p>Joint presentation by ILO/AU</p> <p>Comments:</p> <p>Ms. Mangove Roshna, Youth representative from Zimbabwe</p> <p>Ms. Miraj Muhamud Yusuf, Child labour senior advisor, Ministry of Labour and Social Affairs of Somalia</p> <p>Dr Fernando Jorge Alves, Head of Division Social Affairs, ECOWAS Commission</p> <p>Mr. Daniel Mgabonihela Wiston, Senior Administration and Human Resources, African Commission on Human and People's Rights</p> <p>Ms Jane Ragoo, Confederation of Workers of the Private Sector, Mauritius</p> <p>Ms. Harriet Auma, Child Labour Focal Point, Federation of Uganda Employers</p> <p>Discussion</p>
12.30 – 14.00	<b>Lunch</b>
14.00 – 16.00 (Central Africa Time)	<p><b>Ongoing responses and opportunities to accelerate progress against child labour in Africa</b></p> <p>Chair : Mr. Sabelo Mbokazi, Head of Labour, Employment and Migration, African Union Department for Health, Humanitarian Affairs and Social Development</p> <p>Joint presentation by ILO/AU</p> <p>Presentation of the African Union's 10-year action plan to eradicate child labour, forced labour, human trafficking and modern slavery in Africa (2020-2030)</p> <p>Sharing of experience:</p> <p>Ms Salima Admi, Director of Labour, Department of economic inclusion, small enterprises, employment and qualifications of Morocco</p> <p>Mr. Patrick Kananga, Chief Labour and Decent Work Administrator, Ministry of Public Service and Labour of Rwanda</p> <p>Mr. Maxwell Parakokwa, Senior Programme Officer, Employment, Labour and Youth, Directorate of Social and Human Development, SADC</p> <p>Dr El Hacène Mbareck, Chair of the Social Affairs Cluster, ECOSOC</p> <p>Mr. Andrew Tagoe, Regional Coordinator, Global March Against Child Labour Anglo phone Africa</p> <p>Discussion</p>

19 November 2021

	<p><b>Policy priorities, promising good practices and scale up</b></p> <p>Chair: Alexio Musindo, Director, ILO Director for Ethiopia, Djibouti, Somalia, Sudan and South Sudan and Special Representative to the AU and ECA</p> <p>Presentation, Review of child labour determinants and evidence-based policy responses towards ending child labour by 2025, Lorenzo Guarcello, ILO / FUNDAMENTALS</p> <p>Introductory presentation by ILO/AU</p> <p>FLASH DISCUSSION n°1: Inclusive, equitable, quality education as an alternative to child labour</p> <p>Introductory remarks and moderation by Mr. Jephthe J. M. Mvondo, Policy &amp; Advocacy Specialist, UNICEF office to the AU and ECA</p> <p>Economic case of investing in children's education presented by Dr Addis Yimer, African Child Policy Forum</p>
10.00 – 12.30 (Central Africa Time)	<p>FLASH DISCUSSION n°2: Extending social protection for children and their families to mitigate poverty and vulnerability</p> <p>Introductory remarks and moderation by Mr. Dramane Batchabi, Senior, Social Protection Specialist, ILO</p> <p>Good practice from Côte d'Ivoire presented by Dr Martin N'Guettia, Directeur de la Lutte contre le Travail des Enfants, Ministère de l'Emploi et de la Protection Sociale</p> <p>Ms. Winnie Nyandiga - Africa Regional Coordinator, Kailash Satyarthi Children's Foundation</p> <p>FLASH DISCUSSION n°3: Promoting decent work that delivers a fair income for young people and adults, with a particular emphasis on workers in the informal economy</p> <p>Introductory remarks and moderation by Mr. Alexio Musindo, ILO Director CO-Addis Ababa (slide)</p> <p>Good practice from Egypt presented by Mr. Omneya Abd Elhamed, Ministry of Manpower of Egypt</p> <p>Discussion</p>
12.30 – 14.00 (Central Africa Time)	<p><b>Break</b></p>
14.00 – 14.45 (Central Africa Time)	<p><b>Policy priorities, promising good practices and scale up (continued)</b></p> <p>FLASH DISCUSSION n°4: Child labour in agriculture</p> <p>Introductory remarks and moderation by Antonio Querido, FAO Country Representative for Uganda</p> <p>Mr. Mukulia Kennedy Ayason: Policy Officer, Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment, African Union Commission</p>
14.45 – 15.45 (Central Africa Time)	<p><b>Identification of topics and preferred outcome document for the V GCCL</b></p> <p>Mr. Sipho Ndebele, Chief Director, Department of Employment and Labour of South Africa Government of South Africa</p> <p>Mr. Francesco d'Ovidio, Head of Solution &amp; Innovations, Fundamental Principles and Rights at Work Branch, ILO</p>



## ► Appendix 3: Contributions during the discussion on key challenges to end child labour (session 1)

Priority Challenge Topic	Sub-Topics	Comment
<b>1. Political Will &amp; Financing</b>	1.1 Global Level: Implementation and financing, not only ratification	No need for new commitments but to implement what was already committed to (conventions, etc.)
	Continental Level	1.2.1 Financing and implementing AU Action Plan 1.2.2 Financing present but not allocated for child labour 1.2.3 Need serious attention, plans and financing to stop migration 1.2.4 Need serious political and financial commitments from governments 1.2.5 Need clear strategies (e.g Mali Pathfinder country but with no clear strategy to attain goal 8.7)
<b>2. Education</b>	National Level	
	2.1 Investment in Education	2.1.1 Poor infrastructure of schools (toilets, privacy for girls, roads) 2.1.2 Quality, affordable, sustainable 2.1.3 Absence of education in mining communities 2.1.4 Absence of education in certain areas as mining and coco farms
	2.2 Relevance of Education	2.2.1 Learning does not support school to work transit 2.2.2 Needs to accommodate to school dropouts 2.2.3 Poor skills and vocational training
<b>3. Data, Law Enforcement &amp; Traditional Understandings</b>	2.3 Teaching crisis	2.3.1 Severe insufficiency in teachers during COVID-19 pandemic
	3.1 Data	3.1.1 No reliable data on child labour
	3.2 Poor enforcement of labour laws	3.2.1 Low number of labour inspectors, even lower during COVID-19 pandemic and not dedicated to child labour 3.2.2 Poor monitoring of child labour, especially in places like mines, farms and armed conflicts 3.2.3 Children without identity cards, especially in rural areas
	3.2 Traditional understanding and practices	3.1.5 Poor understanding of child labour, its risks and dangers, especially among tribes and rural areas 3.1.6 Acceptance of child labour and resistance to stop it by some families 3.1.7 Girl children forced into child marriage in many cases (traditionally accepted)

<b>4. Vulnerability and Social Protection</b>	4.1 Poor and inadequate coverage	4.1.1 Vulnerability and work in informal sectors leads families and children into WFCL and forced labour in times of shock 4.1.2 Food security needs to be part of social protection, as some children are working due to hunger “hunger or work”
	4.2 Inadequate monitoring and referral systems	4.2.1 Need for more serious monitoring on child labourers, ensuring their referral to appropriate services as needed
<b>5. COVID-19 Pandemic</b>	5.1 Closing of schools	5.1.1 Teachers moving to other jobs 5.1.2 Children more involved in domestic work 5.1.3 Children went back to very hazardous jobs, as mining and street work activities
	5.2 Closure of work	5.2.1 Children have to work to make up for parents’ loss of income (over 1.7 million lost their jobs in Africa)

## ► Appendix 4: Main achievements of countries (based on their responses to the questionnaire)

### Major legislative achievements and responses of member states (Countries' Ministries of Labour responded)

**Signing ILO Convention 138:** 33 countries signed; 1 country didn't sign

**Signing ILO Convention 182:** 34 countries (100 per cent)

**Minimum Age for Admission to Employment:** 11 countries at 14yrs.; 15 countries at 15yrs.; 9 countries at 16yrs.

### Alignment of Minimum Age for Employment with age of compulsory education

Countries which have their minimum age for employment aligned with age of compulsory education; 19 countries did; **9 countries** do not

**Countries that have a formally adopted hazardous occupation list, which fully meets the requirements of Article 4 of C. 182;**

**6 countries** adopted a formally hazardous list;

**6 countries** did not adopt a formally hazardous list

**2 countries:** not sure

### Major Policy responses

**Is there an active National Action Plan on the Elimination of Child labour?**

**19 countries** have an active NAP on the Elimination of Child Labour

**7 countries** do not have an active NAP on the Elimination of Child labour

**Has the NAP been formally adopted?**

**15 countries** : NAP has been formally adopted

**9 countries** : NAP has not been formally adopted

**Has the NAP been costed?** 17 countries Yes; 14 countries No

**Is the current NAP specifically itemized in the national budget?** 9 countries : Yes

**24 countries** : No

**What is the percentage of the NAP budget funded by domestic resources?**

**9 countries** : NAP domestic resources is less than 20 per cent

**5 countries** : NAP domestic resources is 20-40 per cent

**1 country** : NAP domestic resources is 40-60 per cent

**3 countries** : NAP domestic resources is more than 80 per cent

**Are labour inspections conducted in the informal sector and agricultural sector?**

**26 countries:** Occasionally; **8 countries:** Frequently

**Are labour inspections conducted in the informal sector and agricultural sector?**

- **18 countries** : criminal law enforcement agencies are taking actions **occasionally** to combat child labour
- **15 countries** : criminal law enforcement agencies are taking actions **frequently** to combat child labour
- **2 countries:** don't know
- 1 country :: never takes action

**Is there an active child labour unit?**

- **29 countries** : there is an active child labour unit
- **6 countries** : no active child labour unit

**Is there an active coordination mechanism on child labour?**

- **28 countries** : there is an active coordination mechanism on child labour
- **6 countries** : no active coordination mechanism on child labour:

**Is child labour data regularly collected?**

- **8 countries** : child labour data is regularly collected :
- **26 countries** : child labour data is not regularly collected :

**Does the private sector contribute to national efforts by funding activities of the National Action Plan?**

- **17 countries** : the private sector contributes to national efforts by funding activities of the National Action Plan
- **17 countries** : the private sector does not contribute to national efforts by funding activities of the National Action Plan

## ► Appendix 5: Contributions during the Flash discussion n°1 on inclusive, equitable and quality education as an alternative to child labour

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### **Importance of education**

Economic costs of children being out of school in Africa, outweighs the spending if they were enrolled

There is a need to abolish school fees and eliminate cost for books, uniforms

Passport to keep children, to keep these costs affordable because for families these are the costs that will make them discouraged to continue keeping their children in school.

Investment in education needs to be carried out jointly between private and public sector

For example, Burkina Faso is losing about 15 per cent of its GDP due to out-of-school children; the required amount to involve these out-of-school children back to school is only less than 10 per cent of its GDP.

Governments must increase flexible learning paths, for example remedial and special education opportunities, targeting children that are out of school

Although online learning sounds plausible, the challenge remains that most member states are not yet advanced in Information Communication Technology ( ICT) and most times difficult to get internet connection.

## ► Appendix 6: Contributions during the Flash discussion n°4 on child labour in agriculture

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### Q&As from Participants

- Where does the need to collect data and data systems on child labour, education, child protection come from? (**Abou Bakary Keita, \_HIVOS, \_Mali**)

### Contributions to Discussions

- I think we also need to enhance our monitoring and evaluation of child labour elimination programme and projects across the continent. This would help us to know which areas we need to improve to ensure that we achieve our overall objective of zero child labour (**Mary Karimu – TUC – Ghana**)
- African governments must allocate at least 20 per cent of their budgets to education, so that educational systems are well resourced to accommodate all children. (**Juliet Wajega – No Childs Business Programme – Uganda**)
- To eliminate child labour, free education is necessary, at the same time economic empowerment programs that are sustainable and help boost the income levels of households are necessary (**Mulenga Nkonde, Jesus Cares Ministries, Zambia**)
- Very important point you raised on governments attaching low attention to child labour within the national development priorities- so what needs to be done for our governments to view child labour as a major development challenge so as to give it due attention (**Juliet Wajega – No Childs Business Programme –Uganda**)
- Mainstreaming child labour in all relevant ministries, institutions, private sector, community structures is a very good recommendation that needs to be taken up (**Juliet Wajega – No Childs Business Programme – Uganda**)

## ► Appendix 7: Synthesis of policy priorities emerging from consultations

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The consultation, drawing on inputs received at the venue, as well as virtually via Zoom, but also the pre-consultation survey administered online generated consensus around a number of policy priorities which are summarized below in order to have a record of them:

- accelerate the actions needed to ensure quality universal education for all boys and girls, coupled with measures for alleviating poverty and vulnerability, especially child poverty;
- reduce the factors that lead children to combine school with work, particularly children below the minimum age for employment;
- implement robust and effective measures against hazardous child labour;
- expand labour and social protections for workers in the informal economy, including young workers above the minimum age for employment;
- close the gaps in legislation against child labour, particularly its worst forms;
- establish or enhance institutional arrangements and capacity to deal with the worst forms of child labour other than hazardous child labour;
- develop appropriate measures to deal with child labour in conflict and other crisis situations;
- mobilize social and political support to build momentum for accelerating action against child labour;
- improve implementation of national child labour programmes;
- improve the availability of quality child labour data and research;
- increase budgets to adequately fund child labour activities.

